

RB/Estt.No. 27/2008

Government of India
Ministry of Railways
(Railway Board)

New Delhi, dated 21.2.2008

No.E(NG)I-2008/IC-2/1

The General Manager (P),
All Indian Railways and
Production Units
(As per standard list)

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

Reference Board's letter No. E(NG)/64/RC1/25 dated 14.05.66 and No. E(NG)I/87/IC2/1 dated 29.05.89 read with Board's letter No.E(NG)I/97/IC2/4 dated 12.11.2001 regarding grant of incentives to Group 'C' employees for acquiring higher Scientific/Accounts/Technical Qualification

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

3. The matter has been considered by the Ministry of Railways in the light of the above development and it has been decided that the Group 'C' employees who acquired the specified qualifications prior to 01.07.1988 and given cash award of Rs.200 / two advance increments as per Board's letter No. E(NG)64/RC1/25 dated 14.05.66 may also be considered and given balance two / four increments, as the case may be, in accordance with the Board's letter No. E(NG)I/87/IC2/1 dated 29.05.89 w.e.f. 04.05.90 in the scale and stage at which they were drawing their pay/scale on 04.05.90.

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

Please acknowledge receipt.

(D.V. Rao)

Joint Director, Estt (N)
Railway Board

New Delhi. dated 21-02-2008

No. E(NG)I-2008/IC-2/1

Copy forwarded to:-

1. The General Secretary, All Indian Railwaymen's Federation, Room No.253, Rail Bhavan, New Delhi (35 copies).
2. The General Secretary, National Federation of Indian Railwaymen, Room No.256-E, Rail Bhavan, New Delhi (35 copies).

3. All Members, Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
4. The Secretary General, Federation of Railway Officers Association, Room No.256-A, Rail Bhavan, New Delhi (5 spares).
5. The Secretary General, Indian Railway Promotee Officers Association, Room No.268, Rail Bhavan, New Delhi (5 spares).
6. The General Secretary, All India RPF Association, Room No.256-D, Rail Bhavan, New Delhi-110001.
7. The Secretary, RBSS Group 'A' Officers Association, Rail Bhavan, New Delhi.
8. The Secretary, RBSS Group 'B' Officers Association, Rail Bhavan, New Delhi.
9. The Secretary, Railway Board Ministerial Staff Association, Rail Bhavan, New Delhi.
10. The Secretary, Railway Board Group 'D' Employees Association, Rail Bhavan, New Delhi.
11. The Secretary Railway Board Promotee Officers Association, Room No.341-C, Rail Bhavan, New Delhi.
12. Chief Commissioner of Railway Safety, Lucknow.
13. Adviser(Safety), Railway Board, New Delhi.
14. The Director General & Ex Officio General Manager, RDSO, Lucknow


for **Secretary/Railway Board**

Copy to:-

PSs to MR, MSR(N) and MSR(V).

PPSs to CRB, FC, MS, MM, MT, ML, ME, Secretary, DG/RHS and DG/RPF..

PPSs to AM(Comml.), AM(CE), AM(C&IS), AM(Elec.), AM(Budget), AM(F), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Stores), AM(Tele), AM(Traffic), AM(Works), AM(T&C), Adv.(Staff), Adv.(IR) and Adv.(Vig.)

PSs to ED Fin(BC), ED(Safety), EDCE(G), ED(E&R), EDE, EDE(N), EDME(W), ED(Projects), EDERS(G), EDE(Res.), EDE(RRB), EDE(Fin), EDF(B), ED(Planning), ED(RE), ED(Sig), ED/Track(M), EDF(X)I, EDF(X)II, ED(H), EDLM, EDE(GC), EDRE(S&T), ED(Stat), EDRS(S), ED(Track/MC), ED(T&MPP), EDME(Chg.), EDME(Traction), ED(Works), EDME(DAv.), EDRE(S), EDRS(C), EDRS(W), EDPC, EDF(E), EDA, EDV(A), JS(G), JS(E&P) and JS and IG/RPF.

D(OL), DPC-I, DPC- II, DE(G), D(IH), D(H&FW), D(MPP), Dir.(Safety)I, Dir.(Safety)II, Dir.(Safety)III, DE(N)II, DE(R), DE(D&A), DE(LL), JDE(Rep), JDE(GP), JDE(RRB), DD(Code Revision), DD(Health), DDE(N), DDE(LR)I, DDE(LR)II, DDE(LR)III, US(A), DDE(D&A), DDV(A&P), DDE(Rep) I, DDE(Rep)II, DD(OL)I, DD(OL)II, E(D&A), E(GP), E(NG)II, E(Rep)I, E(Rep)II, E(Rep)III, E(SCT)I, E(SCT) II, E(RRB), ERB-II, ERB-V, PC-III, PC-IV, PC- V, E(P&A)I, E(P&A) II, CE-I, CE-II, CE-III, Sec.(E), Sec.(ABE), E(MPP), E(G), Health Branch, Safety Branch, A/C-III & Code Revision Cell.

S. M. 11

RBE No. 1/96

SC No.1 to MC No.46

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

NO.E(NG)I-93/IC2/5

New Delhi, dated 2.1.1996

The General Manager (P)
All Indian Railways &
Production Units.
(As per standard list).

Sub:- Incentives to Group 'C' Railway
employees for acquiring higher
qualifications (Phase-I).

Reference Board's letter No.E(NG)64/RC1/25 dated 14.5.66 read with No.E(NG)II/72/IC2/1 dated 10.3.72, No. E(NG)I-87/IC2/1 dated 29.5.89 and 14.2.90 regarding grant of incentives for acquiring higher professional qualifications to Group 'C' Railway employees. Ministry of Railways, in consultation with DOP&T, have decided that the existing increment based incentive scheme laid down vide Board's letters referred to above be discontinued and one-time lumpsum-incentive-scheme be introduced for acquiring higher qualifications as indicated below:-

Sl. No.	Deptt.	Higher qualification for grant of incentive	Lumpsum incentive
(1)	(2)	(3)	(4)
1.	Accounts Deptt.	(i) For passing part-I or 'A' or Intermediate or pre-final exam of ICWA or AICA.	Rs. 4,000
		(ii) For passing Part-II or 'B' or final exam of ICWA or AICA.	Rs. 6,000

1. All Technical Deptts	(i)	AMIE Section 'A'	Rs. 4,000
	(ii)	AMIE Section 'B'/Final	Rs. 6,000
	(iii)	On acquiring a degree (B.E./B.Tech) directly.	Rs. 10,000
3. Store Deptt.	(i)	On acquiring Diploma in Engg. or passing AMIE/Section 'A' or Student-ship Course in Materials Management (SMM) of Indian Institute of Material Management.	Rs. 4,000
	(ii)	On acquiring any of the following qualifications -AMIE final/Section 'B' or Graduate Diploma in Materials Management (GDMM) from Indian Institute of Material Management.	Rs. 6,000
	(iii)	On acquiring a degree in Engineering directly.	Rs. 10,000
4. Personnel Deptt.	/a	On acquiring Post Graduate Diploma in Personnel Management or Industrial Relations	Rs. 4,000
		conducted by/recognised University or any other recognised Institution.	
5. Chemical and Metallurgical Organisation.		Chemists in Railway Laboratories and Research Assistants doing Metallurgical work if they were possessing a Degree in Chemistry at the time of recruitment and pass an examination equivalent to a Degree in Metallurgy.	Rs. 10,000

2. The following conditions will apply to the grant of one time lumpsum incentive scheme:-

- (i) The new scheme will be effective from the date of issue of this letter.
- (ii) Those who have already drawn incentives in the shape of increments prior to the date of commencement of this new scheme will not be eligible for incentive in the new scheme. They may, however, be allowed to continue to draw the increments already granted to them. Those employees who have not availed the incentives in the shape of advance increments (earlier scheme) will be entitled to lumpsum incentives even if they acquired the qualifications prior to issue of these instructions subject to fulfilment of other conditions.
- (iii) An individual should not get incentive for acquiring more than one qualification throughout his service career.
- (iv) Employees who acquire higher qualifications by taking study leave will not be eligible for any incentive. Only those employees who have acquired the higher qualifications fully at their own costs and the Railways have not borne any part of expenditure therefor, will be entitled for lumpsum incentives.
- (v) Incentive payment should be given only for higher qualification acquired after induction into service and not for possession of higher qualification at entry stage.
- (vi) No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if the employee acquires the requisite qualification for such appointment at a later date.
- (vii) The qualification should have been acquired from a recognised University/Institution.

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

4. Please acknowledge receipt.

K. B. Lall

(K.B. Lall)
Director Establishment (N)
Railway Board

S.No. 3
S.No. 3

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

No. : E(NG) 11/87/IC2/1

RDE No. 140/09

New Delhi, dated: 29/05/1989

The General Managers,
All Indian Railways,
As per Standard List.

Sub: Incentives for acquiring higher scientific/
accounts/technical qualification.

Reference this Ministry's letter No. E(NG) 64/RCI/25 dated 14/5/1966 laying down an incentive scheme for Group 'C' Railway employees who acquire additional scientific/technical/accounts qualifications. The currency of this scheme has been extended from time to time, the last extension being upto 30/6/1988 vide this Ministry's letter of even number dated 24/3/1988.

2. Pursuant to the recommendations of the IV Pay Commission the Ministry of Railways have reviewed the existing incentive scheme as aforesaid and have decided that the existing scheme as contained in their letter No. E(NG) 64/RCI/25 dated 14/5/1966 as contained in their letter No. E(NG) 11/72/IC2/1 dated 10/3/72 should read with their letter dated 14/5/1966 would be substituted (d) of the Board's letter dated 14/5/1966 would be substituted by the following:-

"On passing the relevant examinations, the following awards shall be given to the railway employees/apprentices:

- (i) for passing part (i) or 'A' or Intermediate or pre-final examinations - two advance increments,
- (ii) for passing part (ii) or 'B' or final examination - four advance increments."

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

Please acknowledge.

K. B. LALL

JOINT DIRECTOR, ESTABLISHMENT (N)
RAILWAY BOARD

DA: M/L

Copy of Railway Board's letter No. E(NG) 64 RC1/25 dated 14/5/1966 incorporating amendments made in this letter No. E(NG) II/72/IC2/1 dated 10/3/72 addressed to General Managers, All Indian Railways, CLW, DLW & ICF, G.M. & C.E., Calcutta and D.G., R.D.S.O., Lucknow (in triplicate) & ADAI (Rlys) New Delhi.

Sub: Incentives to Class III Railway employees/
Apprentices for acquiring higher or additional
Scientific/Technical/Accounts qualifications.

A number of directives have been issued from time to time by the Board in regard to the grant of incentives to Class III serving Railway employees/apprentices for acquiring higher or additional professional qualifications. As references keep on pouring from Railways as to whether passing of a particular examination will make a person eligible for the grant of incentives, the following comprehensive instructions embodying all the relevant instructions issued from time to time on the subject are sent herewith, in supercession of all the previous orders for guidance:-

- (a) Incentives should be granted to such of the Scientific/Technical/Accounts staff, who pass technical/professional examinations as in (b) below and for whom a degree or equivalent (in the case of Scientific/Technical staff) and Membership of the Institute of Cost and Works Accountants (in the case of Accounts Staff) is not obligatory as condition of recruitment.
- (b) Such qualifications must be equivalent to Degree examinations and must have been recognised by the Central Govt. for the purpose of recruitment to posts and services under the Central Govt. For this purpose, reference should be made to the qualifications prescribed for recruitment to "SUPERIOR" posts and services in the Pamphlet "List of Technical and Professional qualifications recognised by the Govt. of India" issued by the Ministry of Scientific Research and Cultural Affairs in March 1963 as amended from time to time by the Ministry of Education, Government of India, New Delhi.
- (c) If, in a grade posts are filled both by promotion from lower grades and also by direct recruitment of persons possessing specified professional or equivalent qualifications the promotees in that grade will be eligible to the incentive/or cash award if they acquire the same qualification while employed in that grade.

(d) On passing the relevant examinations the following awards shall be given to the Railway employee/apprentices.

- (i) For passing Part-I or 'A' ~~or 200/-~~ as cash awards. } *Substn. to vide Board's letter no E(NG)/1/87/102/1 dt 29.5.89*
Intermediate or Pre final examination - *two advance* or *final examination*
(ii) For passing part II or 'B' ~~Two~~ advance increments, } *four*
or Final Examination:

(e) Incentives are to be granted only once and not twice overover.

(f) Except what is provided in Cl. (g), the benefit of Incentive scheme will be made available to all the staff, permanent or temporary, irrespective of their working in the parent department or any other Department or Railway in a cadre or ex-cadre post.

(g) Non-Accounts staff who are temporarily working in the Accounts Department may also be granted the benefits of incentive scheme for passing the Cost Accountants Exam. so long as they continue to work in the Accounts Deptt.

Note: Efforts should be made to absorb such staff in the Accounts Department as far as possible but if the contingency of their transfer to their parent Deptts. does not arise eventually, the benefits of two advance increments granted to them in the Accounts Deptt. should be withdrawn. In such cases the cash award made, need not, however, be recovered.

(h) The grant of advance increments cannot of course be extended to such staff who have already reached the maximum of the scale on or before the date of passing the examination and subsequently promoted to a higher grade or post.

(i) The staff concerned will draw their annual increments on due dates i.e. the date on which their normal increments would accrue but for the grant of advance increments.

(j) When the qualifying examination is passed during apprenticeship, the cash award may be given on passing the examination but the advance increments on passing Part-II or 'B' or final examination would be granted only on his assuming the charge of a working post in the scale of that post.

The benefit of incentives will be admissible from the date following the last date of the prescribed examination and not from the date of publication of results.

- (1) An employee should be granted advance increments in the grade in which he is working at the time of passing the relevant examination. If this is an officiating grade, he should also be granted proforma benefit of advance increments in the lower grade and in the event of reverting to that grade, he should get his proforma pay in that grade. If, on the other hand, an employee is promoted to a higher grade after being granted advance increments in a lower grade, the pay drawn by him at the time of promotion should be taken as pay for fixation of pay under the normal rules.

- (m) The cash award given to the employees/apprentices should not be recovered in the event of their resignation but the fact of their having drawn cash awards should be taken into account when determining the quantum of special contribution to Provident Fund or gratuity in cases where resignation takes place within one year of the drawal of the award.

- (n) The benefit of advance increments admissible in the form of incentive should be extended to the Chemists in Railway laboratories and Research Assistants doing Metallurgical work if they were possessing a Degree in Chemistry at the time of recruitment and passes an examination equivalent to a degree in metallurgy.

substituted
vide Bd's
Letter No.
E(NG)II-72/
IC2/1 dt.
10.3.72.

- (o) The benefit of cash award/advance increments is not admissible in the case of persons who have passed the part-I or 'A' Intermediate or pre-final and part-II or 'B' or Final examinations prior to their appointment to Railway Services.

2. Keeping in view the above principles, the Heads of Departments may decide the qualifications on merits of each case that would entitle the employee to the grant of incentives.

3. ~~The above orders will remain in force for a period of three years from the date of issue of this letter.~~

4. please acknowledge receipt.

The existing scheme should continue to be in force with further orders
(vide Board's letter N. E(NG)I/87/IC2/1, dt
29.5.89)

D - -

(4)
S.No. 2

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)64RC1/25.

New Delhi, dated

14 - 5 - 1966.

The General Managers,
All Indian Railways, CLW, DLW & ICF.

The G.M. & C.E., R.E., Calcutta.

The D.G., RDSO, Lucknow (in triplicate).

Sub:- Incentives to Class III Railway employees/apprentices
for acquiring higher or additional Scientific/
Technical/Accounts qualifications.

A number of directives have been issued from time to time by the Board in regard to the grant of incentives to Class III serving Railway employees/apprentices for acquiring higher or additional professional qualifications. As references keep on pouring from Railways as to whether passing of a particular examination will make a person eligible for the grant of incentives, the following comprehensive instructions embodying all the relevant instructions issued from time to time on the subject are sent herewith, in supersession of all the previous orders for guidance:-

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(b) Such qualifications must be equivalent to Degree examinations and must have been recognised by the Central Govt. for the purpose of recruitment to posts and services under the Central Govt. For this purpose, reference should be made to the qualifications prescribed for recruitment to SUPERIOR posts and services in the Pamphlet "List of Technical and Professional Qualifications recognised by the Govt. of India" issued by the Ministry of Scientific Research and Cultural Affairs in March 1963 as amended from time to time by the Ministry of Education, Govt. of India, New Delhi.

(c) If in a grade posts are filled both by promotion from lower grades and also by direct recruitment of persons possessing a specified professional or equivalent qualification the promotees in that grade will be eligible to the incentivised/or cash award if they acquire the same qualification while employed in that grade.

(P.T.O.)

- (d) On passing the relevant examinations the following awards shall be given to the Railway employee/apprentices:
- (i) For passing Part I or 'A', Rs. 200/- as Cash Award. Intermediate or pre-final examination:
 - (ii) For passing Part II or 'B' Two advance increments. or Final Examination:
- (e) Incentives are to be granted only once and not twice over
- (f) Except what is provided in Cl. (g), the benefit of incentive scheme will be made available to all the staff, permanent or temporary, irrespective of their working in the parent department or any other Department or Railways in a cadre or ex-cadre post.
- (g) Non-Accounts staff who are temporarily working in the Accounts Deptt. may also be granted the benefits of incentive scheme for passing the Cost Accountants Exam. so long as they continue to work in the Accounts Deptt.
- Note: Efforts should be made to absorb such staff in the Accounts Deptt. as far as possible but if the contingency of their transfer to their parent Deptts. does arise eventually, the benefits of two advance increments granted to them in the Accounts Deptt. should be withdrawn. In such cases, the cash award, already made, need not, however, be recovered.
- (h) The grant of advance increments can not of course be extended to such staff who have already reached the maximum of the scale on or before the date of passing the examination and are subsequently promoted to a higher grade or post.
- (i) The staff concerned will draw their annual increments on due dates i.e. the date on which their normal increments would accrue but for the grant of advance increments.
- (j) When the qualifying examination is passed during apprenticeship, the cash award may be given on passing the examination but the advance increments on passing Part II or 'B' or final examination would be granted only on his assuming the charge of a working post in the scale of that post.
- (k) The benefit of incentives will be admissible from the date following the last date of the prescribed examination and not from the date of publication of results.
- (l) An employee should be granted advance increments in the grade in which he is working at the time of passing the relevant examination. If this is an officiating

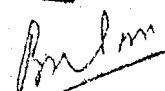
grade, he should also be granted proforma benefit of advance increments in the lower grade and in the event of reverting to that grade, he should get his proforma pay in that grade. If, on the other hand, an employee is promoted to a higher grade after being granted advance increments in a lower grade, the pay drawn by him at the time of promotion should be taken as pay for fixation of pay under the normal rules.

- (m) The cash award given to the employees/apprentices should not be recovered in the event of their resignation but the fact of their having drawn cash awards should be taken into account when determining the quantum of special contribution to Provident Fund or gratuity in cases where resignation takes place within one year of the drawal of the award.
- (n) The benefit of advance increments admissible in the form of incentive should be extended to the Chemists in Railway laboratories on their passing LI.M. (London) Examination only if they were possessing a Degree in Chemistry at the time of recruitment. This benefit is not admissible if an employee possesses a degree in Metallurgy at the time of recruitment and passes LIM (London) Examination thereafter.
- (o) The benefit of cash award/advance increments is not admissible in the case of persons who have passed the parts I or 'A' Intermediate or pre-final and Part II or 'B' or Final Examinations prior to their appointment to Railway service.

2. Keeping in view the above principles, the Heads of Departments may decide the qualifications on merits of each case that would entitle the employee to the grant of incentives.

3. The above orders will remain in force for a period of three years from the date of issue of this letter.

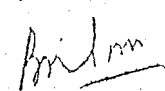
4. Please acknowledge receipt.


(B.N. Soni)
Asstt. Director Establishment,
Railway Board.

No. E(NG)64RC1/25.

New Delhi, dated - 14 - 5 - 1966.

Copy to the ADAI (Rlys.), New Delhi, with 140 spares.


(B.N. Soni)
Asstt. Director Establishment,
Railway Board.

Copy to E(GR) I, II, E(S), E(O) I, II, E(RB) II, F(E)
and Cost Accounts Branches of Board's office.

