

भारत सरकार GOVERNMENT OF INDIA
रेल. मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

No. E(P&A)II-2014/Misc.3/7th CPC

New Delhi, dated : 20.10.2014

OFFICE MEMORANDUM

Sub: Information pertaining to Allowance payable to Officers/ Staff of Railways.

Ref : D.O. letter No. 7 CPC/15/Questionnaire dt. 23.04.2014 from Secretary, 7th CPC to Chairman, Railway Board.

The undersigned is directed to state that, in continuation of this Ministry's OM of even number dt. 25.7.14 and 21.8.2014 on the above cited subject, briefs on three allowances (viz. Running Allowance, Additional Allowance and Breakdown Allowance) peculiar to Indian Railways are being referred to the Seventh CPC for their consideration and recommendation. The under mentioned information/documents are being attached herewith for further necessary action please.

I Running Allowance for running staff.

1. A brief on the pay element and the rates of Running Allowance for the running staff on the Indian Railways.
2. Annexures as indicated in the brief.
3. Report of the Running Allowance Committee, July 1968.
4. Report of the Committee on Running Allowances, April-1980.
5. Report of the Committee on the Running Allowance-2002, July, 2005.
6. Rules for the Payment of Running and other Allowances to the Running Staff, 1981.

II Additional Allowance as pay for all purposes including computation of retirement benefits of running staff.

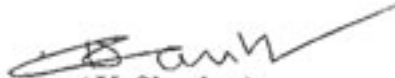
1. Brief on reckoning of Additional Allowance as pay for all purposes including computation of retirement benefits of running staff on the Indian Railways.
2. Annexures as indicated in the brief.

III Revision of Breakdown Allowance (BDA).

1. Brief on revision of Breakdown Allowance (BDA) granted to eligible Breakdown Staff on the Indian Railways.
2. Annexures as indicated in the brief.

Encl : As above.

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I A brief on the pay element and the rates of Running Allowance for the running staff on the Indian Railways.

A : Introduction.

1. The Running Allowance Committee-1980 (RAC-1980) had recommended a formula for the calculation of the rates of kilometrage allowance for the running staff. This formula was being used for the calculation of KMA by the Railway Board from 1981 till the implementation of the Sixth CPC recommendations. However, this formula has not been mentioned in the Running Allowance Rules- 1981 nor in the Establishment Code/Manual. As per Rule 906 of IREM, Vol.I, (*Annexure-I*) the rates of Running Allowance for every 100 km shall be as specified by the competent authority from time to time. It means that the manner of calculation of the rates can be decided by the competent authority.
2. After successive pay commissions and finally the Sixth CPC recommendations the formula of RAC-1980 had become impractical due to erosion in the depression of pay scales of the running staff, new pay structure, widening of gap between earnings of running staff vis-à-vis non-running staff etc. Therefore, the Railway Board after accepting the recommendations of a **Joint Committee** (Consisting of representatives of the official and the staff side) decided to double the then existing rates of KMA/ ALK w.e.f. 01.09.2008.
3. The recognised/ un-recognised federations since then have been clamouring for revision of the rates as per the RAC-1980 formula through letters, PNM/JCM fora, National Industrial Tribunal etc. A relatively detailed background is given in the successive paragraphs.

B : Background on the revision of running allowance.

1. On the Indian Railways, there is a category of staff known as “**Running Staff**” whose performance of duty is directly connected with the charge of moving trains. **Rules 3(iii), 3(iv), 3(v) and 3(xvi)** of “The Rules for the payment of Running and other Allowances to the Running staff on Railways, 1981” stipulate as under: -

“(iii) “**Running duties**” means duties directly connected with the movement of trains and performed by running staff while employed on moving trains or engines, including shunting engines.”

(iv) “**Running Staff**” performing “**running duties**” shall refer to Railway servants of the categories mentioned below:

Loco

- (a) Drivers including Motormen and Rail Motor Drivers, but excluding Shunters.

Traffic

- (a) Guards

(b) Shunters.

(b) Assistant Guards/
Brakesmen

(c) Fireman (including Instructing Firemen, Assistant Electric Drivers on Electric Locos and Diesel Assistants/Drivers Assistant on Diesel locos.

(v) **“Running Allowance”** means an allowance ordinarily granted to running staff in terms of and at the rates specified in these rules, and/or modified by the Central Government in the Ministry of Railways (Railway Board) , for the performance of duties directly connected with the charge of moving trains and includes a **“Kilometreage allowance ”** and **“Allowance in lieu of Kilometreage”** but excludes special compensatory allowances.”

(xvi) (a) **“Stationary posts”** refers to all posts excluding those specified under item (iv).

(b) **“Stationary duties”** refers to duties performed other than running duties specified under item (iii) above.”

2. A special feature relating to running staff is that a portion of their emoluments is dependent upon the nature of duties performed and the quantum of work put in by them during the month. The quantum of running allowance earned by the Running staff is determined mainly by the actual distance worked by them. The basic objective of these rules is an orientation towards better performance, simultaneously ensuring that the running staff are not prevented from earning a reasonable amount of running allowance in a month due to factors not attributable to them. The highest scale of pay admissible in the cadre of running staff to Mail/Express Drivers in the III CPC scales of pay was ₹ 550-750, the replacement scale of which in the IVth CPC and Vth CPC scales of pay was ₹ 1640-2900 and ₹ 6000-9800 respectively. In the 6th CPC scales of pay, the replacement scale is ₹ 9300-34800 with grade pay ₹ 4200/-.

3. The scales of pay applicable to the running staff are deemed to be depressed meaning thereby that had there been no scheme of running allowances, the running staff would have been allowed normal scales of pay like the other railway employees and would have been eligible for TA/DA. As such, the running staff earn a part of their pay through the instrument of running allowance as running allowance includes a portion of the pay, traveling allowance and out-of-pocket expenses as their duties generally involve their absence from headquarters and as TA/DA is not admissible to them. The deemed depressed portion of the pay is made good by the provisions of **Rule 25** of the said Rules, which stipulates as under: -

“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 PTOs.

(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.

(ii) For the purpose of educational assistance, 30% of the basic pay shall be reckoned as pay for determining the eligibility for all the schemes of assistance given to Railway employees for the education of their children/wards viz., re-imburement of tuition fees, children's educational assistance and subsidized hostels.

(iii) For the purpose of retirement benefits, 55% of basic pay shall be taken into account in the case of running staff retired/retiring on or after 1.4.1979. **55% shall also be reckoned as pay for the purpose of recovery of subscription towards Provident Fund.**

..... “

4. Running Allowance scheme has been examined by a number of Commissions and Committees in the past starting with the 1st Pay Commission in 1947. The scales of Running staff were recommended by the 1st, 2nd and 3rd Pay Commissions after giving due consideration to the fact that substantial part of the emoluments of running staff were paid in the form of Running Allowance and that the existing relativities with comparable (non-running) staff in railways is to be maintained.

5. The Running Staff Pay and Accounts Committee (RSPAC), constituted in 1948, and also subsequently formed Joint Advisory Committee (1950), Ashruff Committee (1968), Railway Labour Tribunal (1969), Running Allowance Committee (1980 and 2002), recognised the importance of the scheme with the objective that it encourages the running staff to work more as they get part of their pay in the form of running allowance. All these committees concluded that it is not prudent to divest running allowance of its pay character and to reduce it to a mere travelling allowance.

6. Prior to 1919 running allowance was not treated as pay at all for any purpose except on one of the erstwhile Company Railways. It was only in 1919 that the Government of India obtained the sanction of the then Secretary of State in Council to allow all Railways in India at their option to permit the Members of the Running Staff to subscribe to the provident fund on pay plus a fix percentage of pay not exceeding 75% to represent the equivalent of Mileage Allowance and to have their Leave Allowances and retirement gratuities calculated on this basis. Subsequently, this benefit was extended for other purposes like fixation of pay in stationary post, regulation of CCA and HRA. In the absence of quantification of the 'pay element', varying percentages of running allowance had been treated as pay for specified purposes.

7. RAC-1980 was the first to assess the quantum of this pay element as 30% for in-service benefits for the running staff. The Committee also recommended 60% pay element

for retirement benefits for the running staff although the Ministry of Railways approved this as 55%. For quantifying the pay element, the Committee had taken into account (liberally) the notional pay scale of ₹ 840-1040 which was higher than the highest grade of ₹ 700-900 that a Driver Grade 'A' Spl. would have got, as shown in the calculations below :

| Category | Mean of existing scale of pay in 1980 | Mean of the notional scale in 1980 (i.e. the highest Group C scale that could have been allotted) | Difference between the mean of notional scale and existing scale | Difference expressed as percentage of the notional scale |
|------------------|---------------------------------------|---|--|--|
| Driver A Special | $(550+750)/2 = 650$ | $(840+1040)/2 = 940$ | $940-650 = 290$ | $(290/940) \times 100 = 30.85\%$ |
| Driver A | $(550+700)/2 = 625$ | $(775+1000)/2 = 887.5$ | $887.5-625 = 262.50$ | $(262.50/887.5) \times 100 = 29.57\%$ |
| Driver B | $(425+640)/2 = 532.50$ | $(700+900)/2 = 800$ | $800-532.50 = 267.50$ | $(267.50/800) \times 100 = 33.43\%$ |
| Driver C | $(330+560)/2 = 445$ | $(550+800)/2 = 675$ | $675-445 = 230$ | $(230/675) \times 100 = 34.07\%$ |

8. The underlying principle of the pay component of running allowance is that, had there been no scheme of running allowance the running staff in the scale ₹ 550-750 (Driver 'A' Spl. during Third CPC) would have been allotted the scale of pay immediately below the grade applicable to the highest grade of Supervisors namely Loco Foreman i.e. ₹ 840-1040 (during Third CPC) to whom they report. Accordingly, the scale of pay which would have been allotted to Drivers Grade 'A' Spl, but for the existence of the running allowance scheme, can fairly be assumed to be ₹ 700-900 (during Third CPC). Thus pay scales of running staff were pegged at lower levels vis-a-vis non-running staff so that they get part of their pay through running allowance which is related to working of trains. The difference of mean of both the scales expressed as a percentage of the mean of the notional scale is called the 'pay element'/ 'component of pay' or 'measure of depression'.

9. The existing formula for calculating the quantum of Kilometerage Allowance per hundred kilometers, was devised by RAC-1980, after detailed consultations with the labour organisations and taking into account views of the railway administration, based on huge data collected from various divisions, and past studies and reports in this regard. The formula for the rate of KMA per 100 kms for a passenger driver is as under:-

$$\frac{30\% \text{ of Mean Pav} + 20 \text{ Days TA/DA}}{5100 \text{ (Average kms earned by passenger driver per month)}} * 100$$

10. Any increase of pay scales of running staff vis-a-vis non-running staff would have to be viewed taking into account the principle of 'measure of depression' stated in para 2.6 above. However, while allotting the scales to running staff 4th and 5th Pay Commissions

overlooked this aspect. They instead recommended a review of Running Allowance Rules due to increase in pay scales of running staff vis-a-vis non-running staff. But no such review was carried after the implementation of these Pay Commissions, though the 'measure of depression' continued to be eroded after 4th and 5th pay commission pay scales. Further erosion occurred at the time of merger of 50% DA as DP on 1.04.2004. The calculations of the 'measure of depression' during Fourth, Fifth & Sixth CPC periods are given as under :

| Erosion of Depression (%) over Successive CPCs | | | | |
|--|---------|---------|---------------------------|----------|
| Category | 4th CPC | 5th CPC | After 1.4.04 merger of DP | 6th CPC* |
| Loco Running Staff | | | | |
| Loco Pilot (Mail) | 22.72 | 16.62 | 8.28 | 5.80 |
| Loco Pilot (Pass) | 18.08 | 14.71 | 6.18 | 2.25 |
| Loco Pilot (Goods) | 21.81 | 10.34 | 1.38 | -1.61 |
| Loco Pilot (Shunter) | 23.94 | 23.08 | 15.38 | 20.23 |
| FMI/DSL/ELECT Asstt. | 38.75 | 33.57 | 26.92 | 25.94 |
| Second Fireman | 42.96 | 28.50 | 21.35 | 19.87 |
| Traffic Running Staff | | | | |
| Mail/Express Guard | 23.08 | 14.71 | 6.18 | 2.25 |
| Passenger Guard | 21.81 | 10.34 | 1.38 | -1.61 |
| Goods Guard | 23.94 | 11.54 | 2.69 | 8.01 |
| Asstt. Guard/Brakesman | 33.80 | 33.57 | 26.92 | 25.94 |

*Calculation for this column has been made by making equivalent scales of pay using fitment tables. Fitment tables for running staff were used for converting actual scales of running staff in the Vth CPC and fitment tables for the general staff were used for converting notional scales of pay that the running staff would have got in the Vth CPC but for the depression in pay.

11. On account of the recommendations of the pay commissions after the 3rd Pay Commission and subsequent non-revision of the pay element since 1980, the gap between the emoluments of other Group C staff and the Running staff is continuously widening. The ratio of average annual wages of Group C Non running staff to Running staff has increased from 1:1.16 in 1980 to 1:1.69 in 2004. After Sixth Pay Commission due to granting of higher than normal replacement scales, provision of 'Additional Allowance' (on which DA is payable), and special fitment tables used for running staff duly reckoning DA on pay element of running allowance, the running staff have a distinct advantage over others in the Sixth Pay Commission pay structure. The gap has therefore further widened between the two categories after Sixth Pay Commission.

12. Committee on Running Allowances, constituted in 2002 (CRA-2002) which submitted its report in 2005, recommended revision of the 'pay element' in view of the continuous erosion of depression in the pay scales of the running staff. It recommended lowering of the pay element from 30% to 10% for in-service benefits and from 55% to 20% for retirement benefits. However, the Federations opposed the recommendations vehemently and the railway administration could not implement the report in view of the sensitive nature of duties performed by the running staff and also to ensure peaceful industrial relations.

13. After the implementation of Sixth Pay Commission number of pay scales were amalgamated into four pay bands in consonance with the general principle of de-layering adopted by the Pay-Commission for all categories of central government employees. The concept of mean pay in the existing formula had been rendered impracticable as the revised pay band is not a single scale but amalgamation of several scales of pay.

14. Railway Board, thus, constituted a **Joint Committee** in November 2008, comprising officers of Railway Board, and representatives from the two recognized Federations (AIRF & NFIR), to determine the quantum of pay element in running allowance and **to review the formula for computing rates of kilometerage allowance.**

15. The Joint Committee after in depth deliberations (*report of the Joint Committee enclosed as Annexure-II*) felt that the concept of mean pay of passenger driver as existing in the extant formula was rendered impracticable as pay band was not a single scale of pay but amalgamation of several scales of pay.

16. The Joint Committee also observed that there was a need to review 'pay element' for serving employees as well as the component of basic pay to be counted as pay for retiring running staff in the revised pay structure w.e.f. 1.1.06 i.e. from the date of implementation of the Sixth Pay Commission Report.

17. The Joint Committee further observed that the Sixth Central Pay Commission scales of pay have been implemented w.e.f. 1.1.2006 wherein higher than normal replacement scales have been granted to the running staff, justifying reduction in the 'pay element'. Non-reduction in the pay element w.e.f. 1.1.1986 and thereafter w.e.f. 1.1.1996 has resulted in the running staff receiving higher pay packages.

18. The Joint Committee also noted that reduction in the 'pay element' may not be possible now, in view of the sentiments expressed vociferously by the Staff side and particularly due to multiplication of the earlier decisions for non-reduction in the pay element. The ratio between average wage of non-running staff vis-à-vis average wage of running staff has significantly changed from 1980-81 at the stage of 1.00: 1.16 and 1.00 and 1.69 in 2003-04. With the Sixth Central Pay Commission's scales of pay having been implemented, this, gap between the running and the non-running staff has further widened.

19. The Joint Committee also noted that the depression of pay has been eroded after implementation of the Fourth Central Pay Commission's as also the Fifth Central Pay Commission's scale of pay. Non-reduction in the 'pay element' would further inflate the pay package of the running staff as a result of which the running staff would receive much higher emoluments than justified, and in many case would also exceed that admissible to Group 'A' officers.

20. The Sixth Pay Commission had recommended that various allowances should be doubled thus the Joint Committee felt that this recommendation of the Sixth Pay Commission should also be followed in respect of rate for kilometerage allowance. Thus keeping in view the general recommendations of the Sixth Pay Commission regarding doubling of allowance, **recommendations of the Joint Committee which included**

representatives of recognized federations also were accepted by Railway Board, and the formula of RAC-1980 was not adopted for revising the rates of KMA.

21. The revised rates of KMA were made applicable w.e.f. 01.09.2008 (*Annexure-III*) as all other allowances were revised from this date after implementation of Sixth CPC pay structure.

22. The pay element which was necessitated earlier due to depression in scales of pay of running staff was also considered by the Joint Committee. The Joint Committee noted that the depression in pay of Running Staff eroded after revisions of pay by the Fourth & Fifth Pay Commissions and merger of 50% Dearness Allowance with pay w.e.f. 01.04.2004. But considering the sentiments of the Running Staff, the pay element of 30% for in-service benefits and 55% for retirement benefits was continued on recommendations of the Joint Committee.

23. Keeping in view the persistent demands of the running staff Railway Board again constituted a **Fast Track Committee (report at Annexure-IV)**, comprising of 6 Executive Directors, in 2010, to look into the various issues of running staff, including the Motormen, pertaining to revision of running allowance, increase in pay scales, additional allowance to running staff over and above those recommended by Sixth Pay Commission, and applicability of running allowance from 1.1.06 based on revised rate of running allowance. The committee after in depth deliberations and after taking into account the views of the organised and un-organised labour inter-alia concluded that :

“No change is called for in respect of doubling of this allowance from 1.9.08 as was recommended by the Joint Committee. The recommendations of the committee, as approved by Board, concluded that the pay element and rates of running allowance were considered by the Joint Committee as a package while making its recommendations. Any review of rates of allowance may thus call for a review of pay element as well.”

24. However, considering the persistent demands of the Federations, Board decided that the rates of KMA/ALK should be increased by 25% with effect from 01.01.2011 subsequent to increase in DA by 50%. Orders to this effect were issued vide Board's letter no. E(P&A)II/2005/RS-34 dt. 28.06.2012 (*Annexure-V*).

25. In the meanwhile, both the recognized federations as well as running staff associations like AILRSA were raising their pitch in various fora like JCM/PNM and also National Industrial Tribunal/CGIT, for revising the rates of KMA/ALK based on the formula defined by the RAC-1980. In view of this Chairman, Railway Board ordered to constitute an empowered committee to finalize a mechanism for a new formula for running allowance. The terms of reference of the Empowered Committee is as given below :

- (i) Determine the quantum of pay element in Running Allowance; and
- (ii) Review the existing formula for calculation of rates of running allowance and evolve a new formula.

26. Accordingly, Railway Board vide order no. ERB-I/2013/23/16 dated 25.03.2013 (*Annexure-VI*) had constituted an Empowered Committee. . The Committee consists of EDPC-I (Convener), EDME (Tr.), EDEE(RS), EDTT(F) and EDF(E). However, the recognized Federations and the running staff associations have been demanding dissolution of the Committee. Considering this the Railway Board has decided that the Empowered Committee constituted to review the formula for calculation of running allowance may be kept in abeyance till such time the recommendations of 7th CPC are received and that after the report of the 7th CPC is received, the need for having a Committee may be considered.

27. Hence, the matter is being referred to the 7th CPC.

sheds and after temporary repairs to shops when they are unfit to work a train.

(xv) "Departmental train" means a train working on departmental account and includes ballast trains, Breakdown relief trains, material trains and light engines on mechanical account. It also includes the following services :

- (a) unloading coal or pump boiler at the pump houses while working light engine or train;
- (b) light engine ordered with engineering representatives to certify the track;
- (c) light engine ordered with water tender from one station to another.

The following services are to be treated as ordinary services :—

- (a) Inspection specials or specials with Railways Officials in cases of emergency e.g. GM's Inspection specials, Divisional Inspection Specials;
- (b) "Damaged rake specials and trial rake specials".

(xvi) (a) "Stationary posts" refers to all posts excluding those specified under item (iv).

(b) "Stationary duties" refers to duties performed other than running duties specified under item (iii).

(xvii) "Regulations" means the Hours of Employment Regulations in so far as they apply to running staff.

(xviii) "Signing on" and "Signing off" shall have the same meaning as in Hours of Employment Regulations.

903. Pay element in running allowance:- 30% of the basic pay of the running staff will be treated to be in the nature of pay representing the pay element in the Running Allowance. This pay element would fall under clause (iii) of Rule 1303-FR-9 21 (a) i.e. "emoluments which are specially classed as pay by the President".

904. Dearness Allowance on the pay element of Running Allowance:-The running staff shall be paid Dearness Allowance, at the appropriate rates sanctioned by the Government from time to time, on their basic pay plus the pay element of Running Allowance i.e. 30% of the basic pay.

905. Types of Allowances admissible to Running Staff :-Running staff shall be entitled to the following allowances subject to the conditions specified by or under these rules :—

(i) Kilometrage Allowance for the performance of running duties, in terms of and at the rates specified in these rules.

(ii) An allowance in lieu of kilometrage (ALK) for the performance of stationary duties such as journeys on transfer, joining time, for attending enquiries or law courts on Railway business, attending departmental inquiries as Defense Counsel or witness, Ambulance classes, volunteer duty in connection with Territorial or other similar Fund and Staff Loans Fund Committees, meeting of Railway Institutes, Welfare and Debt Committees, Staff Benefit Fund and Staff Loan Fund Committees, Staff and Welfare Committees, for attending the meetings of Railway Co-operative Societies in cases where special casual leave is granted for doing so, medical and departmental examinations, participating in recognized athletic contests and tournaments, scouting activities and Lok Sahayak Sena Camp, representing recognized labor organizations, attending periodical meetings with District Officers, Heads of Departments and General Managers, attending First-aid classes, undergoing training in carriage sheds and as worker teacher under the Workers' Education Scheme attending training schools for refresher and promotion courses, undergoing sterilisation operation under Family Planning Scheme appearing in Hindi Examination Guards booked on escort duty of treasure and other insured parcels on trains, Drivers and Firemen when kept spare for a day or two to enable them to examine and clean the engines thoroughly before being deputed to work special trains for VIPs, or any other duties which may be declared in emergencies as qualifying for an allowance in lieu of kilometrage.

(iii) **Special Compensatory Allowances**

The running staff are eligible for the following compensatory allowances under the circumstances and at the rates specified in these rules :—

- (a) Allowance in lieu of Running Room facilities.
- (b) Breach of rest allowance.
- (c) Outstation (Detention) Allowance.
- (d) Outstation (Relieving) Allowance.
- (e) Accident Allowance.

(iv) An officiating Allowance when undertaking duties in higher grades of posts open to running staff or in stationary appointments.

906. Kilometrage Allowance

(i) The rates of Running Allowance for every 100 kms. shall be as specified by the competent authority from time to time.

CHAPTER IX

The dual rate system of payment of kilometrage Allowance (III A and III B rates) as in vogue prior to 1-8-1981 shall be abolished w.e.f. 1-8-1981. Accordingly, with the commencement of these rules, no distinction shall exist among the running staff working on different types of trains, in the matter of payment of Kilometrage Allowance. The rates of Kilometrage Allowance for the performance of running duties shall, however, be different from those applicable for shunting duties performed by shunting staff. The rates of Kilometrage Allowance introduced w.e.f. 1-11-1986 on account of the revision of scales of pay and increase in the rates of TA/DA shall be as under :—

| S. NO. | Category of Running staff | New scales of pay (in Rs.) | Revised rates of running Allowance per 100 km. * introduce w.e.f. 1-11-1986 (in Rs.) |
|--------|---|----------------------------|--|
| 1 | Mail Driver | 1640—2900 | 28.25 |
| 2 | Passenger Driver | 1600—2660 | 28.20 |
| 3 | Goods Driver | 1350—2200 | 28.15 |
| 4 | First Fireman/Diesel Astt/Electric Asstt. | 950—1500 | 19.30 |
| | | | 12.75 (Shunting duties) |
| 5 | Second Fireman | 825—1200 | 16.40 |
| | | | 9.90 (Shunting duties) |
| 6 | Shunter | 1200—2040 | 20.65 |
| 7 | Mail Guard | 1400—2600 | 23.10 |
| 8 | Passenger Guard | 1350—2200 | 23.05 |
| 9 | Goods Guard | 1200—2040 | 23.00 |
| 10 | Assistant Guard/Brakesmen | 950—1400 | 13.75 |

*No. PC IV/86/Imp/24 dated 24-4-1987.

employed for shunting duties on shunting engines, the rates prescribed above shall be applied after equating each hour's work (from 'signing on' to 'signing off') to 15 kms.

2. Kilometrage shall be calculated according to the distance shown in the Working Time Tables in vogue in the Railways from time to time on the basis of the actual or computed kilometrage performed.

3. Except as otherwise specified by or under these rules, the rates shown above are inclusive of all duties performed from time to time of 'signing on' to the time of 'signing off', including engine or train attendance, all incidental detentions and all other items of work related to or incidental to running duties.

907. Allowance in lieu of Kilometrage (ALK)

When running staff are engaged in or employed on non-running duties as specified in Rule 3 (ii) above, they shall be entitled to the payment of an allowance in lieu of Kilometrage as indicated below for every calendar day for such non-running duties as may be required to be performed by them :

(a) When such non-running duties are performed by the running staff at their headquarters, they shall be paid the pay element of the Running Allowance, namely, 30% of the basic pay applicable for the day.

(b) When such non-running duties are performed by the running staff at outstations, they shall be paid ALK at the following rates :—

| S. No. | Category of Running Staff | New scales of pay (Rs.) | Revised rates of ALK (160 km.) per day w.e.f. 1-11-1986* (Rs.) |
|--------|---|-------------------------|--|
| 1 | Mail Driver | 1640—2900 | 45.20 |
| 2 | Passenger Driver | 1600—2660 | 45.10 |
| 3 | Goods Guard | 1350—2200 | 45.05 |
| 4 | First Fireman/Diesel Astt/Electric Asstt. | 950—1500 | 30.90 |
| 5 | Second Fireman | 825—1200 | 26.25 |
| 6 | Shunter | 1200—2040 | 33.05 |
| 7 | Mail Guard | 1400—2600 | 36.95 |
| 8 | Passenger Guard | 1350—2200 | 36.90 |

Annexure-II

S.No 27

REPORT OF THE COMMITTEE

TO RECOMMEND

PAY ELEMENT AND

KILOMETERAGE ALLOWNCE

FOR THE

RUNNING STAFF

New Delhi : 25th November, 2008

Board nominated a Committee consisting of the following with the terms of reference enumerated below for recommending pay element component of Running Allowance and the rate of kilometre allowance admissible to running staff.

Committee

| Official Side | Staff Side |
|-------------------------|---|
| (i) Adv.(IR) (Convener) | (i) General Secy./AIRI with one representative |
| (ii) Adv.L/RS | (ii) General Secy./NFIR with one representative |
| (iii) EDMF(H.O) | |
| (iv) EDPC-I | |
| (v) EDP(T) | |
| (vi) EDIT(S) | |

Terms of Reference

- (i) determine the quantum of pay element in running allowance and
- (ii) review the formula for computing rates of kilometrage allowance.

The Committee met on 3.11.2008 and 4.11.2008.

2. In the meeting of Committee held on 3.11.2008, the entire background and historical perspective of the issue was presented by EDPC. The gist of the issues presented are given below:

Pay Element

3. The issue relating to running allowance including the pay component in the allowance for running staff on Railways has been deliberated by various Committees in the past.

4. Prior to 1.8.1981, pay element for determining entitlement of the running staff for various purposes was reckoned at varying percentages. The pay element in running allowances was determined as 30% of the basic pay by the RAC-1980, which was implemented w.e.f. 1.8.1981. It was also decided that for computation of retirement benefits of the running staff, the pay element would be reckoned as 55% of the basic pay. The RAC 1980, in addition to determining the quantum of the pay component in running allowance also defined the rationale behind fixing this percentage. The RAC 1980 took a view that if there was no running allowance, a Driver 'A' Special would have been allotted the highest Group 'C' Scale available to the Supervisor to whom the Driver reported. In other words, had there been no scheme of running allowance, a Driver 'A' Special would have got the scale Rs.840-1040 (Third CPC scale). But for the continuance of the scheme, he was fitted in the scale of Rs. 550-750 (Third CPC Scale) with entitlement of running allowance. The difference of the mean of highest scales of Group 'C' pay and the mean pay of the pay scale of particular category of running staff is called the 'Component of Pay' or 'Pay Element' or the measure of depression, which as mentioned in the preceding para was determined as 30 per cent of basic pay.

5. There have been 3 Pay Commissions after the RAC 1980 Report and with the implementation of each Pay Commission, the depression has further eroded. After implementation of the 4th Central Pay Commission scales of pay, an exercise was carried out and downward revision in the pay element was found justified. No downward revision in the pay element was effected. Similar exercise was carried out after implementation of the 5th Central Pay Commission scales of pay and similar conclusion was reached. It was, however, decided not to effect any revision in the percentages in the pay element.

6. Thus, there was a need to review pay element for serving employees as well as the component of basic pay to be counted as pay for retiring running staff in the revised pay structure w.e.f. 1.1.06 i.e. from the date of implementation of the VI Pay Commission Report.

7. Now the 6th Central Pay Commission scales of pay have been implemented w.e.f. 1.1.2006 wherein higher than normal replacement scales have been granted to the running staff, justifying reduction in the pay element. Non-reduction in the pay element w.e.f. 1.1.1986 and thereafter w.e.f. 1.1.1996 has resulted in the running staff receiving higher pay packages. Effecting the requisite downward revision in the pay element w.e.f. 1.1.2006 would result in drastic reduction in the pay package of the running staff. Had the pay element been revised from time to time, it may have been possible to bring in

rationalisation in the percentage at which the pay element is being granted to the running staff.

8. It is brought to the fore that reduction in the pay element may not be possible now, in view of the sentiments expressed vociferously by the Staff side and particularly due to multiplication of the earlier decisions for non-reduction in the pay element. The ratio between average wage of non-running staff vis-a-vis average wage of running staff has significantly changed from 1980-81 at the stage of 1.00 : 1.16 and 1.00 and 1.69 in 2003-04. With the 6th Central Pay Commission's scales of pay having been implemented, this, gap between the running and the non-running staff will further widen. It is also a fact that the depression of pay has successively eroded after implementation of the 4th Central Pay Commission's as also the 5th Central Pay Commission's scales of pay. Non-reduction in the pay element will further inflate the pay package of the running staff as a result of which the running staff will receive much higher emoluments and in many case would also exceed that admissible to Group A officers. This will also lead to huge additional recurring financial implication. This is another factor which impedes calling for radical measures at this stage, that might affect overall productivity and running of the organization.

9. Members of the committee from Federation side also expressed concerns according to them the issue has to be seen in holistic proper perspective. The categories of staff who come under the nomenclature of running staff are crucial and vital to the running of the Railways. Consequent upon the implementation of the 6th CPC recommendations, Teachers, Nurses, Section Officer/Sr. Section Officer of Accounts have been placed in the Pay

Band which overshoots conventional Group 'C' scales. Crucial categories like this have to be seen in relation to the difficulties, skill levels and environment in which they work. The running staff are distinct from all other Group 'C' staff and their case has to be accordingly appreciated.

10. In view of the historical perspective given above and the fact that running staff productivity is critical to the Indian Railways, it is necessary that their motivation level is maintained at the highest level. More so, in view of the fact that any revision based on depression concept will drastically reduce these components at this stage which will de-motivate this critical category of railway staff, which is so vital to efficient Railway operations. Considering that the 30% pay element has remained frozen w.e.f. 1.1.73 i.e. over 35 years, and the pay element of retired running staff has been pegged at 55% w.e.f. 5.12.88 i.e. almost 20 years, irrespective of the erosion in the depression of pay scales, the Committee is of the opinion that the quantum of pay element during service as well as retirement benefits should be retained as existing at present.

FORMULA FOR WORKING OUT RATES OF KILOMETREAGE ALLOWANCE

11. Majority of the benefits granted under the scheme of running allowances to the running staffs are paid in the form of kilometers earned. Towards this end, a formula for working out rates of kilometreage allowance is in vogue, which is current since 1.8.1981. One of the components used for working out these rates is the pay element. As due to various reasons the Committee has recommended retention of the existing percentages as the pay element in running allowances. After implementation of the 6th Central Pay Commission's scales of pay, the concept of 'mean pay' of passenger grade, as

existing in the extant formula, has been rendered impracticable as pay band is not a single scale of pay but amalgamation of several scales of pay. Hence certain modification in the extant formula is warranted to make it in tune with the prevailing setup. In this connection, we may revert to the recommendations of the 6th Central Pay Commission contained in Para 7.36.97 of their report wherein it has been recommended as under:-

“7.36.97 In Railways, certain allowances like Night Duty Allowance, Running Allowance, etc. are computed on the basis of pay scales attached to various posts. In the revised structure, pay scales for specific posts will cease to have any meaning. A revised formula for computing these allowances would, therefore, need to be evolved. One way to do this is to include this element in PRIS. In case, this is not immediately possible, the Railways may pay these allowances with reference to the minimum of pay in the pay band concerned along with the grade pay attached to the post. In the alternative, Railways may evolve some other suitable formula.”

This recommendation was, however, slightly modified through an errata as reproduced below :

“Observations made in Para 7.36.97 relating to Ministry of Railways and in Annex 4.4.41 of the Report are in the nature of suggestions/illustrations. The administrative Ministry concerned will need to take a final view thereon.”

12. Whereas introduction of a Performance Related Incentive Scheme, if so introduced on the Railways, would take considerable time, one of the practical and viable option at this stage is that rates of kilometrage allowance be worked

out with reference to the minimum of the pay in the pay band of Passenger grade [instead of mean of the pay scale], along with the grade pay attached thereto.

13. As kilometreage allowance contains a pay element, revision in the rates of this allowance requires to be carried out w.e.f 1.1.2006 and thereafter w.e.f 1.9.2008 when the revised rates of TA/DA are implemented. By application of this formula, the rates of kilometreage allowance for the Loco Pilots and the Guards work out as under:

| Category | Pay Band | Grade Pay | 30% Pay Element on minimum of Pay Band + Grade Pay | 20 days TA/DA @ Rs. 105/ day | Av. Km | Rate of KMA w.e.f. 1.1.2006 | Rate of KMA w.e.f. 1.10.97 |
|------------------------------|------------|-----------|--|------------------------------|--------|-----------------------------|----------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Loco Pilot (Mail/Express) | 9300-34800 | 4200 | | | | 120.65 | 83.85 |
| Loco Pilot (Passenger) Gr. I | 9300-34800 | 4200 | 4050 | 2100 | 5100 | 120.60 | 83.80 |
| Loco Pilot (Goods) Gr.II | 9300-34800 | 4200 | | | | 120.55 | 83.75 |
| Mail Express Guard | 9300-34800 | 4200 | | | | 115.00 | 75.75 |
| Passenger Guard | 9300-34800 | 4200 | 4050 | 2100 | 5350 | 114.95 | 75.70 |
| Goods Guard | 5200-20200 | 2800 | | | | 114.90 | 75.65 |

14. By application of the above methodology, the rates of kilometreage allowance in respect of the Loco Pilots register an increase of 44% as compared to the rates in existence since 1.10.1997 whereas in the percentage increase in the case of Guards is 52%. This increase is not abnormal since the rates have

been revised after an interval of more than 8 years. By application of similar methodology w.e.f. 1.9.2008 when the rates of TA/DA are revised, assuming that the rate of TA/DA for employees in the pay band of Rs.9300-34800 with grade pay of Rs.4200 is fixed at Rs.210/- per day, i.e. double of the existing rates the consequential rates of kilometreage allowance with effect from 1.9.2008 would be as under:-

| Category | Pay Band | Grade Pay | 30% Pay Element on minimum of Pay Band + Grade Pay | 20 days TA/D A @ Rs. 210/ day | Av. Km | Rate of KMA w.e.f. 1.9.2008 | Rate of KMA w.e.f. 1.10.97 |
|------------------------------|------------|-----------|--|-------------------------------|--------|-----------------------------|----------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Loco Pilot (Mail/Express) | 9300-34800 | 4200 | | | | 161.80 | 120.65 |
| Loco Pilot (Passenger) Gr. I | 9300-34800 | 4200 | 4050 | 4200 | 5100 | 161.75 | 120.60 |
| Loco Pilot (Goods) Gr.II | 9300-34800 | 4200 | | | | 161.70 | 120.55 |
| Mail Express Guard | 9300-34800 | 4200 | | | | 154.25 | 115.00 |
| Passenger Guard | 9300-34800 | 4200 | 4050 | 2100 | 5350 | 154.20 | 114.95 |
| Goods Guard | 5200-20200 | 2800 | | | | 154.15 | 114.90 |

15. In this scenario, the increase in the rates of kilometreage allowance in respect of all the categories of Loco Pilots as also the Guards is a uniform 34%.

16. Another way of calculation of kilometreage allowance is based on the following rationale:

The existing formula for calculation of kilometer allowance rates takes into account the Pay Element for calculation of the mean of the scale of a Passenger Driver. The Committee has in its recommendation dealing with the Pay Element recommended its delinking with depression. Therefore, in the light of this recommendation it would not be appropriate to continue with the existing formula for rate of km allowance as the 'depression concept' is no longer relevant. The Committee is therefore of the view that calculation of kilometrage allowance rates are also required to be based on different concept rather than calculating on the same basis, as per the formula, which was followed earlier by RAC 1980.

17. The VI Pay Commission has recommended that various allowances and advances should be doubled. The Committee feels that this recommendation of the VI Pay Commission should be followed in respect of rate for km allowance. Thus keeping in view the general recommendations of the 6th Central Pay Commission regarding doubling of allowances and deliberations of the Committee, it is recommended that the rates of kilometrage allowance may be doubled w.e.f. 1.9.2008. The Committee therefore recommends that the present rate of kilometer allowance should be doubled and rounded off to the next higher rupee, while at the same time maintaining a minimum difference of one rupee between different categories. These rates will be made applicable w.e.f. 1.9.08. The 30% and 55% will be calculated as is being done now i.e. basic pay of the individual employee where basic pay will include the pay in the pay band plus the grade pay in Sixth Pay Commission. This will be applicable w.e.f. 1.1.06.

Conclusion:

- The existing percentages of pay element may be continued in the present form (30% for serving employees and 55% for the purpose of retirement benefits) remaining intact w.e.f. 1.1.2006.
- The rates of kilometre allowance may be doubled, effective from 1.9.2008.

[Signature]
24/11/08
Adv.(IR) (Convener)

[Signature]
24.11.08
Adv.L(RS)

[Signature]
24/11/08
G.S./NFIR

[Signature]
24/11/08
EDME(Tt.)

Please see note below.
EDPC-I

[Signature]
24/11/08
G.S./AIRF

[Signature]
EDF(E)

(on training abroad)
EDTT(S)

Note:

The conclusion on 'pay element' and some of the views related thereto in the minute, do not fully express the opinion of EDPC-I who argued for moderation in 'pay element'. Record note of discussion placed at S112 may please be seen in this regard. The financial implications of retaining the pay element at 30% for allowances has been assessed and placed at S112. This indicates following:

- Areas of pay for 32 months = Rs. 144500 (with 6% DA)
- Rs. 122300 (with 8% DA)
- Annual recurring additionally = Rs. 54200
- on top of pay with 16% DA
- This will increase with higher rates of DA
- Annual implication of doubling of MA = Rs. 486000
- Implication of 55% payment for retirement benefits

Only for DA

II Brief on reckoning of Additional Allowance as pay for all purposes including computation of retirement benefits of running staff on the Indian Railways.

1. Additional Allowance of ₹ 1000/- p.m. to Loco Pilot (Mail) and of ₹ 500/- p.m. to Loco Pilot (Passenger) and Mail Guard was introduced on the specific recommendations of the 6th CPC contained in Para 7.36.50 of their report. The basic criteria for grant of this allowance is the more onerous nature of work as well as process of selection involved. The 6th CPC had recommended that Dearness Allowance shall be payable on this allowance. As such additional allowance does not have any additive value for computation of retirement benefits of the concerned categories of running staff.

2. The recommendations of the 6th CPC contained in Para 7.36.50 of their report is as follows :-

“On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of ₹ 500/- p.m. Loco Pilot for Mail/Express trains will be given this allowance at the rate of ₹ 1000/- p.m. Dearness Allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.”

3. Based on the above recommendations of the 6th CPC, the Additional Allowance to Loco Pilot (Mail), Loco Pilot (Passenger) and Mail Guard has been introduced on the Railways vide Board's letter No. PC-VI/2008/1/RSRP/I dt. 11.09.2008 (Annexure-I). One of the zonal railways had sought clarification regarding reckoning of additional allowance for the purpose of computation of retirement benefits. The Ministry of Railways clarified to all the zonal railways that additional allowance is not to be taken into account for the purpose of computation of retirement benefits of the running staff, vide Board's letter no. E(P&A)II-2008/RS-31 dt. 4.3.2009 (Annexure-II).

4. However, the Federations have consistently being demanding through the fora of PNM and JCM that Additional Allowance should be considered as pay for all purposes including computation of Retirement Benefits. Therefore, it was decided to refer the case to the Ministry of Finance. In this regard, an OM no. E(P&A)II-2008/RS-31 dt. 19.10.2010 (Annexure-III) was sent to the Ministry of Finance. Ministry of Finance vide their OM no. 99/EV/2011 dt. 11.04.2011 and OM no. 70/EV/2011 dt. 23.08.2011 (Annexure-IV & V) have categorically clarified that additional allowance would not be reckoned for the purpose of calculation of pensionary benefits of the categories of running staff eligible for this allowance.

5. In spite of conveying the clarification given by the Ministry of Finance in this regard the Federations were not relenting in their demand. Subsequently, in the fora of DC/JCM and PNM, it was decided that the matter may be referred to the Seventh CPC for their recommendations on it. Hence, the matter is being referred to 7th CPC.

GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

RBE No.: 108/2008

S.No.PC-VI/2

No.PC-VI/2008/I/RSRP/1

New Delhi, dated. 11th September, 2008

The General Managers/CAOs(R) ,
All Indian Railways &
Production Units,
(As per mailing list).

**Subject : Railway Services (Revised Pay) Rules, 2008 -
Schedules for Revised Scales of pay.**

Reference Railway Services (Revised Pay) Rules, 2008, notified vide G.S.R No 643-F dated 4.9.2008 and forwarded with Railway Board's endorsement No.PC-VI/2008/I/RSRP/1 dt.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 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 :-

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 30.8.2008. The Fixation Tables pertaining to the scales of pay /revised 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.

- (iii) The Tables in Annex-F 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. In so far 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 drawn 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 installments, the first installment 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 installment 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, Island Special Duty Allowance, Hard Duty Allowance etc will be paid prospectively w.e.f.1.9.08. Accordingly, no arrears will be paid in respect of these allowances. However, Dearness Allowance and Non-Practicing 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 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 had 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 sent to the Accounts Officer for post check. The installment of Dearness Allowance sanctioned from 1.7.2006 onwards in the present scale will be adjusted against the installments & 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 been 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,

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this may be permitted.

9. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

10. Hindi version will follow.

U.K. Tiwari

(U.K. TIWARI)
Deputy Director, Pay Commission,
Railway Board.

No.PC-VI/2008/1/RSRP/1

New Delhi, dated // .09.2008

Copy (with 100 spares) forwarded to the A.D.A.I., Railways, New Delhi.

Meerams

For Financial Commissioner, Railways

No.PC-VI/2008/1/RSRP/1

New Delhi, dated // .09.2008

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4. The General Secretary, IRCA/New Delhi.
5. The Commissioner, Railway Safety, Lucknow.
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26. The C.A.O.(Const), Central Railway, Mumbai.
27. The Liaison Officer, With CPC, All Indian Railways and Pus/RDSO/Trg. Institutes Metro Railway/COFMOW/CORE/RSC etc.
28. Chief Mining Advisor, Ministry of Railways.
29. The Director(Movement) Railways/Calcutta.

U.K. Tiwari

(U.K. TIWARI)
Deputy Director, Pay Commission
Railway Board

No.PC-VI/2008/1/RSRP/1

New Delhi, dated 11.09.2008

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U.K. Tiwari
For Secretary, Railway Board.

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3. The Secretary General, Indian Railway Promotee Officers Federation.
4. The President, Railway Board Class II Officers Association.
5. The Secretary, Railway Board Ministerial Staff Association.
6. The Secretary, Railway Board Class IV Staff Association.
7. The President, Indian Railways Class II Officers Association.

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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 | -15 | 4440-7440 | 1300 |
| 2 | S-2 | 2610-60-3150-65-3540 | -15 | 4440-7440 | 1400 |
| 3 | S-2A | 2610-60-2910-65-3300-70-4000 | -15 | 4440-7440 | 1600 |
| 4 | S-3 | 2650-65-3300-70-4000 | -15 | 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 | 22400-500-26000 | HAG+ Scale | 75500- (annual increment @ 3%)-80000 | Nil |

| | | | | | |
|----|------|-----------------|------------|--|-----|
| 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 Organized 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 |

xxxxxx

Annexure to PC-VI/2008/1/RSRP/1 (PCV/2)

Revised Pay Band & Grade Pay of certain specified categories of staff.

| S.N | 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 |

ZONAL RAILWAYS/PRODUCTION UNITS**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 Checking 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) Comm. 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

| S.N | 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

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 | 6000-9800 | PB-2 | 9300-34800 | 4200 | i) Merged ii) Additional Allowance Rs.500/-pm. |
| (iii) Loco Pilot (Passenger) Gr.II/ Motorman | 5500-9000 | | | | |
| (iv) Loco Pilot (Goods) Grade-I | 5500-9000 | PB-2 | 9300-34800 | 4200 | i) Merged |
| (v) Loco Pilot (Goods) Grade-II | 5000-8000 | | | | |
| (vi) Loco Pilot (Shunting) Grade-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 |
| (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

| F.S.N | 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

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:

| | | | | | |
|-----|----------------|------------|------|------------|------|
| (i) | 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 :

| | | | | | |
|-----|---|------------|------|------------|------|
| (i) | 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:

| | | | | | |
|-----|----------------|------------|------|------------|------|
| (i) | 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 |
|-----|------------------|------------|------|------------|------|

| S.N | 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

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**

(i) Depot Material Supdt.Gr.-I 6500-10500 PB-2 9300-34800 4600

9 **MEDICAL DEPARTMENT**

9.1 **Lab Staff**

(i) Lab Supdt.Gr-I 6500-10500 PB-2 9300-34800 4600

9.2 **Dietician :**

(i) 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 1600

12 **ZONAL RAILWAYS (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

| S.N | 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

13 RPF/RPSE:

| | | | | | |
|-------|-------------------------|------------|------|------------|------|
| (i) | Constable | 3050-4590 | PB-1 | 5200-20200 | 2000 |
| (ii) | Head Constable | 3200-4900 | PB-1 | 5200-20200 | 2400 |
| (iii) | Assistant Sub-Inspector | 4000-6000 | PB-1 | 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 cadres 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. Rationalisation 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 4600 in 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. Rationalisation 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 specified by Ministry of Railways (Railway Board), the posts in the existing scales Rs 5000-8000, Rs 5500-9000 and Rs 6500-10500 will stand merged in Grade Pay Rs 4200 in Pay Band 2 along with functions. Rationalisation 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.

XXXXXXXXXXXX

Annexure-1

भारत सरकार GOVERNMENT OF INDIA.
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

RBE No. 43/2009.

No.E(P&A)II-2008/RS-31

New Delhi, dated 4-3-2009.

The General Manager,
All Indian Railways & Prod. Units etc.
(As per mailing lists No.I&II).

Subject : Reckoning of Additional allowance for the purpose of
computation of retirement benefits – clarification thereof.

+++++

One of the Zonal Railways have sought clarification regarding reckoning of additional allowance granted to Loco Pilot (Mail), Loco Pilot (Passenger) and Mail Guard for the purpose of computations of their retirement benefits.

2. The matter has been examined in detail by the Board and it is advised that the Additional Allowance granted to Loco Pilot (Mail), Loco Pilot (Passenger) and Mail Guard vide this Ministry's letter No.PC-VI/2008/II/RSRP/1 dated 11.9.2008 is not to be taken into account for the purpose of computation of their retirement benefits.

3. Please acknowledge receipt.

4. This disposes of South Eastern Railway's letter No.Sr.AFA(PC)/6thPC/Clarification/34 dated 17.10.2008.

md. Salim Ahmad

(Salim Md. Ahmad)
Deputy Director/E(P&A)III,
Railway Board. .

No.E(P&A)II-2008/RS-31

New Delhi, dated 4-3-2009.

Copy forwarded to:-

- (i) FA&CAOs All Indian Railways & Prod. Units etc.
- (ii) The Chief Commissioner of Railway Safety, 16, Ashok Road , Lucknow.

md. Salim Ahmad

(Salim Md. Ahmad)
Deputy Director/E(P&A)III,
Railway Board.

No.E(P&A)II-2008/RS-31

New Delhi, dated 4-3-2009.

Copy (with 40 spares) forwarded to the Deputy Comptroller & Auditor General of India, Room No.222, Rail Bhawan, New Delhi.

S. Chaturvedi

For Financial Commissioner/Railways.

....2/-

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

Annexure-III

No.E(P&A)II-2008/RS-31

New Delhi, dated 19-10-2010.

OFFICE MEMORANDUM

Sub: Request for reckoning the Additional Allowance granted to Loco Pilot (Mail), Loco Pilot (Passenger) & Mail Guard for the purpose of computation of retirement benefits.

1. The undersigned is directed to refer to the recommendations of the 6th CPC contained in Para 7.36.50 of their report wherein the following was observed:-

“On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of ₹ 500 p.m. Loco Pilot for mail/express trains will be given this allowance at the rate of ₹ 1000 p.m. Dearness allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.”

2. Based on the above recommendations of 6th CPC, the Additional Allowance to Loco Pilot (Mail), Loco Pilot (Passenger) and Mail Guard has been introduced on the Railways vide Board's letter No. PC-VI.2008/LRSRP/I dated 11-09-2008(copy enclosed). The staff side on Railways has been insisting on reckoning of Additional Allowance for the purpose of computation of retirement benefits.

3. Ministry of Railways is of the view that as the 6th CPC had recommended that only Dearness Allowance shall be payable on this allowance, the Additional Allowance does not have any additive value for computation of retirement benefits of the concerned categories of running staff.

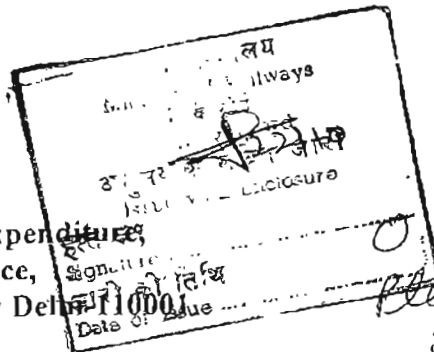
4. Ministry of Finance are, therefore requested to consider the matter and advise in the light of the above facts whether the Additional Allowance can be reckoned for the purpose of computation of retirement benefits of the categories of Running Staff eligible for this Allowance.

Encl : As above.

Salim Md. Ahmed

(Salim Md. Ahmed)
Deputy Director E(P&A)III
Railway Board.

EII(B) Section,
Department of Expenditure,
Ministry of Finance,
North Block, New Delhi



OVC
Please issue
Tegdish Verma
20-09-10

FTS - 12 III/2011 - DDEC P&A III
No. 99/EV/2011

Government of India
Ministry of Finance
Department of Expenditure

37
5.1.12 41

Annexure-IV

New Delhi, the, 11 April, 2011

OFFICE MEMORANDUM

Subject: Request for reckoning the Additional Allowance granted to Loco Pilot (Mail), Loco Pilot (Passenger) & Mail Guard for the purpose of computation of retirement benefits.

Ministry of Railways may kindly refer to their O.M. no. E(P&A)II-2008/RS-31 dated 22nd March, 2011 seeking the comments of D/o Expenditure as to whether the Additional Allowance can be reckoned for the purpose of computation of retirement benefits of the categories of running staff eligible for this allowance.

2. The proposal has been examined in the Department of Expenditure. In this regard it is intimated that Additional Allowance which is being paid to the Loco Pilots is by way of special pay. The Special Pay has ceased to be reckoned for the purpose of calculation of Pensionary benefits after January 1, 1986. The 5th CPC had also recommended that special pay should be re-designated as special allowance and this addition to pay should be sue generis and should not be reckoned for any other benefit, such as dearness allowance, HRA, Compensatory allowances, pension, gratuity etc.

3. M/o Railways is therefore, advised that the Additional Allowance should not be reckoned for the purpose of computation of retirement benefits of the categories of running staff eligible for this allowance.



(Siddharth Sharma)
Director (A)

Shri Salim Md. Ahmed,
Deputy Director E (P&A) III,
Railway Board,
Rail Bhawan, New Delhi.

FTS- 26251/2011 - DDE(P&A) III
No. 70/EV/2011

S. NO. 46

Annexure-V

Government of India
Ministry of Finance
Department of Expenditure

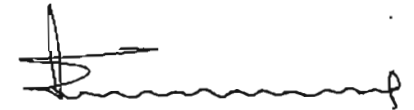
New Delhi, the 23rd August, 2011

OFFICE MEMORANDUM

Subject: Request for reckoning the Additional Allowance granted to Loco Pilot (Mail), Loco Pilot (Passenger) & Mail Guard for the purpose of computation of retirement benefits.

Ministry of Railways may kindly refer to their O.M. No. E(P&A)II-2008/RS-31 dated 26th April, 2011 seeking clarification on the admissibility of dearness allowance on additional allowance.

2. In this regard it is clarified that payment of Dearness Allowance on additional allowance is a specific recommendation of the 6th Central Pay Commission. However, the additional allowance would not be reckoned for the purpose of calculation of pensionary benefits of the categories of running staff eligible for this allowance.



(Siddharth Sharma)
Director (A)

Shri Salim Md. Ahmed,
Deputy Director E (P&A) III,
Railway Board,
Rail Bhawan, New Delhi.

435
29/8/2011

III Brief on revision of Breakdown Allowance (BDA) granted to eligible Breakdown Staff on the Indian Railways.

1. The provisions on BDA are contained in Rule 1420 of the Indian Railway Establishment Code Volume-II (1987). A Copy of Rule 1420-IREC-II is enclosed as Annexure-I.

1.2 BDA was admissible on the railways during the pre-Independence era, however, it was discontinued in 1947 as no justification was found for giving this additional benefit. On the demand from the railway administrations, it was reintroduced in 1953 and it is still admissible.

1.3 The intention behind grant of BDA is for getting earmarked men to turn out immediately on receipt of the breakdown call even at the cost of their leisure times. It is thus a kind of a '**retainer fee**' for restriction on free utilization of leisure hours of the earmarked staff. Besides, other concessions like supply of food/cash in lieu of food, TA/DA, OT and quarter on priority are also available to such earmarked employee.

1.4 The earmarked staff perform breakdown duties only at the time of a breakdown. If, fortunately, there is no breakdown the earmarked staff are not required to perform such duties. This BDA is subject to review by the controlling officer in the event of a staff member failing to report for breakdown duty within the stipulated time. However, as per Rule 1420 (1)(i)(a) of IREC-II/1987 Breakdown Allowance is treated as compensatory allowance for all purposes.

1.5 It is also worth mentioning that for breakdown duties, staff other than earmarked staff are also called to attend to breakdown duties. The duties performed by the earmarked staff are same as those performed by the staff who are not earmarked but are conscripted for breakdown duties.

1.6 Since the reintroduction of BDA in 1953 the rates have been revised six times till date. A table showing the revision of the rates of BDA and the trend in the revision of the rates of BDA in the past is shown in Annexure-II.

2. After the recommendation of the Sixth CPC a Committee of five SAG level officers was constituted to recommend on the revision of rates of BDA. The Committee noted that the Sixth CPC did not make any specific recommendations in respect of BDA in its report, but in its para 4.2.81, the Commission made a general recommendation that the rates of allowance specific to different Ministries/Depts./ Organizations not covered in their report should be doubled. The Commission further recommended that the rates of such allowances should be increased by 25% every time the DA payable on revised pay scales goes up by 50% and these recommendations were accepted by the Government.

2.1 Therefore, based on the recommendations of Sixth CPC, the Committee of five EDs recommended (Annexure-III) that the rates of BDA may also be doubled and be increased by

25% every time the DA payable on revised pay scales goes up by 50%. However, there was no unanimity in the recommendations and it was decided that a Committee of five HAG level officers may be constituted to review the rates of BDA. The Advisers (HAG level) Committee recommended (Annexure-IV) that the BDA should be enhanced as recommended by the EDs Committee. Consequently, Board's letter No. E(P&A)II-2007/FE-4/3 dt. 25.9.2009 was issued (Annexure-V).

3. However, the Mechanical Engg. Directorate of the Ministry of Railways were not satisfied with the rates and have been insisting on a steep increase in the rates of BDA viz. Rs. 400/- for staff in PB-I and Rs. 800/- for staff in PB-2.

3.1 The Mechanical Engg. Directorate have viewed that BDA is given to the nominated staff for ensuring that they turn out punctually for the BD duties. As is well known, the time for turning out of an Accident Relief Train (ART) is very tight, and, therefore, the nominated BD staff has to be in a constant state of readiness for meeting with the time schedule for reporting for BD duties. The freedom of movement outside normal working hours, therefore, becomes very restrictive for the nominated BD staff, for which they are compensated through the payment of BDA.

3.2 The Mechanical Engineering Directorate also viewed that the rates of BDA was already very meager and merely doubling it does not improve the position. In the case of unskilled workers, a BDA of Rs. 80/- per month which is less than 1% of the present minimum emoluments of a Group 'D' staff can hardly provide the type of motivation required for an employee to volunteer for BD duty. Neither can forfeiture of this meager amount act as a deterrent for avoiding being late to report for BD duty.

3.3 The Mechanical Engineering Directorate also viewed that the amount of HRA admissible today is quite substantial, therefore, the incentive of priority in allotment of Railway accommodation for residing close to the place where the ART is stabled, is becoming a less attractive proposition. All these facts have to be factored in to make sure that the discipline which has been maintained over the years by the nominated BD staff both in respect of their punctuality in reporting for BD duties as well as the efficiency with which they work at BD sites, does not get diluted or diminished in any way.

4. However, the Pay Commission Directorate of the Ministry of Railways pointed out that the proposed revision of rates of BDA is higher than the accepted recommendations of the Sixth CPC. Hence, the proposal would require the approval of Ministry of Finance and in the event of disagreement approval of the Cabinet would also be required.

5. Eventually after the constitution of the Seventh CPC, it was decided that the matter may be referred to Seventh CPC for their recommendation. The Mechanical Engg. Directorate have also given their fresh proposal (Annexure-VI) to revise the BDA to 10% of Basic Pay (as per Sixth CPC pay structure) to be submitted to the Seventh CPC for consideration. Hence, the matter is being referred to the 7th CPC.

| Sl. No. | Allowance | Rate |
|---------|-------------------|----------------------|
| 1. | Nursing Allowance | Rs. 300/-p.m. |
| 2. | Uniform Allowance | Rs. 3000/- per annum |
| 3. | Washing Allowance | Rs. 150/- per month |

NOTE.-(1) The Uniform allowance may be granted either on a monthly or an annual basis at the discretion of the Railway Administration.

(2) Nursing staff for whom messing allowance is admissible should be allowed to draw that allowance during leave to the extent indicated below-

- (i) If the period of leave is on average pay/full pay, messing allowance will be at full rates admissible;
- (ii) If the period of leave is on half pay/half average pay, messing allowance will be at half of the normal rates admissible;
- (iii) If the period of leave is without pay, no messing allowance will be admissible; and
- (iv) Messing allowance will be admissible on the basis indicated above during leave on Medical certificate or maternity leave.

(3) Laundry allowance will not be admissible if the period of leave exceeds 15 days at a time.

(4) The Uniform Allowance will be admissible during leave and subject to the conditions mentioned in Rule 1412.

If the allowance is paid on annual basis proportionate reduction should be made if the total period of all kinds of leave exceeds four months at a time.

(Authority: Railway Board's letter No. E(S)I-57CPC/AL/7 dated 26th October, 1959 and No E(S)I-60/CPC/AL/19 dated 2nd July, 1970.)

- 5 (i) The above rates will be effective from 1-8-97.
- (ii) The Nursing Allowance will be payable at Rs.1600/-p.m. w.e.f. 15- 7-98.
- (iii) The Nursing Personnel of all categories at all levels working in Railway Hospital and registered under the Indian Nursing Council Act are eligible.
- (iv) Nursing Allowance will not be treated as "Pay".

(6) Since Nursing Allowance is a total compensation for the conditions of working including night work, the Nursing Staff would cease to be eligible for Night Duty Allowance.

(Authority : Railway Board's letter No.E(P&A)II/87/AL/1, dated 19.8.87, 4.5.89, 13.5.92, No.E(P&A)I-96/FE-4/4, dated 4.12.96, No., E(P&A)I-98/AL/1, dt.17.8.98 and No. E(P&A)I-98/AL/6, dated 12.11.1998).

1420. Railway employees deputed for Breakdown duties will be entitled to the following:-

- (1) Non-gazetted Railway servants employed in Running sheds and Carriage and Wagon depots who are earmarked for attending to breakdown duties and Relief Train Electrical staff, including Supervisory staff, holding posts in the revised scales upto Rs.5000-8000, (except the Supervisors in charge of Carriage & Wagon Depots, Loco Running shed or the Electrical Relief Train), shall be allowed the following:-

- (i) Breakdown Allowance at the following rates:-

| Sl. No. | Category of staff | Scale of pay | Amount of Breakdown Allowance per month |
|---------|---|---|---|
| 1. | Unskilled workers | 2550-3200 | Rs.40 p.m. |
| 2. | Khalasi Helper | 2650-4000 | Rs.40 p.m. |
| 3. | Other Group D Staff | 2610-3540 2650-4000 | Rs.40 p.m. |
| 4. | Staff in scales & Skilled workers | 2750-4400 3050-4590 | Rs.60 p.m. |
| 5. | Technicians/Sr. Technicians Supervisors | 4000-6000 4500-7000 4500-7000 + Rs. 100 p.m. | Rs. 80 p.m. |
| 6. | Junior Engineers, and, staff in higher scales | 5000-8000 & above | Rs. 100 p.m. |

(a) This allowance will be treated as a compensatory allowance for all purposes.

(b) The payment of this allowance would be subject to a review by the Controlling officer to ensure proper performance of breakdown duty. The allowance will not be admissible to the Railway servants who have failed to turn out for the breakdown duties within the stipulated time.

(ii) Priority in allotment of quarters, particularly for quarters near the Running sheds or Carriage & Wagon depots, as the case may be.

(iii) Supply of free food, departmentally or otherwise, during the period they are engaged in breakdown duties;

NOTE:- Where it is not possible to make arrangements for supply of free food, in exceptional circumstances, cash in lieu thereof may be paid to the non-gazetted staff including Gangmen and Trolleyman engaged in Breakdown duties, at the rates fixed by the General Manager in consultation with FA & CAO.

(iv) Payment for overtime work in accordance with the normal rules, time taken in traveling to the site of the accident and back shall also be reckoned for payment of overtime;

(v) Payment of full daily allowance at the rates applicable to ordinary localities without the stipulation that they should be out of headquarters beyond 8 kilometres for a period exceeding 12 consecutive hours.

(a) Daily allowance at full rates as above will be admissible for each breakdown occurring at different places on the same day.

(2) All other non-gazetted staff of all departments who are called out in connection with accidents/breakdowns, including the Supervisory staff who are not eligible for Breakdown Allowance, shall be allowed the concessions enumerated in clauses (iii), (iv) & (v) of sub-rule (1) above.

(3) Gazetted staff who are called out in connection with accidents/breakdowns shall be allowed the concessions enumerated in clauses (iii) & (v) of sub-rule (1) above. Cash compensation in lieu of free food shall, however, not be admissible to them.

Authority: Railway Board's letter No. E(P & A)II-98/BDA-1 dated 25-5-1999.)

(4) For the purpose of sub-rule (1), (2) and (3) above, a breakdown may be:-

- (i) Any accident which involves the calling out of a breakdown train or engine with special staff or equipment (including MFD equipment or traffic crane) from the nearest breakdown train depot or shed, or a breach or washaway on the line which interrupts normal traffic; or
- (ii) Any of the following which interrupt normal traffic on running lines: -
 - (a) Snapping of overhead electric traction lines which involves calling out of Tower Wagon or Breakdown Lorry;
 - (b) Damage/Bursting of points requiring the attendance of a Breakdown/Repair/Maintenance Gang;
 - (c) Breakdown of interlocked lifting barriers;
 - (d) Total interruption of telecommunication/communications or of power supply.

(Authority : Ministry of Railway's letter No. E(P&A)II/91/BDA/1/DC/JCM dated 13-8-91.)

1421. Out turn Allowance:-

- (i) A teleprinter operator may be paid Out Turn Allowance @ 10 paise per message worked in excess of 250 messages during the shift duty of six hour (intensive) or eight hour (continuous). The limit of 250 messages will include all messages (sent or received) including service messages (classified as 'T' messages).
- (ii) Weightages for message:
 - (a) A message containing words up to 44 is to be counted as one message.
 - (b) A lengthy message containing between 45 to 74 words should be treated as two messages and between 75 to 104 words should be treated as 3 messages and so on.
- (iii) A Teleprinter Operator shall be entitled to earn 'Out Turn Allowance' in a month if:-
 - (a) He has availed only casual leave and other leave eligible on full pay.
 - (b) He has attended four night duties or such less number as authorized by head of the department.
 - (c) No rebate shall be given for interruption on any circuit.
- (iv) The following items of work performed by the Teleprinter Operators staff shall be treated as non-incentive work:
 - (a) Period spent for learning Hindi under the Hindi Teaching Scheme.
 - (b) Short duration of relief of supervisory staff.
- (v) The Out Turn Allowance shall be computed on daily basis and paid on monthly basis.

2. Subsidiary rules may be framed by individual Railway, in consultation with the Financial Adviser and Chief Accounts Officers.

Railway Board's Decision :- When Teleprinter Operators are put to work on a partially supervisory post, they should be granted Out Turn Allowance like other Teleprinter Operators under the Out Turn Allowance Scheme. The limit beyond which Out Turn Allowance become admissible shall, however, be 125 instead of 250 messages.

Table showing the revision of the BDA in the past

| S.No. | Year | Rates |
|-------|------|---|
| 1. | 1953 | 10% of Basic Pay subject to maximum of Rs. 10/- per month. |
| 2. | 1964 | Fixed rates of Rs. 4, 5, 6.50, 8, 10, 12.50 & 15 for different categories of staff. |
| 3. | 1970 | Fixed rates of Rs. 5, 6.25, 8, 10, 12 & 15 for different categories of staff. |
| 4. | 1987 | Fixed rates of Rs. 10, 15, 20 & 25 for different categories of staff. |
| 5. | 1991 | Fixed rates of Rs. 20, 30, 40 & 50 for different categories of staff. |
| 6. | 1998 | Fixed rates of Rs. 40, 60, 80 & 100 for different categories of staff. |
| 7. | 2009 | Fixed rates of Rs. 80, 120, 160 & 200 for different categories of staff. |

Note : It may be seen from the table that the first and second revisions were not huge to the extent of being doubled from the previous rates. The third revision made in 1987 was more or less double the previous rates. The last three revisions made in 1991, 1998 and 2009 were to double the previous rates. It can also be seen from the table that the first revision of BDA was carried out after 11 years and then after a gap of 6, 17, 4, 7 and 11 years respectively.

-5-

Subject : Revision of rates of breakdown allowance : Minutes of the meeting of EDs Committee held on 17.10.2008.

Annexure-III

There has been demand from time to time from the Staff side, various Federations and the zonal railways for increase in the rates of Breakdown Allowance (BDA) as also for inclusion of the staff from other departments namely, Civil Engg., Medical Deptt. etc. for payment of breakdown allowance. The breakdown allowance is covered under Rule 1420-R.II.1987 and the existing rates of breakdown allowance as revised w.e.f. 6.5.1998 are tabulated below:

| S.No. | Category of staff | Scale of pay | Amount of Breakdown Allowance per month |
|-------|--|--|---|
| 1 | Unskilled workers | 2550-3200 | Rs.40 p.m. |
| 2 | Khalasi Helper | 2650-4000 | Rs.40 p.m. |
| 3 | Other Group D staff | 2610-3540 2650-4000 | Rs.40 p.m. |
| 4 | Staff in scales & Skilled workers | 2750-4400 | Rs.60 p.m. |
| 5 | Technicians/Sr. Technicians Supervisors | 4000-6000 4500-7000 4500-7000 + Rs.100 p.m. | Rs.80 p.m. |
| 6 | Junior Engineers, and, staff in higher scales. | 5000-8000 & above. | Rs.100 p.m. |


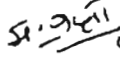

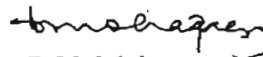

2. The question of revision of quantum of rates of breakdown allowance was examined and it was decided that the enhancement in the rate of BDA could be considered after recommendations of the VI CPC were accepted by Government. It may be mentioned that the rates of BDA were earlier revised in the years 1970, 1985, 1991 and the last revision was effected in 1998 after the revision of the scales of pay by Vth CPC. After recommendations of the VI CPC, the proposal for revision of BDA rates was submitted to the Board and it was decided that this be examined by a committee of five EDs.

3. The VI CPC did not make any specific recommendations in respect of BDA in its report, but in its para 4.2.81, the Commission made a general recommendation that the rates of allowances specific to different Ministries/Deptts./Organizations not covered in their report should be doubled. The Commission further recommended that the rates of such allowances should be increased by 25% every time the DA payable on revised pay scales goes up by 50%. These recommendations were accepted by the Government.

4. The Committee of five EDs consisting of EDPC-I, EDF/E, EDTT(S), EDME/Tr. and ED(EEM) met on 17.10.2008 and considered the revision of rates of BDA. The Committee felt that the present rates of BDA were very less and there was need to enhance its rates. Regarding inclusion of more categories of staff for breakdown duty, the Committee felt that as per the present norms, the staff strength for breakdown duty was limited and as such, further inclusion of more categories of staff not warranted.

(from pre-1986)

Based on the recommendations of VI CPC, the Committee of five EDs unanimously recommended that the rates of BDA may also be doubled and be increased by 25% every time the DA payable on revised pay scales goes up by 50%.

 21.11.08    
(Sunil Mathur) (Smt. Manju Gupta) (D.M. Gautam) (K.K. Atal) (B.N. Mohapatra)
EDTT(S) ED(EEM) EDPC-I EDME(Tr.) EDF(E)

- | <u>Adv./Staff</u> |
|-------------------|
| <u>MS</u> |
| <u>ML</u> |
| <u>MM</u> |
| <u>MT</u> |
| <u>ME</u> |
| <u>FC</u> |

**Sub: Revision of rates for Breakdown Allowance –
Recommendations of Advisers Committee.**

Annexure-IV
NO. 13

The committee of Advisers on the above subject has deliberated on the recommendations made by the ED's committee on the subject as well as the views of EDME/Traction who as a member of the committee differed with the majority recommendations and gave a separate note.

2. The committee of five EDs considered the revision of rates for break down allowance, 4 members of the committee had recommended that the rates of break down allowance may be doubled and be increased by 25% every time the DA payable on revised pay scale goes up by 50%. EDME/Traction in his separate note on pp 7-8 n/ante has recommended that minimum break down allowance which would range from Rs. 80-200 per month as per the recommendations of 4 members of the committee should be given quantum increase and kept as under:

Staff in PB-I - Rs. 400 per month
Staff in PB-II - Rs. 800 per month

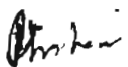
3. ED's Committee has noted that 6 CPC has not made any specific recommendations in respect of BDA in its report but in para 4.2.81 the commission made general recommendations that rates of allowance specific to different ministries/departments/organizations not covered in the report should be doubled. The committee also did not favour further inclusion of any more categories which would be entitled for break down allowance.

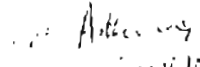
4. In a separate note which is not in agreement with the recommendations of 4 ED's, EDME/Traction has pointed out the following issues:

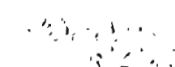
- i) Breakdown Allowance is very meager and merely doubling it does not made any difference. For instance the double amount for unskilled workers i.e. Rs. 80 p.m. would be less than 1% of the emoluments of group 'D' staff.
- ii) Though Breakdown Allowance was always meager but staff had reasons to volunteer for inclusion in Breakdown gang because of payment of DA & overtime for attending each accident & BD staff were also given preferential allotment of railway houses. Over the past few years the number of accidents have diminished so much that the total extra emoluments of Breakdown staff are very minimal. Similarly with increase in HRA government housing holds no attraction.
- iii) Breakdown staff has to remain on call 24 hours. They have to stay near the place where ART is stabled and freedom of movement outside working hours is restricted. Thus there is strong case for enhancing this allowance to a much higher level.


5. Advisers Committee obtained data from four divisions viz. Allahabad of NCR, Nagpur of SECR, Ajmer of NWR & Chennai of SR with respect to payment of overtime, DA, availability of staff quarters, willingness of staff deputed in break down gangs and other related information. Committee after examination of the collected data is of the view that there is considerable merit in the argument that with reduction in number of accidents the payment of overtime and DA to ART staff has become insignificant as compared to total emolument of railway servant. Overtime paid to the staff generally ranges from nil to Rs. 500/- . (except in Madras division overtime paid is Rs. 3625 p.m.). The daily allowance (DA) ranges from Rs. 50 to 200 per month. In divisions like Ajmer & Allahabad have reported that staff is generally unwilling to get enrolled to breakdown gang due to less remuneration and the boundation for 24 hours. While the other two divisions have reported that willing staff is available.


6. The committee is of the view that it is in the interest of the Railways to have a sufficient pool of willing efficient, hard working staff who are ready to volunteer for arduous duties of break down. For this, payment of a sufficient allowance would not be out of place. However, the committee also notes that wages and allowances paid to Govt. servants can not be increased by MOR on its own and decision to increase BD allowance beyond 100% as suggested by EDME/Tr. may require cabinet approval. Committee also notes that there are certain allowances like risk allowance which are also quite meager when compared to the risk involved for such duties. Any decision to more than double any allowance in any one category would result in resentment in other categories. Adviser's committee is therefore, of the view that the break down allowance should be enhanced as recommended by the ED's committee. However, to attract competent, hardworking staff for break down duty, non monetary incentive like provision of a mobile phone and an extra set of uniform may be considered separately.


(P.K. Sharma)
Adviser Staff


(G.N. Asthana)
Adviser ME(W)


(Kulbhushan)
Adviser EE/RS


(Pompa Babbar)
Adviser (F)


(D.P. Pandey)
Adviser M&L

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

PC-VI No. 149

RBE No. 177/2009

No.E(P&A)II-2007/FE-4/3

New Delhi, dated 25-9-2009.

The General Managers/OSDs/CAOs,
All Indian Railways & Prod Units.
(As per mailing lists No.1 & 2).

Subject: Revision of rates of Breakdown Allowance.

Consequent upon the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to various allowances, the Board have decided that the rates of Breakdown Allowance Indicated in this Ministry's letter No.E(P&A)II-98/BDA-1 dated 25-5-1999 may be revised as under :-

| S.No. | Category | Revised Pay Structure | | Amount of Breakdown Allowance/month |
|-------|---|--|---------------------------------|-------------------------------------|
| | | Pay Band | Grade Pay | |
| 1. | Helper Gr.II /Helper Gr.I/Other s Gr. 'D' Staff | -1S (4440-7440) -1S (4440-7440) -1S (4440-7440) PB-1 (5200-20200) | 1300* 1400* 1650* 1800 | Rs. 80 p.m. |
| 2. | Technician Gr.III | PB-1 (5200-20200) | 1900 | Rs. 120 p.m. |
| 3. | Technicians Gr.II Technician Gr.I Supervisors (erstwhile mistry) | PB-1 (5200-20200) PB-1 (5200-20200) PB-1 (5200-20200) | 2400 2800 2800 | Rs. 160 p.m. |
| 4. | Sr. Technicians/Junior Engineers and staff in higher scales | PB-2 (9300-34800) | 4200 & above | Rs. 200 p.m. |

(* Till placed in PB-1)

- The rate of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
- These orders take effect from the date of issue of this letter.
- In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 1420 of Indian Railway Establishment Code, Volume-II, 1987 edition (2005 reprint edition) may be amended as in the Advance Correction Slip No. 10 enclosed.
- This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.


(Chander Parkash)
Joint Director Estt.(P&A),
Railway Board.

No.E(P&A)II-2007/FE-4/3

New Delhi, dated 25-9-2009.

Copy (with 40 spares) forwarded to the Deputy Comptroller and Auditor General of India(Railways),
Room No.224, New Delhi-110001.


For Financial Commissioner/Railways.

1. First para of Rule 1420 (1) and table below Rule 1420 (1)(i) in Indian Railway Establishment Code - Vol-II / 1987 edition (2005 reprint edition) may be substituted with the following :-

(1) Non-gazetted Railway servants employed in Running sheds and Carriage and Wagon depots who are earmarked for attending to breakdown duties and Relief Train Electrical staff, including Supervisory staff, holding posts in the revised pay structure upto grade pay Rs. 4200 in Pay Band PB-2 (Rs. 9300-34800) (except the Supervisors in charge of Carriage & Wagon Depots, loco Running shed or the Electrical Relief Train), shall be allowed the following :-

i) Breakdown Allowance at the following rates:-

| S.No. | Category | Revised Pay Structure | | Amount of Breakdown Allowance/month |
|-------|---|-----------------------|--------------|-------------------------------------|
| | | Pay Band | Grade Pay | |
| 1. | Helper Gr.II / Helper Gr.I / Other Gr. 'D' staff | -1S (4440-7440) | 1300* | Rs. 80 p.m. |
| | | -1S (4440-7440) | 1400* | |
| | | -1S (4440-7440) | 1650* | |
| | | PB-1 (5200-20200) | 1800 | |
| 2. | Technician Gr.III | PB-1 (5200-20200) | 1900 | Rs. 120 p.m. |
| 3. | Technicians Gr.II Technician Gr.I Supervisors (erstwhile mistry) | PB-1 (5200-20200) | 2400 | Rs. 160 p.m. |
| | | PB-1 (5200-20200) | 2800 | |
| | | PB-1 (5200-20200) | 2800 | |
| 4. | Sr. Technicians / Junior Engineers and staff in higher scales | PB-2 (9300-34800) | 4200 & above | Rs. 200 p.m. |

(* Till placed in PB-1)

2. The following may be incorporated below clause (b) to subrule (i) to Rule 1420 (1) in Indian Railway Establishment Code - Vol-II / 1987 edition (2005 reprint edition) :-

(c) The rate of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

(Authority : Railway Board's letter No.E(P&A)II-2007/FE-4/3 dated 25-9-2009)

No.2010/M(M&P)/175/3/B/down Allowance

**Sub: Views sought by Seventh Central Pay Commission on Service matters.
Ref: Adv.(Staff)'s note no. PC VI/2014/M/1(Pl.A) dtd. 3-7-14.**

With reference to above, the following requirement regarding 'Break-down Allowance' may be considered for submission to the pay commission on item no. 9.1 of the questionnaire (Allowances):

- 1.0 The nominated breakdown staff for accompanying the Accident Relief Train (ART) forms a core team for handling rescue and restoration operations at an accident site. The nominated staff performs breakdown duties in addition to their regular jobs. Considering the importance of their job and the criticality of devotion required for executing the same, these officials have historically been given incentives so that the most competent staff comes forward for these duties. Incentives have included, among other things, **breakdown allowance**, priority in allotment of quarters, supply of free feed during the period of breakdown duties, payment of overtime, payment of full DA without restrictions etc. With the changing economic scenario and reduction in the number of accidents, the present structure of incentives has become grossly inadequate to attract the most suitable staff for breakdown duties.

- 2.0 Subsequent to the implementation of the 6th Pay commission, a committee of JS level officers was constituted in Ministry of Railway to review the breakdown allowance considering its importance. Further, a committee of Additional Secretary level officers was constituted to review the report of first committee. This committee, while giving its recommendations noted that **"there is considerable merit in the argument that with reduction in number of accidents, the payment of overtime and DA to ART (breakdown) staff has become insignificant as compared to total emoluments of railway servant."** It further noted that **"it is in the interest of Railways to have sufficient pool of willing, efficient and hard working staff who are ready to volunteer for arduous duty of breakdown and for this payment of a sufficient allowance would not be out of place.** However, in view of the stipulations of the 6th Pay Commission, the Committee recommended to double the breakdown allowance like any other. The allowance thus doubled is as under, which works out to less than 1% of basic + grade pay, which is paltry sum in the current scenario.

| S.No. | Category | Current Breakdown Allowance Rs./Month | BD Allowance as % of average basic + grade pay |
|-------|--|---------------------------------------|---|
| 1. | Helper Gr.II/Helper Gr.I/ Other Gr. 'D' staff | 80 | <ul style="list-style-type: none"> • 0.9% in lowest grade • 0.5% in highest grade |


| | | | |
|----|---|-----|--------|
| 2. | Technician Gr. III | 120 | • 0.9% |
| 3. | Technician Gr. II Technician Gr. I Supervisors (erstwhile Mistry) | 160 | • 0.9% |
| 4. | Sr. Technicians/Junior Engineers and staff in higher scales. | 200 | • 0.7% |

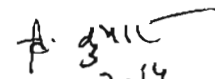
3.0 As detailed above, the need for a higher breakdown allowance has been agreed to at various levels. **It is pertinent to highlight that Breakdown Gang is unique to Railways and hence the treatment of incentives & allowance paid to them would not be covered by general stipulations automatically.** Unfortunately this issue was not taken up specifically by MoR during the formulation of 6th PC recommendations. Representations continue to pour in from various Railways highlighting that it has become next to impossible to attract willing, efficient and hardworking staff who are ready to volunteer for arduous duties of breakdown.


4.0 When we look at historical data, the breakdown allowance was first introduced in 1953 as 10% of basic pay. However it was converted to fixed sum type allowance in 1964. **The time has perhaps come to convert back to the original system of making it as 10% of the basic + grade pay.**


5.0 The financial implication of these allowances is going to be very limited in view of the small strength of nominated breakdown staff. Considering deployment as per yardstick all over IR and considering it as 10% of basic + grade pay, the additional financial implication works out to less than Rs. 1.5 crore per month over the entire IR for the most important component of Disaster Management.

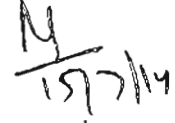
In view of above, it is requested that the proposal to revise the Breakdown Allowance to 10% of basic + grade pay may be submitted to the 7th PC for consideration.



 (Manish Jain)
 DME(P)-II
 10-July-2014


EDME(Tr.) 
10-7-14

AM(ME) 
11/7/14

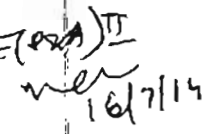
Adv. (Staff)  Pl. Examine.

EDPC II 
15/7/14

EDPC I 
15/7

DE/RA 
16/7/14

DDE/RA II

SRE(P&A) II 
16/7/14

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

Annexure-III

S.No.PC-VI/65

RBE No. 202 /2008

No.E(P&A)II-2005/RS-34

New Delhi, dated 26-12-2008.

The General Managers/CAOs,
All Indian Railways & Production Units etc.
(As per mailing lists No.1 & 2).

Subject : Pay element in Running Allowance in the Railway Services (Revised Pay) Rules, 2008 and revised rates of Kilometrage Allowance and Allowance in lieu of kilometrage.

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 recognised Federations, viz. All India Railwaymen's 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 Kilometrage Allowance and Allowance in lieu of kilometrage (ALK) at outstation for running staff in the Railway Services (Revised Pay) Rules, 2008 shall be as indicated below:

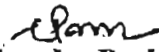
| S. No. | Category | Pay Band plus Grade Pay | | Rates of Kilometrage Allowance (per 100 kms.) (in Rs) | Rates of ALK (per 160 kms.) (in Rs) |
|---------------------------|------------------------------------|-------------------------|-----------|---|-------------------------------------|
| | | Pay Band | Grade Pay | | |
| (1) | (2) | (3) | (4) | (5) | (6) |
| 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 |

...2/-

| (1) | (2) | (3) | (4) | (5) | (6) |
|-------------------------------|--|------------|------|----------------------------|--------|
| 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 Kilometrage 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 Kilometrage Allowance/Allowance in lieu of Kilometrage shall remain unchanged.

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


 (Chander Parkash)
 Joint Director/E(P&A),
 Railway Board.

No.E(P&A)II-2005/RS-34

New Delhi, dated 24-12-2008.

Copy (with 40 spares) forwarded to the Deputy Comptroller and Auditor General of India(Railways), Room No.224, New Delhi-110001.



 for Financial Commissioner/Railways.

No.E(P&A)II-2005/RS-34

New Delhi, dated 24-12-2008.

copy to:-

- (i) The FA & CAOs, All Indian Railways & Prod. Units etc.
- (ii) The Chief Commissioner of Railway Safety, 16 Ashok Road, Lucknow.


 (Chander Parkash)
 Joint Director/E(P&A),
 Railway Board.

Annexure-10

**Report of the Fast Track Committee
on
Loco Running Staff including Motormen.**

JUNE 2010

Report of the Fast Track Committee on Loco Running Staff including Motormen.

Introductory:

Railway Board vide order No.ERB-I/2010/23/7 dated 15.2.2010 constituted a Fast Track Committee comprising of EDPC-I (as Convenor), EDPC-II, EDF/E, Adviser Elect.(RS), EDME(Tr.) and ED(Coaching) to look into the issues of Loco Running Staff including Motormen.

The terms of reference of the Committee were as under:

The Committee will look into the issues raised by various Federations/Unions/Associations and will also seek views from Federations, Associations, Unions and employees as considered appropriate regarding:

- (i) *Grade Pay and fixation of pay on promotion vis-a-vis direct recruitment;*
- (ii) *Allowances to Loco Running Staff as per the recommendations of the Sixth Pay Commission;*
- (iii) *Applicability of running allowances w.e.f 1.1.2006 based on revised rate of running allowance and related demands; and*
- (iv) *Computed running allowance in suburban sections, etc.*

A large number of representations from individual employees, Western Railway Motormen's Association, Joint Action Forum of Western and Central Railway Motormen and Loco Running Staff, Indian Railway Loco Runningmen Organisation, All India Guard Council, All India Loco Running Staff Association were received.

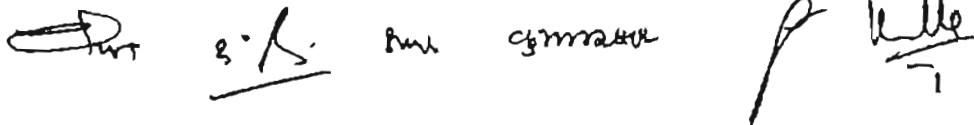
Views of recognised Labour Federations i.e., National Federation of Indian Railwaymen(NFIR) and All India Railwaymen's Federation(AIRF) were sought but the Federations decided not to associate with the deliberations of this Committee.

1.0 Background:

1.1. Sixth Pay Commission under the Chairmanship of Justice B.N. Srikrishna and three other Members was set up in October 2006 by the Government of India to give recommendations regarding structure of pay, allowances and other facilities/benefits (whether in cash or in kind) for all Central Government Employees (including railway employees).

1.2. The Commission submitted its report in March 2008 after having detailed deliberations with all stakeholders including various federations, unions, associations, individual employees of relevant departments of Government of India. The Commission also visited various workplaces in different parts of the country to get a first hand impression about the functioning of the conditions of service prevailing there. During these visits the Commission also interacted with a large number of field level employees and their associations and unions. During the course of these visits the Chairman of the Commission along with other Members also visited Mumbai and had a first hand experience of travelling in the Cab of the EMU rake along with the motormen. Similar first hand experience was also gathered by them in various railway establishments along with different categories of staff. These visits and interaction gave the Commission the idea of the conditions of work, responsibility and also the relative variations in different categories in their roles and conditions. Such factors were taken into account by the commission while recommending compensations and pay structures.

1.3. The recommendations of Sixth Central Pay Commission were significantly different from previous pay commissions in various respects. One of the major changes has been in the basic pay

The block contains several handwritten signatures and initials. From left to right, there is a signature that appears to be 'S. K.', followed by the initials 'S.K.', then 'B.N. Srikrishna', and finally a large signature that looks like 'P. K. S.' with a '7' written below it.

structure. In earlier pay structures there was a concept of fixed pay scales for particular category/grade of employees. In the new system recommended by Sixth pay commission concept of running pay bands and grade pay was introduced by the Commission. The relevant portion of the recommendations mentioned in their summary is reproduced below:

- A major departure from the earlier Pay Commissions has been made in respect of pay scales. For the first time, the Commission is recommending running pay bands for civilian employees as well as for the Defence Forces. The Fourth Central Pay Commission had recommended running pay bands for Defence Forces that were implemented. The fifth CPC, however recommended specific pay scales for civilians as well as Defence Forces personnel. A conscious departure has been made in recommending running pay bands because of the inherent advantages of such pay scales.

- Since the individual pay scales have a limited span, it often leads to stagnation. To ease stagnation, promotional avenues have to be created even though no functional justification for higher posts may exist. Creation of additional posts in higher grades through cadre reviews etc. does not always achieve the desired results in terms of improved career progression. Movement from one pay scale to another frequently leads to problems in pay fixation like a senior drawing lower salary vis-à-vis a junior. Running pay bands will address all these problems and also remove many of the pay scale related anomalies.

(Source: the Report of Sixth Pay Commission, March 2008: paras 1.2.7 to 1.2.9)

1.3.1. Some of the fundamental differences brought in by the Government on recommendations of the Sixth Pay Commission are illustrated as under:

- 31 Pay Scales have been replaced by 4 running Pay Bands. In addition, there are two scales of pay outside running pay bands and apex fixed pay of Rs.80000 and Rs. 90000.
- A new concept of Grade Pay has been introduced in addition to pay in Pay Band.
- There are now only 18 Grades pay as against 31 pay scales in old system. This necessitated merging of various scales existing in the past.
- The concept of fixed annual increments in the fixed scales has been replaced by 3% annual increment in the running Pay Band. The running pay bands have sufficiently long span to ensure that no employee ordinarily stagnates at any stage in his/her career To ensure that no stagnation takes place in any case. Pay Commission further recommended that a person stagnating for more than one year continuously would be placed in the immediate next higher pay band without change in the grade pay.

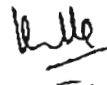
1.3.2. These fundamental changes are applicable for all Central Government employees including all categories of Railway employees.

1.4. There are several hundred categories of employees in Railways including running staff. The number of running staff is 89,252 out of total railway employees which number 13,94,520.

1.5. The recommendations of the Sixth Pay Commission regarding loco running staff of Indian Railways based on their field visits and analysis of demands are reproduced below:

S. S. 

Mrs. 



7.36.46 The present cadre of Loco Running Staff is as under:-
(in Rs.)

| | |
|--|------------|
| Assistant Loco Pilot (Diesel/Electric) | 3050-4590 |
| Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric) | 4000-6000 |
| Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I | 5000-8000 |
| Loco Pilot (Passenger) II/Motorman/Loco Pilot (Goods) I | 5500-9000 |
| Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman | 6000-9800 |
| Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B' | 6500-10500 |
| Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector | 7450-11500 |

7.36.47 Higher pay scales for Loco pilots have been demanded on the ground of their job profile, responsibilities, physical and mental efforts and hazards related to job. Loco pilots (mail/express, passenger I and senior motormen) are in the scale Rs.6000-9800. The scale of Rs.6500-10500 has been demanded for them. Due to introduction of Rajdhani/Shatabdi and other super fast trains, a special grade of Loco pilot (high speed/super fast) has also been demanded.

7.36.48 Up gradation of two grades above the present grade for Motormen of the Mumbai Suburban Local trains have been sought on the ground that they work in the most overstressed network in the world.

7.36.49 An insurance cover of Rs.15 lakh for all Loco running staff has been demanded. Various allowances like Risk allowance, High tension allowance, Break down allowance, National Holiday Allowance, Night duty allowance, etc. have also been sought.

Recommendations- Loco Running Staff

7.36.50 The demand for placement of the categories of Loco Pilot Mail Express, Loco Pilot Passenger I, Senior Motorman in the scale of Rs.6500-10500 is no longer justified as the scale of Rs.6000-9800 is not a regular pay scale and was specifically created for this category because they were bursting out of the maximum of the earlier pay scale of Rs.5500-9000. In the revised scheme of running pay bands and grade pay, no such bursting is possible. Accordingly, the post should normally have been given only the replacement pay band and grade pay corresponding to the pre-revised pay scale of Rs.5500-9000. However, the Commission is recommending merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post will, therefore, automatically be upgraded. This would also necessitate up gradation of the higher categories so as to ensure that feeder and promotion posts do not come to lie in an identical pay scale. The Commission, accordingly, recommends the following pay structure for Loco Running Staff:-

(in Rs.)

| Designation | Recommended pay scale | Corresponding Pay Band & Grade Pay | |
|--|-----------------------|------------------------------------|-----------|
| | | Pay Band | Grade Pay |
| Assistant Loco Pilot (Diesel/Electric) | 3050-4590 | PB-1 | 1900 |
| Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric) | 4000-6000 | PB-1 | 2400 |

2. R. [Signature] [Signature] [Signature] [Signature] [Signature] [Signature]
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| | | | |
|---|------------|------|------|
| Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I/ Loco Pilot (Passenger) II/Motorman/ Loco Pilot (Goods) I, Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman | 6500-10500 | PB-2 | 4200 |
| Asst Loco foreman /Traction Loco Controller/Driving Inspector/ Power Controller/Loco Inspector / Loco Foreman 'B'/Fuel Inspector 'B'/Chief Traction Loco Controller / Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector | 7450-11500 | PB-2 | 4600 |

On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of Rs.500 p.m. Loco Pilot for mail/express trains will be given this allowance at the rate of Rs.1000 p.m. Dearness allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.

7.36.51 The demand for providing insurance cover appears justified and the Ministry should work out a scheme for providing such insurance cover. The demands for other allowances specifically for this category are not merited. Consequently, these demands cannot be conceded".

(Source: the Report of Sixth Pay Commission, March 2008: paras 7.36.46 to 7.36.51)

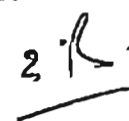




1.6. The Sixth Pay Commission also introduced several other benefits for the employees by way of enhanced educational allowance at the rate of Rs 1000 per month per child up to 2 children amounting to total benefit of Rs 24000 per year. Prior to this the educational allowance was only Rs.40 per child per month.

1.7. Transport allowance has been enhanced. It is admissible to all categories of employees even if they are residing within one kilometer of work place (this was one of the conditions in earlier scheme). Now it is being paid at the rate of Rs.300+D.A to Rs.3200+D.A. as against Rs.100 to Rs.800 prior to Sixth Pay Commission.

1.8. The Sixth Pay Commission while summarizing their recommendation have also mentioned as under:

"All the recommendations are inter-connected and need to be treated as an organic whole. Partial implementation of these recommendations will destroy the underlying spirit, break the common thread and bring in several anomalies and inconsistencies. The report would, therefore, need to be treated in a holistic manner and the recommendations considered as a package."

1.9. The recommendations of Pay Commission of enhanced pay structure, other allowances, compensations after being accepted by the Government of India and issue of orders by the Ministry of Finance have been fully implemented by Railways. Recommendations have been implemented for all categories of railway employees including loco-running staff (including motorman category) and arrears have also been paid. The total impact of Sixth Pay Commission has been assessed at approximately of Rs.55000 Crs. during the three financial years 2008-09, 2009-10 and 2010-11 including expenditure on account of Pension and pay arrears but excluding rise in Dearness Allowance which is estimated at Rs.2736 Crs. This estimate includes permanent increase of approximately Rs.15000 Crs for one year.

4 2     

2.0. However, there have been number of representations from various categories of railway employees including the running staff for higher pay structure, higher grade pay and revision of various allowances etc. which are beyond the recommendations of Sixth Pay Commission.

2.1. As per the terms of reference of the Fast Track Committee the representations received from the running staff, their associations and issues pending in different forums of structured negotiating mechanism raised by Federations and Unions have been taken into account and analyzed/examined by the Committee. The Committee visited Mumbai and heard all those who wanted to interact with the Committee. Further, the direction of Regional Labour Commissioner, New Delhi to grant hearing to a loco running staff association was also complied with.

2.2. Following issues brought before the Committee by different Unions and individual employees were examined by the Committee and are discussed below:

3.0 Pay Structure:

3.1. Demand : Proper Grade Pay and Additional Allowance to Motormen, Loco Pilots Assistant Loco Pilots.


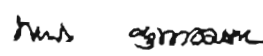


There have been a number of demands from various categories of railway employees including the running staff for improved pay structure, higher grade pay and revision of various allowances etc.

a) The demand of running staff for higher grade pay is briefly given in the table below:

| Designation | Sixth Pay Commission pay structure | | | Demand |
|----------------------------|------------------------------------|---------|--------------------------------------|------------|
| | PB | GP | Additional Allowance | |
| LP Mail/ Express | PB2(Rs.9300-34800) | Rs4200 | Rs 1000 pm+DA Rs 350(as on 1.1.2010) | GP Rs 5400 |
| LP Passenger I/Sr motorman | PB2(Rs.9300-34800) | Rs4200 | Rs 500pm +DA. | GP Rs 4800 |
| LP PassengerII/ motorman | | | Rs175(as on 1.1.2010) | |
| LP Goods I | PB2(Rs.9300-34800) | Rs4200 | | GP Rs 4600 |
| LP Goods II | | | | |
| LP Shunter I | PB2(Rs.9300-34800) | Rs4200 | | GP RS 4200 |
| LPShunter II | PB1(Rs5200-20200) | Rs2400 | | |
| Sr ALP | PB1(Rs5200-20200) | Rs2400 | | GP Rs 2800 |
| Asst Loco Pilots (ALP) | PB1(Rs5200-20200) | Rs 1900 | | |

Legend: PB: Pay Band, DA: Dearness Allowance, GP: Grade Pay.

b) Running staff have further demanded Additional Allowance as admissible to Loco Pilot Mail/Express and Loco pilot/Passenger for all categories of running staff. Motormen of Western Railway demand an Additional Allowance of Rs.4000/-p.m.

2. B.    

Analysis and Discussion

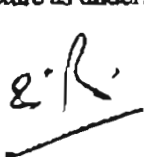


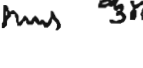

3.2. The Sixth Pay Commission had duly examined the pay structure of running staff in their report. In accordance with the recommendations, Assistant Loco Pilots/Loco Pilots of Indian Railways were granted replacement pay structure as also recommended by the Commission for various other categories in the same pre-revised pay scales. The Assistant Loco Pilots and Sr. Assistant Loco Pilots were placed in the Pay Band PB-1 with Grade Pay Rs.1900/- and Rs.2400/- respectively. Loco Pilots (on Goods and Passenger categories) and Motorman/Sr. Motorman were placed in the revised pay structure of Pay Band PB-2 with Grade Pay of Rs.4200/- along with Loco Pilots (Mail) on account of general merger of scales. The Commission had recommended grant of additional allowance (on which DA is also payable) to Mail/Express and Passenger Loco Pilots @ Rs.1000/- p.m. and Rs.500/- p.m. respectively which has already been implemented. Likewise, additional allowance of Rs.500/- was granted to Mail/Express Guards in accordance with recommendation of Pay Commission in this regard. The Committee observed that the dispensation recommended by the Pay Commission for running staff was in consonance with the general philosophy of de-layering in Government envisaged by the Pay Commission. In addition, running staff are entitled to a number of other financial benefits including Running Allowance. A better methodology than the one applicable to other government employees for fixing the pay of running staff in the revised pay structure has been used since in case of running staff DA on pay element of running allowance has also been taken into computation.

3.2.1. The grade pay of Rs 4600 has been allotted to Loco Inspectors which constitute the next higher grade available to Loco Pilots on promotion. Grade Pay of Rs 4800 and Rs 5400 have been allotted by the Government to officers which constitute further superior grades in the hierarchy. It is noted that the pay scale of Rs 5500-9000 was replaced with Pay band of Rs.9300-34800+GP 4200 in the Sixth Pay Commission pay structure. The Motormen were inducted in the pre-revised pay scale of Rs 5500-9000 which has been replaced in the revised pay structure by Pay band of 9300-34800+GP of Rs.4200 + Additional Allowance of Rs.500 p.m. on which D.A. is payable.

3.2.2. The range of revised basic pay for pay fixation in revised pay structure for the staff as on 1.1.2006 in the pre-revised pay scale of Rs.5500-9000 in respect of running staff (including Motormen) was Rs.15850-24380 as compared to the range of Rs 14430-21920 of this scale of pay for non-running staff. The revised basic pay of running staff further has an additive value equivalent to 30% of the basic pay for determining allowances like D.A and HRA. This additive value is also reckoned for several other in-service benefits as given below:

- (a) Medical attendance and treatment.
- (b) Educational assistance.
- (c) Fixation of pay in stationary posts.
- (d) Entitlement to quarter
- (e) Overtime Allowance.
- (f) Leave Salary.

3.2.3. The running staff thus have a distinct advantage over others in the Sixth Pay Commission pay structure. The emoluments of Loco Pilot (Passenger) and Motorman in the Fifth Pay commission scale of pay of Rs.5500-9000 compare with Sixth Pay Commission pay structure as under:

6     

Analysis and Discussion

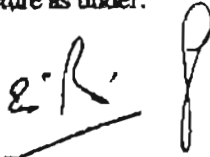

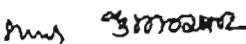

3.2. The Sixth Pay Commission had duly examined the pay structure of running staff in their report. In accordance with the recommendations, Assistant Loco Pilots/Loco Pilots of Indian Railways were granted replacement pay structure as also recommended by the Commission for various other categories in the same pre-revised pay scales. The Assistant Loco Pilots and Sr. Assistant Loco Pilots were placed in the Pay Band PB-1 with Grade Pay Rs.1900/- and Rs.2400/- respectively. Loco Pilots (on Goods and Passenger categories) and Motorman/Sr. Motorman were placed in the revised pay structure of Pay Band PB-2 with Grade Pay of Rs.4200/- along with Loco Pilots (Mail) on account of general merger of scales. The Commission had recommended grant of additional allowance (on which DA is also payable) to Mail/Express and Passenger Loco Pilots @ Rs.1000/- p.m. and Rs.500/- p.m. respectively which has already been implemented. Likewise, additional allowance of Rs.500/- was granted to Mail/Express Guards in accordance with recommendation of Pay Commission in this regard. The Committee observed that the dispensation recommended by the Pay Commission for running staff was in consonance with the general philosophy of de-layering in Government envisaged by the Pay Commission. In addition, running staff are entitled to a number of other financial benefits including Running Allowance. A better methodology than the one applicable to other government employees for fixing the pay of running staff in the revised pay structure has been used since in case of running staff DA on pay element of running allowance has also been taken into computation.

3.2.1. The grade pay of Rs 4600 has been allotted to Loco Inspectors which constitute the next higher grade available to Loco Pilots on promotion. Grade Pay of Rs 4800 and Rs 5400 have been allotted by the Government to officers which constitute further superior grades in the hierarchy. It is noted that the pay scale of Rs 5500-9000 was replaced with Pay band of Rs.9300-34800+GP 4200 in the Sixth Pay Commission pay structure. The Motormen were inducted in the pre-revised pay scale of Rs 5500-9000 which has been replaced in the revised pay structure by Pay band of 9300-34800+GP of Rs.4200 + Additional Allowance of Rs.500 p.m. on which D.A. is payable.

3.2.2. The range of revised basic pay for pay fixation in revised pay structure for the staff as on 1.1.2006 in the pre-revised pay scale of Rs.5500-9000 in respect of running staff (including Motormen) was Rs.15850-24380 as compared to the range of Rs 14430-21920 of this scale of pay for non-running staff. The revised basic pay of running staff further has an additive value equivalent to 30% of the basic pay for determining allowances like D.A and HRA. This additive value is also reckoned for several other in-service benefits as given below:

- (a) Medical attendance and treatment.
- (b) Educational assistance.
- (c) Fixation of pay in stationary posts.
- (d) Entitlement to quarter
- (e) Overtime Allowance.
- (f) Leave Salary.

3.2.3. The running staff thus have a distinct advantage over others in the Sixth Pay Commission pay structure. The emoluments of Loco Pilot (Passenger) and Motorman in the Fifth Pay commission scale of pay of Rs.5500-9000 compare with Sixth Pay Commission pay structure as under:

6    

| Emoluments of Loco Pilot (Passenger)/Motorman (excluding Overtime, Bonus, Night Duty Allowance National Holiday Allowance, Children Education Allowance etc.) | | | |
|--|--|---|---|
| Scale of Pay Rs. 5500-9000(pre-revised) | | | |
| | As on 31-12-2005 (Prior to 6th Pay Commission) | As on 01-01-2006 (Date of Effect of 6th Pay Commission) | As on 01-05- 2010 (Current Position) |
| Basic Pay(Avg) | 7250 | 15360 | 17840 |
| Grade Pay | 00 | 4200 | 4200 |
| Pay element (notional)* | 2175 | 5868 | 6612 |
| Dearness Pay | 4713 | 00 | 00 |
| Additional Allowance\$ | 00 | 500 | 500 |
| Dearness Allowance | 2969(21%) | 00 | 10763(35%) |
| Transport Allowance | 100 | 1600 | 1600 |
| CCA (A-I class city) | 200 | 00 | 00 |
| HRA (30% of BP+PE+DP) | 4241 | 7628 | 8596 |
| Running Allowance (@83.80) | 4274 | 8619 | 8619 |
| Total emoluments | 23747 | 37907 | 52118 |
| %Increase over Fifth Pay Commission | | 59.63% | 119.47% |

*Pay Element reckoned for calculating allowances; not included in the total emoluments.



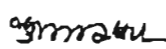
\$ Dearness Allowance is payable on Additional Allowance.


3.3. The Committee notes that as per decision of the Government, the Anomalies Committees have been set up under the Joint Consultative Machinery (JCM) Scheme at the National and Departmental levels to look into anomalies arising out of implementation of the Sixth Pay Commission. The representatives of the recognised labour Federations on the Railways are members of both national and departmental Anomalies Committees. The issues pertaining to pay structure of running staff have been taken up by recognised labour Federations of Railways in Departmental Anomaly Committee.

3.4. Recommendations(Pay Structure):

3.4.1. The Committee noted that the Labour Federations took up the matter of pay structure of Assistant Loco Pilots(ALPs). In pursuance the cadre structure of Assistant Loco Pilots(ALPs) has been improved by the Ministry of Railways as under:

| Designation | Grade Pay | Existing % of posts | Revised % of posts |
|-------------|-----------|------------------------|-----------------------|
| Sr ALP | Rs 2400 | 30 | 80 |
| ALP | Rs 1900 | 70 | 20 |

 
7

3.4.2. The Committee observed that due to merger of pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6000-9800 various posts of Running staff in these scales of pay have been placed in identical Pay Band/Grade Pay, viz., PB-2, GP Rs 4200 on specific recommendation of Sixth pay Commission. An additional allowance (on which DA is payable) has been allowed to Loco Pilot Mail/Express, Loco Pilot Passenger, and Mail/Express Guards thus providing differentiation between functional groups of Loco Pilots. As per the general scheme of running pay bands an employee after reaching the maximum of one Pay Band will automatically move to the next Pay Band and thus there would be no incidence of stagnation at maximum of the pay band. Further, for fixation of pay of Running Staff in revised pay structure, special fitment tables were used duly reckoning DA on pay element of running allowance. The running allowance has also been continued in the revised pay structure. The Committee observed that the pay structure recommended by the Pay Commission for running staff was in consonance with the general principle of de-layering adopted by the Pay Commission for all categories of central government employees.

3.4.3. Further, the issues regarding Grade Pay and Additional Allowance to running staff is on the agenda of Departmental Anomaly Committee as per standard procedure under JCM Scheme and are under discussion in the Committee. Based on recommendations of the Anomaly Committee, appropriate references for different categories of staff (including running staff) may be made to the Ministry of Finance wherever decided by Railway Board.

3.4.4. As per Sixth Pay Commission recommendations minimum pay was prescribed in the pay bands for the direct recruits, while for promoted employees no such minimum pay was made applicable. This led to a situation at times when junior direct recruit employee was drawing more pay than the senior promoted employee. The Committee finds that the Ministry of Railways at the instance of Labour Federations took up this matter with the Ministry of Finance which in turn examined and issued instructions to give above benefit by permitting stepping up of pay of the senior subject to conditions. These instructions have been implemented on the Railways. This will also benefit Motormen and other loco running staff.

4.0. Running Allowance

4.1. Demand: Rates of Kilometrage Allowance(KMA) be revised as per formula enunciated by Running Allowance Committee, 1980 and arrears be paid w.e.f 1.1.2006.

Analysis and Discussion

4.2. The Sixth Central Pay Commission in para 7.36.97 of its report regarding certain allowances in Railways recommended (later qualified as suggestions only) as under:

In Railways, certain allowances like Night Duty Allowance, Running Allowance, etc. are computed on the basis of pay scales attached to various posts. In the revised structure, pay scales for specific posts will cease to have any meaning. A revised formula for computing these allowances would, therefore, need to be evolved...

Further, the Commission in para 4.2.81 of its report recommended as under:

The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations not covered in this Report will also be doubled...

fms 3/3/06
P. S. B. Verma

43. Railway Board constituted a Joint Committee in November 2008 comprising officers of Railway Board and staff side to determine the quantum of pay element in running allowance and review the formula for computing rates of kilometrage allowance. The Joint Committee after in depth deliberations felt that the concept of mean pay of passenger grade as existing in the extant formula was rendered impracticable as pay band was not a single scale of pay but amalgamation of several scales of pay. The Sixth Pay Commission recommended that various allowances should be doubled and the Committee felt that this recommendation of the Sixth Pay Commission should also be followed in respect of rate for kilometrage allowance. Thus, keeping in view the general recommendations of the Sixth Pay Commission regarding doubling of allowance, recommendations of the Joint Committee were accepted by Railway Board and instructions issued accordingly. The revised rates of KMA were made applicable w.e.f. 01.09.2008 as all other allowances were revised from this date after implementation of Sixth CPC pay structure. The pay element which was necessitated earlier due to depression in scales of pay of running staff was also considered by the Joint Committee. The Joint Committee noted that the depression in pay of Running Staff eroded after revisions of pay by the Fourth & Fifth Pay Commissions and merger of 50% Dearness Allowance with pay w.e.f.1.4.2004. But considering the need to motivate the Running Staff for efficient railway operations, the pay element of 30% for in service benefits and 55% for retirement benefits was continued on recommendations of the Joint Committee.

43.1. The expenditure on KMA due to revision of rate(doubling of rate) is estimated to be Rs.930.85crs per annum. Additional annual recurring expenditure on KMA would be approximately Rs.654crs. based on the demand of running staff. Further, the additional financial implication of the demand of running staff to revise the rates of KMA and payment of arrears w.e.f.1.1.2006 would be approximately Rs. 1642crs.(arrears w.e.f.1.1.2006 to 31.08.2008).

44. Recommendation(Running Allowance):

The continuation of running allowance(KMA) was discussed threadbare by the Joint Committee constituted by Railway Board. The Fast Track committee considering post-Sixth Pay Commission pay structure maintains that no change is called for in respect of doubling of this allowance w.e.f.1.9.2008 as was recommended by the Joint Committee. The issues regarding pay element and rates of running allowance were considered by the Joint Committee as a package while making its recommendations. Any review of rates of running allowance may call for a review of pay element as well.

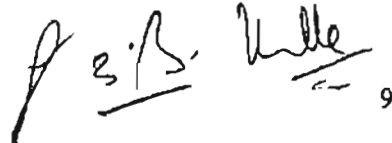
5.0. Reduction in Duty Hours of running staff

Demand: Representations have been received from recognized Labour Federations and other organisations for reduction in the duty hours and change in HOER classification.

Analysis and Discussion

5.1. In accordance with the provisions of the Railway Act, 1989, running staff are classified as 'continuous' and are required to work for 104 hours per fortnight on an average. The duty hours of running staff are regulated by guidelines given by Central Administrative Tribunal, Ernakulam. The running duty at a stretch should not ordinarily exceed 10 hours from departure of the train and overall duty should not exceed 12 hours from 'signing on' to 'signing off' save in exceptional circumstances like accidents, floods, agitations, equipment failures etc.

 Mr. Srinivas

 P. S. B. K. K. 9

5.2. Due to the very nature of their duties and keeping in view round the clock operation of the railways, the loco running staff cannot be put on a daily fixed roster. The current daily average duty hours of Motormen are 6 hours 18 minutes on Central Railway and 6 hours 26 minutes on Western Railway which are much below the stipulated norm of 10 hours.

5.3. All efforts are made to contain the duty hours within the parameters laid down and position is being monitored at divisional, Zonal and Railway Board levels. The position regarding drivers' duty on fortnightly basis is monitored by crew controllers and divisional officers. Power controllers work in close coordination with section controllers to ensure implementation of 10 hours duty. This issue is also discussed in periodical meetings with recognized Labour Federations. The running staff are monetarily compensated whenever they are booked beyond prescribed duty hours in various exigencies. The payment of overtime for excess hours of work rendered by a railway servant classified as 'continuous' between the limits of prescribed rostered hours of work and statutory hours of duty during the relevant averaging period is made at one-and-a-half (1-1/2 times) the ordinary rate of pay and for excess hours of work rendered beyond the limits prescribed in statutory hours it is two times the ordinary rate of pay.

5.4. Various Committees/Tribunals have examined the issue regarding reduction of duty hours for running staff. They are, namely, Adjudicator Mr. Justice Rajadhyaksha (1946) followed by Railway Labour Tribunal (1969) headed by Mr. Justice Miabhoy and the Committees on Running Allowance (1980) but no specific recommendations for change of classification or working hours had been made.

5.5. The Committee notes that several measures to improve working conditions of running staff have been taken as indicated below:

- An ergonomic design of crew friendly Driving Cab has been developed.
- Improvement in condition of running rooms for drivers/guards.
- Walkie-Talkie sets have been provided to Drivers and Guards of all trains for faster communication.
- Improvement in skill and knowledge competence of running staff, training facility for drivers, guards and staff connected with train operations have been modernized including use of simulators for training of drivers.
- Signalling system is being modernised
- The modern designs of locomotives require less repairs and result in lesser failures.

5.5. Recommendation (Duty Hours):

The Committee notes that there was an agreement with Labour Federations in 2006 to constitute a high powered committee to examine issues regarding duty hours of running staff and Safety categories under Hours Of Employment Regulations(HOER). This issue needs consultation with all stakeholders, detailed examination of field conditions, actual working hours and ground realities in the context of relevant provisions of law.

Other Issues and Recommendations:

6.0. Computed Kilometers for Motormen—Demand for minimum 300 Kms/day.

6.1. The current daily average kilometers earned by Motormen of Western and Central Railways are tabulated below:

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DAILY AVERAGE COMPUTED KILOMETRAGE OF MOTORMEN

| | CENTRAL RAILWAY | WESTERN RAILWAY |
|-------------------|-----------------|-----------------|
| Avg working hours | 6 hrs 18 mts | 6hrs 26 mts |
| Actual avg Kms | 100.24 | 122.65 |
| Payable KMs | 148.98 | 158.38 |

6.1.1. Kilometrage for motorman as well as running staff working passenger trains are computed as per instructions issued by Railway Board in 1981. In terms of these instructions, Motormen are allowed kilometrage allowance at the rate of actual kilometrage earned subject to minimum of 150 km per day for performing duty of 5 hours and above which indicates that motorman can normally earn KMA of 4500 kms. in a month. The average duty hours of Loco Pilots (Passenger) is longer than that of Motormen and so are their kilometer earnings. This matter was formally considered by Railway Board in the past and it was decided that there was no justification in comparing suburban staff with main line running staff and hence the demand of Motormen for computed kilometrage was not accepted.

7.9. ACP/MACP for Motormen

7.1. Demand : ACP/MACP Scheme should be implemented for all Western Railway Motormen without discrimination to feeder cadre.

7.2. ACP benefit to Motormen directly recruited on Western Railway in pre-revised scale of pay of Rs.5500-9000 has been a subject matter of dispute and litigation. The matter is sub-judice and pending in Supreme Court. In view of this position the Committee is not in a position to give any recommendation in this regard.

8.0. Single Handed Allowance for Motormen:

8.1. Demand : An Assistant Motorman be provided with Motorman and till this is done a Single Handed Allowance to all Motormen be paid.

8.2. Motormen are classified as Running Staff and are covered by the Running Allowance Scheme. As such all the allowances admissible to running staff are admissible to the category of motormen, on their fulfilling the prescribed conditions.

8.3. For suburban train operation, one Motorman is deployed against one Loco Pilot and one Assistant Loco Pilot deployed for mainline trains. It has been represented that Motorman should also be assisted by Assistant Motorman for suburban operation to ensure safety and till such time Assistant Motorman is provided, single handed allowance should be granted to all Motormen.

8.4. The nature and pattern of train operations on mainline and suburban system are totally different and cannot be compared. The Assistant Loco Pilot in respect of mainline operations is required to get down at scheduled and unscheduled stoppages to inspect locomotive under-gear for any abnormality, exchange signals with station staff and guard on each passing station, inspect high tension compartment and non driving cab of the locomotive after passing neutral section each time. This requirement does not exist for suburban operations.

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8.5. The Committee concludes that the existing arrangement is adequate and the demand for single handed allowance has no merit.

9.0. Restoration of 15 days Casual Leave(CL)

9.1. Demand: Reduction of Casual Leave from 15 to 10 was arbitrary and 15 days casual leave be restored.

9.2. The reduction in the number of days of casual leave in respect of various categories of Railway employees was brought about on the basis of the recommendation of the Fifth Central Pay Commission and is applicable to all Central Government employees. Accordingly, the CL of employees entitled to 12 days CL was reduced to 8 days, for employees entitled to 15 days, it was reduced to 10 days and for those entitled to 17 days, it was reduced to 13 days. The Committee noted that this matter was referred for Arbitration at the instance of Labour Federations under JCM Scheme after disagreement between Staff side and the official side. The Arbitration Award rejected the proposed restoration of casual leave.

10.0. Demand : Raise Ceiling Limit of KMA for the purpose of Income Tax exemption:

10.1. The Committee notes that a proposal for raising this limit from Rs.6000/- to Rs.12000/- was sent to CBDT/Ministry of Finance. This should be pursued with Ministry of Finance for an early decision.

11.0. Correction in SR 4.35 (E):

11.1. It has been stated by some Motormen that by amending the SR 4.35(1) (e), Western Railway (WR) have dispensed with Station Master(SM)'s permission to the Guard to start a train and have, thereby, made violations of the General Rules (GR) for safe train operations on Indian Railways (IR).It has been stated that the Guard should see the departing signal before giving all right signal to Motorman to start the train.

11.2. GR 4.35 pertains to "Starting of Trains" on IR. The first sub-rule of GR 4.35 makes it the responsibility of the Motorman/Loco Pilot to see that the correct starting signal has been given before starting of a train. GR 4.35 does not lay down that the Guard shall see the starting signal before giving all right signal to the Motorman. In GR 4.35 (5),it has been stated that "the permission of the SM referred to in GR 4.35(2) may be dispensed with in case of suburban trains on such sections of a railway as may be specified by special instructions". The Committee finds that the Central Railway made use of enabling provisions of GR 4.35(5) and dispensed with SM's permission to the Guard to start a train in the year 1999. These provisions were invoked by Western Railway in the year 2006.

11.3. GR has thus made clear provisions that SM's permission to Guard to start the train can be dispensed with in Suburban sections by the zonal railways in operational interests perhaps in view of high frequency of suburban services, short duration of halts, and multiplicity of trains at the same time at a station, and such other operational reasons. The high density of suburban traffic in Mumbai justifies the utilization of this provision by Western Railway which is marked by continuous track circuiting and automatic signalling system. The Committee finds that the instructions issued vide Advance Amendment Slip number 203 by WR on 14/2/2006 do not contravene any provision of the General Rules.

2/12
[Handwritten signatures and initials]

12.0. Night Duty Allowance and National Holiday Allowance:

12.1. Demand : There was a demand for allowing Night Duty Allowance (NDA) and National Holiday Allowance (NHA) to all non-gazetted staff without any restriction of pay limit and also for payment of NHA at the rate of one day basic pay + DA.


12.2. The demand of NDA and NHA has been accepted and all non-gazetted railway staff (including running staff) has been made eligible for NDA and NHA. Further, National Holiday Allowance (NHA), like other allowances, has been doubled w.e.f.1.9.2008 in keeping with the general recommendation of the Sixth Pay Commission with a proviso to increase the allowance by 25% with DA increase of 50%.

13.0. The Committee observes that on Railways(except Western Railway) where EMUs are operated, the category of Motormen and Loco Pilots (Passenger) is common and Motormen are taken from Loco Pilot cadre through a selection procedure. These Motormen operate EMUs as well as passenger trains and on promotion, return as Loco Pilot (Mail/Express) in the cadre. This ensures better career progression for Motormen. There is no such channel of upward movement as Mail/Express Loco Pilots for Western Railway Motormen. The Committee, therefore, suggests that Western Railway examine the possibility of bringing its system at par with other Zonal Railways.


EDME(Tr)


ED(Coaching)


EDPC-II


EDR(E)
9/6/2010
Date: June 9, 2010.


EDPC-I


Advisor L(RS)

Annexure-V

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

S.No.PC-VI/293

RBE No. 77/2012

No. E(P&A)II-2005/RS-34

New Delhi, dated : 28.06.2012.

The General Managers/CAOs,
All Indian Railways & Production Units etc.

**Sub : Revision in the rates of Kilometrage Allowance and Allowance
in lieu of Kilometrage (ALK) with effect from 01.01.2011.**

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After the promulgation of the Railway Services (Revised Pay) Rules, 2008, Board had issued letter of even no. dt. 26.12.2008, deciding the pay element for the running staff and the revised rates of Kilometrage Allowance and Allowance in Lieu of Kilometrage (ALK).

2. In consideration of the persistent demand by the two Federations, Board has now decided that the rates of Kilometrage Allowance (per 100 kms) and the rates of ALK (per 160 kms) which were laid down vide Board's letter of even no. dt. 26.12.2008 may be increased by 25% with effect from 01.01.2011. The other terms and conditions for admissibility of Kilometrage Allowance/ Allowance in lieu of Kilometrage shall remain unchanged.

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

Salim Md. Ahmad

(Salim Md. Ahmad)
Deputy Director/E(P&A)II,
Railway Board.

No. E(P&A)II-2005/RS-34

New Delhi, dated : 28.06.2012.

Copy (with 40 spares) forwarded to the Deputy Comptroller & Auditor General of India, Room No.222, Raiti Bhawan, New Delhi.

Salim Md. Ahmad
For Financial Commissioner/Railways.

No. E(P&A)II-2005/RS-34

New Delhi, dated : 28.06.2012.

Copy to :-

- (i) The FA & CAOs, All Indian Railways & Production Units etc.
- (ii) The Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.

Salim Md. Ahmad

(Salim Md. Ahmad)
Deputy Director/E(P&A)II,
Railway Board.

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Annexure

**GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)**

No. ERB-I/2013/23/16

New Delhi, Dated 25.3.2013

ORDER

Ministry of Railways (Railway Board) have decided to constitute an Empowered Committee to finalize a mechanism for a new formula for running allowance. The Committee will consist of the following officers:-

| | | | |
|-------|--|-------|----------|
| i). | Executive Director/Pay Commission-I, Railway Board | | Convener |
| ii). | Executive Director/Mechanical Engg.(Tr), Railway Board | | Member |
| iii). | Executive Director/Elect Engg (RS), Railway Board | | Member |
| iv). | Executive Director Traffic Transportation (F), Railway Board | | Member |
| v). | Executive Director Finance (Estt), Railway Board | | Member |

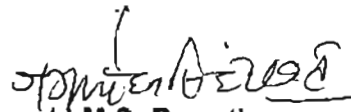
2. The Terms of reference of the Committee will be as under:-

- To determine the quantum of pay element in Running Allowance; and
- To review the existing formula for calculation of rates of running allowance and evolve a new formula.

3. The Headquarter of the Committee will be at New Delhi.

4. The Committee should submit its report within a period of 3 (three) months from the date of its constitution.

5. The Convener and Members of the Committee will be eligible to draw TA/DA, as admissible under the extant rules.


(J.M.S. Rawat)

Deputy Secretary (Estt)-II
Railway Board

Copy to :

- The General Managers, All Indian Railways and Production Units.
- The Director General, RDSO and Railway Staff College, Vadodara
- PS/MR, OSDs/MR, PS/MSR(A), PS/MSR(K), EDPG/MSR(A) & EDPG/MSR(K).
- PSOs/Sr.PPSs/PPSs/PSs to CRB, FC, MS, ME, MM, MT, ML, Secy., DG/RPF, DG/RHS, All AMs/Advisers, JS, JS(C), JS(E), JS(G), JS (D), JS(P), ED/PC-I, EDME (Tr), EDF(E), EDEE (RS), EDTT(F), ADG(PR), DIP, Dir (GA), DE (P&A), Dir (Admn), US(Protocol), US(Parl.), Railway Board.
- The Chief Commissioner of Railway Safety, 16-A, Ashok Marg, Lucknow.
- The FA&CAO, Northern Railway.
- The Pay & Accounts Officer, Railway Board.
- The General Secretaries, AIRF and NFIR.
- The General Secretary, IRCA, New Delhi.
- The Secretary General, FROA & IRPOF, All India RPF Association.
- Cash-I, II, III, G, G(Pass),G(Acc.), SEE(Power), ERB-II, III, E(P&A)-II, Parl., O&M, Reception, Library, RBCC, Telecom and Stationery Branches.
- The Convener and Members of the Committee. The Convener of the Committee is requested to finalize the report within the prescribed tenure. A copy of the report may be sent to ERB-I for information.

ERB-I