



# HANDBOOK ON PAY FIXATION



**2025**

**SOUTHERN RAILWAY  
Vigilance Organisation**

दक्षिण रेलवे  
**Southern Railway**

सतर्कता संगठन  
**Vigilance Organization**

**Hand Book**

**on**

**PAY FIXATION**

**Zonal Performance**

**Review Meeting**

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## **FOREWORD**

The Indian Railways is one of the largest employers in the country, with a vast workforce spread across various departments and designations. Ensuring fair and accurate pay fixation is crucial for maintaining employee morale, productivity, and overall organizational efficiency. This handbook aims to provide a wide-range guide to pay fixations in railways, covering various situations and scenarios with illustrative examples.

This handbook is crafted as an introductory resource to provide a foundational overview and practical insights into the Pay fixation.

The illustrations and examples provided in this handbook will help readers understand the practical applications of pay fixation rules and regulations. By working through these examples, readers will gain a deeper understanding of how to navigate the complexities of pay fixation in railways.

Concerted effort has been made to provide accurate information on pay fixation. This handbook is a valuable resource for readers. Feedback on any errors or omissions is welcome to help improve future editions.

Special appreciation is extended to Shri.K.Padmanaban, APO/TPJ, Smt.K.V.Balaparvathy, AFA/HQRS & Shri N.S.Purushothamaraj, Retired Chief Staff and Welfare Inspector/Southern Railway/Chennai for their untiring effort and meticulous review of the various Rules/Instructions in bringing out this handbook.

## **DISCLAIMER**

This Booklet is only indicative and is by no means exhaustive. Nor it is intended to be a substitute for rules, procedures and existing instructions/ guidelines on the subject. The provisions herein do not in any way supersede the rules contained in any of the Railway Codes and the circulars referred to herein should be read both individually and in conjunction with other relevant policy circulars for proper appreciation of the issues involved. This booklet also should not be produced in any Court of Law and wherever necessary, reference should always be made to the original orders on the subject.

## **FIXATION OF PAY**

Rules/Instructions regarding fixation of pay are available in

1. Indian Railway Establishment  
Code, Volume-II, Chapter-13  
Railway Fundamental Rules-Pay and Increment.
2. Indian Railway Establishment  
Manual, Volume – I, Chapter VI  
Pay Increments and Efficiency Bars.
3. Master Circular No. 22  
Absorption and Utilisation of Surplus Staff on the  
railways.
4. Master Circular No. 33 (Extension in Service/Re-  
Employment of Railway Servants after  
Superannuation - Fixation of pay of re-employed  
Pensioners).
5. Master Circular No. 56  
Fixation of Pay - consolidation of instructions.
6. Subsidiary Instructions issued by Railway Board  
from time to time.

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## **INDEX**

<b>S.No</b>	<b>Topics</b>	<b>Page No.</b>
1	Introduction	1
2	On initial appointment	3
3	On Promotion to another post carrying duties and responsibilities of greater importance on regular basis	6
4	In cases where an ad hoc promotion is followed by regular appointment without break	8
5	In cases where a Railway servant is, immediately before his promotion or appointment on regular basis to a higher post, drawing pay at the maximum of the lower post	10
6	On Promotion to the new post does not involve such assumption of duties and responsibilities or greater importance	11
7	On appointment to the new post made on his own request	14
8	Fixation of pay in case of employees who seek transfer to a lower post	14
9	On re-appointment	16
10	On appointment/promotion to an ex-cadre	16
11	Where a railway servant holding an ex-cadre post is promoted or appointed regularly to a post in his cadre (On repatriation from ex-cadre to cadre)	17
12	On appointment/promotion from one ex-cadre post to another ex-cadre post	18

13	On appointment/promotion from one ex-cadre post to another Higher ex-cadre post	20
14	On appointed to a Tenure post	21
15	On appointment as probationer in another service	21
16	On appointment as an Apprentice in another service	23
17	On change of pay of Post	25
18	On Revision of pay scale of the same post	25
19	On Reduction to lower grade or post	26
20	After the penalty of Reduction to Lower Post is over (will or will not have the effect of postponing the future increments of his pay)	28
21	On Reduction to a lower stage in his time-scale	30
22	On completion of the penalty of Withholding of increments of pay for three years having the effect of postponing the future increments of his pay	32
23	After the penalty of withholding of increment is over (NOT having the effect of postponing the future increments of his pay)	33
24	When the penalty is set aside or modified by a competent authority on appeal or review	34
25	On re-appointment of retrenched person	36
26	Loss in seniority and pay due to administrative errors	36
27	Pay during deputation out of India	37

28	Pay during suspension	42
29	Pay for the period of absence from duty including the period of suspension preceding to dismissal, removal or compulsory retirement and re-instatement as a result of Appeal or Review	45
30	Pay for the period of absence from duty from the date of dismissal, removal or compulsory retirement to the date of re-instatement when the penalty is set aside by a court of law	49
31	When the suspended employee is reinstated, pay for the period of suspension	51
32	Stepping up the pay of senior at par with junior	54
33	Under Next Below Rule	67
34	Fixation of pay of Track maintainer on transfer to other department	67
35	Rate of Stipend/Pay and Allowances admissible to serving railway servants during apprenticeship/training.	68
36	Pay fixation of running staff on posting to stationary post	69
37	Pay fixation of running staff selected under GDCE quota	70
38	Pay fixation of re-employed pensioners	71
39	Fixation of pay of Ex-servicemen re-employed on the railway	72



40	State Govt. servant appointed to a post under the Central Govt., carrying duties and responsibilities of greater importance	73
41	Protection of Pay of surplus staff when absorbed in lower alternative posts	75
42	Higher fixation of pay of sportspersons at the time of initial appointment on Railways and on their out-of-turn promotion on sports account	76
43	Fixation of pay – Due to Pay Commission	77
44	Additional post allowance	79
45	Modified Assured Career Progression	80
46	7 <sup>th</sup> PC Pay Matrix Table	83
47	Notes	84

## INTRODUCTION

The Rules for fixation of Pay in Railways defined under **CHAPTER 13 OF IREC - RAILWAY FUNDAMENTAL RULES - PAY AND INCREMENT** (Corresponding to Fundamental Rules commonly referred as **FR**) have undergone substantial change after implementation of 6<sup>th</sup> & 7<sup>th</sup> CPC by the Government vide promulgation of Notification of the RS (Revised Pay) Rules, 2008 & 2016.

Some useful terminologies associated with application of Pay Fixation rules are briefly described below:

- a) PAY:** Pay means the amount drawn monthly by a Government servant as basic pay in a particular Pay Matrix of Pay Level attached to the post held by him. It is defined as “basic pay” because, other allowances are granted as a percentage of the pay. Pay includes overseas pay, personal pay and non-practicing allowance.
- b) SCALE OF PAY:** The scale of pay means Pay Level attached to a post.
- c) CADRE:** Cadre means strength of a service or part of service sanctioned as a separate unit.
- d) TENURE POST:** A tenure post is a regular post, which a particular individual may not hold beyond a prescribed limit of time. For example, a senior section officer appointed as a Chief Vigilance Inspector on deputation basis could hold that post for a prescribed tenure only.
- e) SUBSTANTIVE PAY:** Substantive pay means pay,

other than special pay or personal pay or any other emoluments classed as pay to which a Government servant is entitled in respect of a post to which he is appointed substantively or by reasons of his substantive position in a cadre. Thus, substantive pay is a pay to which a Government servant is entitled in a post in which he is having a lien.

**f) PRESUMPTIVE PAY:** Presumptive pay of a post, when used with reference to any particular Government servant, means the pay to which he would be entitled if he held the post substantively and were performing its duties; but it does not include special pay unless the Government servant performs or discharges the work or responsibility, in consideration of which the special pay was sanctioned. For example, an Assistant appointed as Research Assistant on deputation basis opts of his own grade pay plus deputation (duty) allowance. He will thus, draw presumptive pay of Assistant plus deputation allowance at prescribed percentage on it.

*Pay Fixation rules are required to be applied in various circumstances. While it is commonly used in case of annual increment, promotion, MACP etc., there are different provisions for pay fixation in cases of initial appointment to the Government service, transfer to a lower post, appointment on deputation, penalties under D&A rule, fixation of pay after pay revision etc. In addition to the provisions of IREC, **executive instructions (RBE Orders) are also issued by the Ministry of Railways (RB) from time to time regulating fixation of pay of a class of employee.***

## 1) On initial appointment

### **Authority: Para 601 of IREM, Vol-I.**

The pay of person appointed afresh to a railway post is fixed at the minimum of the time-scale of post to which he is appointed. It is left to the discretion of the authority competent to create a permanent post to fix his pay at a higher stage in the time scale of that post in certain exceptional cases. Such fixation should, however, be made in consultation with the Financial Adviser of the railway administration concerned.

#### Illustration:

Mr. "A" appointed as clerk thro' RRB/CGA in Level 2 w.e.f. 01.02.2025. His pay will be fixed as under:

Pay	Level	W.E.F	Remarks
19900	L2	01.02.2025	Minimum of pay in Level 2

#### *Fixation on annual increment (VII pc):-*

There shall be two dates for grant of annual increment namely, 1st January and 1st July of every year.

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial up-gradation.

Illustration: 1

Mr. "A" appointed as clerk through RRB/CGA in Level 2 w.e.f. 01.07.2024. His pay will be fixed after grant of one annual increment as under:

Pay	Level	W.E.F	Pay will be fixed at 20500 w.e.f 01.01.25 on drawl of AI provided he has completed 6 months QS  DNI : 01.01.2026
19900	L2	01.07.2024	

Mr. "A" appointed as clerk thro' RRB/CGA in Level 2 w.e.f. 01.08.2024. His pay will be fixed after grant of one annual increment as under:

Pay	Level	W.E.F	Pay will be fixed at 20500 w.e.f 01.07.25 on drawl of AI provided he has completed 6 months QS  DNI: 01.07.2026
19900	L2	01.08.2024	

Grant of Notional Increment (as due on 1st July/1st January) to those employees who had retired on 30th of June/31st of December:

**(Board's letters No. PC-VI/2020/CC/13 dated 03.12.2024 & 19.02.2025 & 21.05.2025)**

a) One increment on 1st July/ 1st January to the Central Government employees who retired/are retiring a day before it became due i.e. on 30th June /31st December and have rendered the requisite qualifying service as on the date of their superannuation with satisfactory work and good conduct for calculating the pension admissible to them. As specifically mentioned in the orders of the Hon'ble Supreme Court, grant of the notional increment

on 1st January/ 1st July shall be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits. However, the pension by taking into account one increment will be payable on and after 01.05.2023 only.

Illustration: Assuming, Mr. “A” OS drawing pay Rs.43,600/- in Level 6, earned increment on 01/01/2023 and retired from Railway service on 31/12/2023. In terms of above order the employee is entitled for one increment for the purpose of calculating pension admissible as under:

Existing Pay			Pay for the Pension calculation		Pension Payable from 01.05.23 only
Pay	Level	W.E.F	Pay	Level	
43600	L6	01.01.2023	44900	L6	

The Pay so arrived shall not be taken for any other settlement benefits.

b) For persons who have filed writ petitions and succeeded, the directions given in the said judgment will operate as res judicata, and accordingly, an enhanced pension by taking one increment would have to be paid;

c) The direction in (b) will not apply, where the judgment has not attained finality, and cases where an appeal has been preferred, or if filed, is entertained by the appellate court;

d) In case any retired employee filed an application for intervention/ impleadment/writ petition/ original application before the Central Administrative Tribunal/High Courts/Supreme Court, the enhanced pension by including one increment will be payable for

the period of three years prior to the month in which the application for intervention/impleadment/writ petition/original application was filed.

In addition, Hon'ble Supreme Court has clarified that in case any excess payment has already been made, including arrears, such amount paid will not be recovered. Court has decided that pending applications including all intervention/impleadment applications shall stand disposed of in terms of this order.

**2. On Promotion to another post carrying duties and responsibilities of greater importance on regular basis**

**Authority: Rule 1313- R.II. (FR-22) (I) (a)(1)**

The initial pay of a railway servant who is appointed to a post on a time scale of pay is regulated as follows:--

(a)(1) where a Railway servant holding a post, other than a tenure post, in a substantive or temporary or officiating is promoted or appointed in a substantive, temporary or officiating capacity, as the case may be, subject to the fulfilment of the eligibility conditions as prescribed in the relevant Recruitment Rules, **to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him**, his initial pay in the time-scale shall be fixed by giving one increment in the level from which the Railway servant is promoted and he or she shall be placed at a cell equal to the figure so arrived at in the level of the post to which promoted or appointed and if no such cell is available in the level to which promoted or appointed, he shall be placed in the next higher cell in that level.

The Railway servant shall have the option, to be exercised within one month from the date of promotion or appointment or as the case may be, to have the pay

fixed under this rule from the date of such promotion or appointment or to have the pay fixed initially at the next higher cell in the level of post to which he or she is promoted on regular basis and subsequently, on the date of accrual of next increment in the level of the post from which Railway servant is promoted, shall be re-fixed and two-increments his pay (one accrued on account of annual increments and second accrued on account of promotion) shall be granted in the level from which the Railway Servant is promoted and he or she shall be placed, at a cell equal to the figure so arrived, in the level of the post to which he or she is promoted; and if no such cell is available in the level to which he or she is promoted, he or she shall be placed at the next higher cell in that level.

Above option is **not** admissible in the cases of appointment on deputation to an ex-cadre post or to a post on ad-hoc basis or on direct recruitment basis.

*Illustration:*

Mr. "X" Clerk in Level 2 promoted as Sr.Clerk in Level 5 w.e.f. 01.05.2024. His pay on promotion will be fixed as under:

From the date of promotion:						
Existing Pay			Revised Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
30200	L2	01.07.2023	31900	L5	01.05.2024	Promotion
			32900	L5	01.01.2025	AI
			33900	L5	01.01.2026	Next AI normally due



Exercised option for pay fixation on accrual of increment in the lower grade ie. Clerk:						
Existing Pay			Revised Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
30200	L2	01.07.2023	31000	L5	01.05.2024	Promotion
31100	L2	01.07.2024	32900	L5	01.07.2024	Option
			33900	L5	01.01.2025	First Inc. in promotional grade-RBE 212/2019
			34900	L5	01.01.2026	Next AI normally due

### **3. In cases where an ad hoc promotion is followed by regular appointment without break,**

The option is admissible from the date of initial appointment or promotion, to be exercised within one month from the date of such regular appointment.

**Authority: Rule 1313- R.II. (FR-22) (I) (a)(1)**

#### **Illustration:**

Mr. “B” Sr.Clerk in Level 5 promoted as OS in Level 6 on ad hoc basis w.e.f. 01.08.2024 and subsequently regularized as OS on being selected thro’ LDCE w.e.f.

01.02.2025 without break. His pay on promotion/regularization will be fixed as under:

Existing Pay			Revised Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
35900	L5	01.07.2024	37600	L6	01.08.2024	Ad hoc Promotion
37000	L5	01.07.2025	38700	L6	01.07.2025	AI
			39900	L6	01.07.2026	Next AI normally due

Pay fixed on Ad hoc promotion				Pay refixed on regularization without break			
Pay	Level	W.E.F	Remarks	Pay	Level	W.E.F	Remarks
35900	L5	01.7.2024	In lower grade	35900	L5	01.7.2024	In lower grade
37600	L6	01.8.2024	Ad hoc Promotion	36500	L6	01.8.2024	Ad hoc Promotion
				Regularized as OS on being selected thro' LDCE w.e.f. 01.02.2025			
38700	L6	01.7.2025	AI	38700	L6	01.7.2025	Option
39900	L6	01.7.2026	Next AI normally due	39900	L6	01.1.2026	First Inc. in promotional grade-RBE 212/2019
				41100	L6	01.01.2027	Next AI normally due

**4. In cases where a Railway servant is, immediately before his promotion or appointment on regular basis to a higher post, drawing pay at the maximum of the lower post,**

**Authority: Rule 1313- R.II. (FR-22) (I) (a)(1)**

Provided that where a Railway servant is, immediately before his promotion or appointment on regular basis to a higher post, drawing pay at the maximum of the lower post, his initial pay in the level of the higher post shall be fixed at the cell equal to the figure so arrived at in the level of the post to which promoted or appointed by increasing his pay in respect of the lower post held by him on regular basis by an amount equal to the last increment in the level of the lower post and if no such cell is available in the level to which he is promoted or appointed, he shall be placed at the next higher cell in that level.”

*Illustration:* Mr. “Z” Sr.Clerk drawing pay at the maximum in Level 5 ie. Rs.92,300/-, promoted as OS in Level 6 w.e.f. 01.02.2025. His pay on promotion will be fixed as under:

Existing pay			Revised pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
92300	L5	1.7.2024	96900	L6	01.02.2025	92300-89600=2700 92300+2700=95000. Since there is no cell equal to 95000 in L6, pay fixed in next higher cell in L6
			99800	L6	01.01.2026	AI
			102800	L6	01.01.2027	Next AI normally due

- Appointment to an ex-cadre post or to a post on ad-hoc basis option **NOT** admissible. (**Authority: Rule 1313- R.II. (FR-22) (I) (a)(1) )**

**5. On Promotion to the new post does not involve such assumption of duties and responsibilities or greater importance**

**Authority: Rule 1313- R.II. (FR-22) (I) (a) (2)**

When the appointment to the new post does not involve such assumption of duties and responsibilities or greater importance, he shall draw as initial pay, the stage of the time scale which is **equal to his pay in respect of the old** post held by him on regular basis, or, if there is **no such stage**, the stage **next above his pay** in respect of the old post held by him on regular basis;

Provided that where the minimum pay of the time scale of the new post is higher than his pay in respect of the post held by him regularly, he shall draw the minimum as the initial pay;

Provided further that in a case where pay is fixed at the same stage, he shall continue to draw that pay until such time as he would have received an increment in the time scale of the old post; in cases where pay is fixed at the higher stage, he shall get his next increment on completion of the period when an increment is earned in the time scale of the new post.

On appointment on regular basis to such a new post, other than to an ex-cadre post on deputation, the Railway servant shall have the option, to be exercised within one month from the date of such appointment, for fixation of his pay in the new post with effect from the date of appointment to the new post or with effect from the date of increment in the old post.

*Illustration:* Assuming, Mr. “Z” in Level 6 promoted to Level 7 which does not involve assumption of duties and responsibilities of greater importance w.e.f. 01.02.2025, his pay on promotion will be fixed as under (In the case of promotion where there is **equal cell in the promoted grade**):

Existing Pay			Revised Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
47600	L6	01.07.2024	47600	L7	01.02.2025	Fixed at the same stage (cell) in the promoted grade
			49000	L7	01.07.2025	Next AI normally due

*Illustration:* Assuming, Mr. “Z” in Level 5 promoted to Level 6 which does not involve assumption of duties and responsibilities of greater importance w.e.f. 01.02.2025. His pay on promotion will be fixed as under (In the case of promotion where there is no **equal cell in the promoted grade**):

Pay	Level	W.E.F	Remark	Pay	Level	W.E.F	Remarks
35900	L5	01.7.2024	In lower grade	*36500	L6	01.2.2025	*Since there is <b>no such stage</b> , the stage <b>next above his pay</b> in respect of the old post
37000	L5	01.7.2025	AI	37600	L6	01.1.2026	Next AI normally due

In the case of an appointment on regular basis to a new post (which does not involve assumption of duties and responsibilities of greater importance) other than to an ex-cadre post on deputation, the Railway servant shall have the option, to be exercised within one month from the date of such appointment, for fixation of his pay in the new post

- with effect from the date of appointment to the new post (or)
- with effect from the date of increment in the old post.

*Illustration:* Assuming, Mr. “Y” in Level 5 promoted to Level 6 which does not involve assumption of duties and responsibilities of greater importance w.e.f. 01.02.2025. His pay on promotion will be fixed as under (In the case where the employee opted for fixation of his pay in the new post with effect from the date of increment in the old post):

Pay	Level	W.E.F	Remark	Pay	Level	W.E.F	Remarks
35900	L5	01.7.2024	In lower grade	36500	L6	01.2.2025	*Since opted for fixation of pay in the new post with effect from the date of increment in the old post.
37000	L5	01.7.2025	AI	*37600	L6	01.7.2025	

## **6. On appointment to the new post made on his own request**

### **Authority: Rule 1313- R.II. (FR-22) (I)(a) (3)**

When appointment to the new post is made on his own request under (Rule 227 (a) (2)-RI (FR-15A) (2)) and the maximum pay in the time scale of that post is lower than his pay in respect of the old post held regularly, he shall draw that maximum as his initial pay.

*Illustration:* Assuming, Mr. "A" Tech-III in Level 2 drawing pay Rs.57,900/-, when appointment to the new post i.e. Office Assistant in Level-1 on 01.02.2025, which is made on his own request his pay will be fixed as under:

Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
57900	L2	01.7.2024	*56900	L1	01.2.2025	*Maximum in L1

## **7. Fixation of pay in case of employees who seek transfer to a lower post under FR 15(a)**

### **Authority: Rule 1313- R.II. (FR-22) (I)(a) (3), RBE No.32/2017**

In case of transfer to a lower Level of post in the Pay Matrix under FR 15(a) on his/her own request w.e.f 1.1.2016, the pay of the Government Servant holding a post on regular basis will be fixed in the revised pay structure at the stage equal to the pay drawn by him/her in the higher Level of post held regularly. If no such stage is available, the pay will be fixed at the stage next below in the lower Level with respect to the pay drawn by him/her in the higher Level of post held regularly and the difference in the pay may be granted as personal pay

to be absorbed in future Increment(s). If maximum of the vertical range of pay progression at the lower Level in which he/she is appointed, happens to be less than the pay drawn by him/her in the higher Level, his/her pay may be restricted to that maximum under FR 22(I)(a)(3).

**Illustration:** A regular employee (i.e. who has completed his probation period) in Level-4 drawing pay of Rs.27100/- is transferred to a lower post in Level-2. Accordingly, his pay on reversion will be protected and his pay is fixed as under:

Existing Pay			Revised Pay on reversion			Remarks
Pay	Level	W.E.F	Pay	Level	W.E.F	
27100	L4	01.7.2024	26800 + 300 PP	L2	01.2.2025	Reversion
			27600	L2	01.7.2025	AI

**RBE 161/2019** : Vide E(NG)'s letter no. E(NG)1-98/CN5/1 dated 02.08.2001 probation period is now 12 months in each grade (non-gazetted staff). Therefore, for the purpose of protection of pay as circulated by F(E)'s Instructions on own request transfer from higher post to lower post, "regular" service will denote 12 months completion of service (i.e, probation period) in the higher post without any adverse action, unless duration of probation has specifically been provided for a particular post in rules".

As per **RBE 12/2020** Railway servant may not be allowed any promotional increment till he/she reaches to the Level equal to the Level from which he/she is transferred to a lower post on regular basis in the same



or another cadre under Rule 227 (a) (2) of IREC Vol.I (FR-15(a)) in view of the fact that it has potential to create double/additional pay fixation benefits and also while determining the pay structure/pay scale of any post, promotional aspects/relativity with the lower Level(s) are also taken into account. Thus such Railway servant would not draw any promotional increment in the adopted cadre till he/she surpasses the Level from which he/she was transferred to a lower post/Level under Rule 227 (a) (2) of IREC Vol.I (FR-15(a)) in that cadre.

## **8. On re-appointment**

### **Authority Rule 1314. (F.R.22A)**

The initial substantive pay of a railway servant who is appointed substantively to a post on a time scale of pay which has been reduced for reasons other than diminution in the duties or responsibilities attached to posts thereon, and who is not entitled to draw pay on the time scale as it stood prior to reduction is regulated by Rule 1313 (F.R.-22) then the initial pay shall not be less than the pay, which he would have drawn under Rule 1313 (F.R.22) on the last such occasion, if the reduced time scale of pay had been in force from the beginning and he shall count for increments the period during which he would have drawn that pay on such last and any previous occasion.

## **9. On appointment/promotion to an ex-cadre**

### **Authority:Rule 1313- R.II. (FR-22) (I) (a)(1)**

His initial pay in the time-scale shall be fixed by giving one increment in the level from which the Railway servant is promoted and he or she shall be placed at a cell equal to the figure so arrived at in the level of the post to which promoted or appointed and if no such cell is available in the level to which promoted or appointed,

he shall be placed in the next higher cell in that level. Rather, there is no option and the employee has to be given straight fixation.

Illustration:

Mr. “B” Technician Gr.I in Level 5 is selected for the Ex-cadre post of JE (BT Control) in Level 6 w.e.f. 01.08.2024 and his pay on promotion to Ex-cadre post will be fixed as under:

Existing Pay			Revised Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
35900	L5	01.07.2024	37600	L6	01.08.2024	Ex-Cadre Promotion
			38700	L6	01.07.2025	AI
			39900	L6	01.07.2026	Next AI normally due

**10. Where a railway servant holding an ex-cadre post is promoted or appointed regularly to a post in his cadre (On repatriation from ex-cadre to cadre)**

**Authority: Rule 1313 (FR-22) IV - R.II.**

where a railway servant holding an ex-cadre post is promoted or appointed regularly to a post in his cadre, his pay in the cadre post will be fixed only with reference to **his presumptive pay in the cadre post** which he would have held but for his holding any ex-cadre post outside the ordinary line of service by virtue of which he becomes eligible for such promotion or appointment.

**Illustration:** Assuming, Mr. “A” OS drawing pay Rs.43,600/- in Level 6 was deputed as CVI in Level 7 w.e.f. 01.05.2020 and while drawing pay Rs.49000/-, in the ex-cadre post of CVI in Level 7 repatriated from ex-cadre to cadre as OS in Level 6 on 10.11.2023. His pay in Cadre will be fixed as under:

Pay	Level	W.E.F	Remark	Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020		44900	L7	01.05.2020	CVI
44900	L6	01.01.2021	Presumptive pay	46200	L7	01.01.2021	AI
46200	L6	01.01.2022	Presumptive pay	47600	L7	01.01.2022	AI
47600	L6	01.01.2023	Presumptive pay	49000	L7	01.01.2023	AI
47600	L6	10.11.2023		--	--	*10.11.2023	* <u>repatriated</u>
49000	L6	01.01.2024	Due				

### **11. On appointment/promotion from one ex-cadre post to another ex-cadre post**

**Authority: Sub Rule 4.2 of Rule 2023 R.II**

4.2 In cases of appointments from one ex-cadre to another ex-cadre post where the employee opts to draw pay in the scale of the ex-cadre post, the pay in the second or subsequent ex-cadre post, should be fixed under the normal rule as with reference to pay in the cadre post only. In respect of appointments to ex-cadre posts on time scale of pay identical with the time scale of pay of ex-cadre post held on an earlier occasion(s) the benefit of proviso I (iii) to FR 22 will be admissible.

**Illustration:** Assuming, Mr. “B” OS drawing pay Rs.43,600/- in Level 6 was deputed as CVI in Level 7 w.e.f. 01.05.2020 and while drawing pay Rs.50,500/-, in the ex-cadre post of CVI in Level 7 he was selected as Work Study Inspector in Level 7 w.e.f. 01.05.2024. His pay in Work Study Inspector Level 7 w.e.f. 01.05.2024 will be fixed as under:

Pay	Level	W.E.F	Remark	Pay	Level	W.E.F	Remarks
43600	L6	01.1.2020		44900	L7	01.5.2020	CVI
44900	L6	01.1.2021	Presumptive pay	46200	L7	01.1.2021	AI
46200	L6	01.1.2022	Presumptive pay	47600	L7	01.1.2022	AI
47600	L6	01.1.2023	Presumptive pay	49000	L7	01.1.2023	AI
49000	L6	01.1.2024	Presumptive pay	50500	L7	01.1.2024	AI
				50500	L7	*01.5.2024	*Deputed to another Ex-Cadre post L7
				52000	L7	01.1.2025	Due

## **12. On appointment/promotion from one ex-cadre post to another Higher ex-cadre post**

### **Authority: Sub. Rule 4.3 of Rule 2023 R.II**

4.3 In cases of appointment to a second or subsequent ex-cadre post(s) in a higher pay scale than that of the previous ex-cadre post, the pay may be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay. This is subject to the condition that on both the occasions the employees should have opted to draw pay in the scales of pay attached to the ex.-cadre post.

*Illustration:* Assuming, Mr. “C” Junior Engineer drawing pay Rs.43,600/- in Level 6 was deputed to an Ex-Cadre post as CVI in Level 7 w.e.f. 01.05.2020 and while drawing pay Rs.50,500/- in the ex-cadre post of CVI in Level 7, he was selected to another Higher Ex-cadre post of Protocol Officer in Level 8 w.e.f. 01.05.2024. His pay in the second and subsequent Ex-Cadre post of Protocol Officer in Level 8 w.e.f. 01.05.2024 will be fixed as under:

Pay	Level	W.E.F	Remarks	Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020		44900	L7	01.05.2020	CVI
44900	L6	01.01.2021	Presumptive pay	46200	L7	01.01.2021	AI
46200	L6	01.01.2022	Presumptive pay	47600	L7	01.01.2022	AI
47600	L6	01.01.2023	Presumptive pay	49000	L7	01.01.2023	AI

49000	L6	01.01.2024	Presumptive pay	50500	L7	01.01.2024	AI
				*50500	L8	*01.05.2024	Deputed to another Higher Ex-Cadre post L8
				*pay has to be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay.			
				52,000	L8	01.01.2025	Normally Due

### **13. On appointed to a Tenure post**

**Authority Rule 1302. (F.R.17) (1)- R.II--Pay and Allowances.--** Subject to any exceptions specifically made in these rules and to the provision of sub-rule (2) a railway servant shall begin to draw the pay and allowances attached to his tenure of post with effect from the date he assumed the duties of the post, and shall cease to draw them as soon as he ceases to discharge those duties:

### **14. On appointment as probationer in another service**

#### **Authority Rule 1315. (F.R.22B) R.II**

(1)-Notwithstanding anything contained in these rules, the following provisions shall govern the pay of a railway servant who is appointed as probationer in

another service or cadre and subsequently confirmed in that service or cadre-

(a) During the period of probation he shall draw pay at the minimum of the time scale or at the probationary stages or the time scale of the service or the post, as the case may be:

Provided that if the presumptive pay of the permanent post, other than a tenure post, on which he holds a lien or would hold a lien had his lien been not suspended; should at any time be greater than the pay fixed under this clause, he shall draw the presumptive pay of the permanent post;

(b) On confirmation in the service or post after the expiry of the period of probation, the pay of the railway servant shall be fixed in the time scale of the service or post in accordance with the provisions of the Rule 1313 (FR 22) or Rule 1316 (F.R.22 C) as the case may be:

Provided that the pay shall not be so fixed under Rule 1313 (F.R. 22) or Rule 1316 (F.R.22C) with reference to the pay that the railway servant would have drawn in the previous post held by him in temporary capacity and he shall continue to draw pay in the time scale of service or post as admissible under the normal rules.

**(Rly. Board's letter No. F(E)II/79/FR-1/3 dated 12-3-1980)**

(2) The provisions contained in sub-rule (1) shall apply mutatis-mutandis to cases of railway servants appointed on probation with definite conditions against temporary post in another service or cadre whether recruitment to permanent post as such service or cadre is made as probationers, except that in such cases the fixation of pay in the manner indicated in clause 'B' of

sub-rule (1) shall be done under Rule 1326 (F.R.31) immediately on the expiry of the period of probation and on regular officiating appointment to a post either permanent or temporary in the service or cadre.

### **15. On appointment as an Apprentice in another service**

#### **Authority 1315. (F.R.22B) (3)-R.II**

Notwithstanding anything contained in these rules, a railway servant appointed as an Apprentice in another service or cadre shall draw-

- (a) during the period of Apprenticeship, the stipend or pay prescribed for such period provided that if the presumptive pay of the permanent post other than a tenure post, on which he holds a lien or would hold a lien had his lien not been suspended, should at any time be greater than stipend or pay fixed under this clause, he shall draw the presumptive pay of the permanent post;
- (b) on satisfactory completion of the Apprenticeship and regular appointment to a post in the service or cadre, the pay as fixed in the time scale of the service or post under Rule 1313 (F.R.22) or 1316 (F.R.22C) or Rule (F.R.31) as the case may be:

Provided that the pay shall not be so fixed with reference to the pay that the railway servant would have drawn in the previous post held by him in temporary capacity and he shall continue to draw pay in the time scale of service or post admissible under the normal rules.

### **Master Circular No. 56**

#### **Para 42 FR 22-B Fixation of Pay of Govt. servants**



**appointed as Probationers or apprentices.**

This rule mainly seeks to protect the substantive pay of the Govt. servant appointed as a Probationer or 'on probation' in a service where recruitment to permanent post is made as probationers or as an apprentice. The protection is till the date of confirmation or regular appointment. On the date of confirmation or regular appointment the pay will be fixed under the normal rules. In the case of a permanent Govt. servant holding a higher offg. post at the time of appointment as probationer/ apprentice, the pay will not be refixed with reference to the pay that he would have drawn in the higher officiating post.

1. FR 22-B(I) applies to persons who are already in Govt. service at the time of their direct recruitment to another service as 'probationers'. The pay of such Probationers will be regulated as under:-
  - i. He will draw pay at the minimum of the time scale or at the probationary stage of the time scale.
  - ii. If he holds a lien or a suspended lien on any permanent post under Govt. and if and when his presumptive pay in respect of such post is more than the pay admissible under (i) above, he will draw such presumptive pay.
  - iii. On confirmation in the post, after the expiry of probation, he will have his pay fixed under FR 22(I).

However, if he was holding the previous post in a temporary capacity, his pay will not be fixed under FR 22(I), but he will continue to draw the pay in the time scale of the new post.

2. FR 22-B(2) applies to cases of Govt. servants appointed on probation with definite conditions against

temporary posts in another service or cadre where recruitment to permanent posts of such service or cadre is made as Probationers. In such cases, the pay of such Government servants will be regulated as under:-

- i. he will draw pay at the minimum of the time scale or at the probationary stage of the time scale.
- ii. If he holds a lien or a suspended lien on any, permanent non-tenure post, under Govt. and if and when his presumptive pay in respect of such post is more than the pay admissible under (i) above, he will draw such presumptive pay.
- iii. On regular officiating appointment in the service or cadre, his pay shall be fixed under FR 22(1)(a)(1).
- iv. If he was holding the previous post in a temporary capacity, his pay will not be fixed in the manner stated at (iii) above but he will continue to draw pay in the time scale of the new post.

## **16. On change of pay of Post**

### **Authority Rule1317. (F.R.23) – R.II**

**Change of pay of Post.**--The holder of a post, the pay of which is changed shall be treated as if he were transferred to a new post on the new pay; provided that he may at his option retain his old pay until the date on which he has earned his next or any subsequent increment on the old scale, or until he vacates his post or ceases to draw pay on that time-scale. The option once exercised is final.

## **17. On Revision of pay scale of the same post**

**Authority Govt. of India's decision under Rule 1317 (FR23) – R.II**

The Government of India have decided that F.R. 23 equally applies in cases where a revision of pay is accompanied by change in status of a post. In such cases, the post virtually continues as before. Where, however, a revision of pay is concurrent with a specific change in the duties and responsibilities attached to the post, the old post will be deemed to have been substituted by a different post. In such cases the individual will be treated as having been appointed to a higher or lower post, as the case may be, and pay will be fixed under the relevant rules, and not under F.R.23.

**18. On Reduction to lower grade or post****Authority Rule 1322. (F.R. 28) R.II. Pay on Reduction to Lower Post.**

The authority which orders the reduction of railway servant as a penalty from a higher to a lower post or time-scale, may allow him to draw any pay, not exceeding the maximum of the lower post, or time-scale which it may think proper.

Provided that the pay allowed to be drawn by a Railway servant under this rule shall not exceed the pay which he would have drawn by the operation of Rule 1313(F.R.22) read with Clause (b) or Clause (c) as the case may be, or Rule 1320 (F.R.26).

**Para 40 of MC 56**

The pay may be fixed at an amount not exceeding the maximum of the lower grade or post to which he was reduced as the authority ordering the reversion may think fit, subject to the condition that the pay allowed to be drawn should not exceed the pay which would have been admissible under the operation of FR 22 read with

FR 26(b) or 26(c). The regulation of increment in the lower post will be made under the normal rules unless the increment in the lower post is also withheld. If the order of reduction to the lower post or grade is for a specified period, Immediately on expiry of that period, the Govt. servant will automatically be restored to his original post or grade. If the order of reduction lays down that the period of reduction shall not operate to postpone future increments on restoration, the Govt. servant will be entitled to the pay which he would have drawn but for the order of reduction. If this takes him above the Efficiency Bar, then the procedure prescribed in FR 25 for crossing the E.B. should be followed. If, on the other hand, the order of reduction lays down that the reduction should operate to postpone future increments then on restoration, his pay will be fixed at the same stage which it was drawn at the time of his reduction to the lower post or grade. The date of his next Increment will be determined under the normal rules treating the period of reduction as non-counting for increment.

Illustration: Assuming, Mr. “C” OS drawing pay Rs.43,600/- in Level 6 was reduced to the post of Sr.Clerk in Level 5 as a measure of penalty w.e.f. 01.05.2020 for a period of two years which will not have the effect of postponing his future increments of pay and his pay on reduction is fixed at Rs.39,200/- in Level 5 Sr.Clerk.

Pay	Level	W.E.F	Remarks
43600	L6	01.1.2020	OS
*39200	L5	01.5.2020	reduced to the post of Sr.Clerk w.e.f. 01.05.2020 for two years
*The authority which orders the reduction may fix any pay, not exceeding the maximum of the lower post			

**19. After the penalty of Reduction to Lower Post is over (will or will not have the effect of postponing the future increments of his pay)**

**Authority Rule 1323. (F.R. 29)(2) - R.II.**

If a Railway servant is reduced as a measure of penalty to a lower service, grade or post or to a lower time-scale, the authority ordering the reduction may or may not specify the period for which the reduction shall be effective; but where the period is specified, that authority shall also state whether, on restoration, the period of reduction shall operate to postpone future increments and if so, to what extent.

*Illustration:* Assuming, Mr. "C" OS drawing pay Rs.43,600/- in Level 6 was reduced to the post of Sr.Clerk in Level 5 as a measure of penalty w.e.f. 01.05.2020 for a period of two years which **will not have** the effect of postponing his future increments of pay and his pay on reduction is fixed at Rs.39,200/- in Level 5 Sr.Clerk.

Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020	OS
*39200	L5	01.05.2020	reduced to the post of Sr.Clerk w.e.f. 01.05.2020 for two years
*The authority which orders the reduction may fix any pay, not exceeding the maximum of the lower post			
40400	L5	01.01.2021	AI in lower post
41600	L5	01.01.2022	AI in lower post
On restoration pay will be fixed as under			
44900	L6	01.01.2021	Notional Inc.

46200	L6	01.01.2022	Notional Inc.
46200	L6	01.05.2022	Pay restored on completion of penalty
47600	L6	01.05.2023	Normally due

**Illustration:** Assuming, Mr. “C” OS drawing pay Rs.43,600/- in Level 6 was reduced to the post of Sr.Clerk in Level 5 as a measure of penalty w.e.f. 01.05.2020 for a period of two years which **will have** the effect of postponing his future increments of pay and his pay on reduction is fixed at Rs.39,200/- in Level 5 Sr.Clerk.

Pay	Level	W.E.F	Remarks
43600	L6	01.1.2020	OS
*39200	L5	01.5.2020	reduced to the post of Sr.Clerk w.e.f. 01.05.2020 for two years
*The authority which orders the reduction may fix any pay, not exceeding the maximum of the lower post			
40400	L5	01.1.2021	AI in lower post
41600	L5	01.1.2022	AI in lower post
On restoration pay will be fixed as under			
43600	L6	01.5.2022	Pay restored on completion of penalty
44900	L6	01.1.2023	Normally due

**Para 41 of MC 56**

If the period of reduction is unspecified there will be no question of automatic restoration to the old post, in such cases, the Government servants when re-appointed to the higher post, in the normal course will have his pay fixed under the normal rules regarding pay fixation.

**20. On Reduction to a lower stage in his time-scale****Authority Rule 1323. (F.R. 29)(1)**

If a Railway servant is reduced as a measure of penalty to a lower stage in his time-scale, the authority ordering such reduction shall state the period for which it shall be effective and whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent.

**MC 66 – para 14(ii)**

When the pay of an employee is reduced to a particular stage, his pay will remain constant at that stage for the entire period of reduction.

*Illustration:* Assuming, Mr. “D” OS drawing pay Rs.43,600/- in Level 6 was reduced by two stages in the same Level as a measure of penalty w.e.f. 01.05.2020 for a period of two years which **will have** the effect of postponing his future increments of pay. Accordingly his pay on reduction and on restoration has to be fixed in Level 6 OS as under:

If not undergone the penalty			On imposition of penalty/restoration			Remarks
Pay	Level	W.E.F	Pay	Level	W.E.F	
43600	L6	01.01.2020	43600	L6	01.01.2020	OS

44900	L6	01.01.2021	*41100	L6	01.05.2020 to 30.04.2022	reduced by two stages in the same Level w.e.f. 01.05.2020 for a period of two years which <b>will have</b> the effect of postponing his future increments
46200	L6	01.01.2022	43600	L6	01.05.2022	Pay on restoration
47600	L6	01.01.2023	44900	L6	01.01.2023	Normally Due

**Illustration:** Assuming, Mr. “D” OS drawing pay Rs.43,600/- in Level 6 was reduced by two stages in the same Level as a measure of penalty w.e.f. 01.05.2020 for a period of two years which **will not have** the effect of postponing his future increments of pay. Accordingly his pay on reduction and on restoration has to be fixed in Level 6 OS as under:

If not undergone the penalty			On imposition of penalty/restoration			Remarks
Pay	Level	W.E.F	Pay	Level	W.E.F	
43600	L6	01.01.2020	43600	L6	01.01.2020	OS
44900	L6	01.01.2021	*41100	L6	01.05.2020 to 30.04.2022	reduced by two stages in the same Level w.e.f. 01.05.2020 for a period of two years which <b>will not have</b> the effect of postponing his



						future increments
46200	L6	01.01.2022	46200	L6	01.05.2022	Pay on restoration
47600	L6	01.01.2023	47600	L6	01.01.2023	Normally Due

**21. On completion of the penalty of Withholding of increments of pay for three years having the effect of postponing the future increments of his pay, the pay has to be fixed as under:**

**Authority Rule 1318. (F.R. 24)**

..... When the increment is withheld for a specified period as a measure of penalty, the increment should be drawn from the date from which the penalty imposed ceases to operate. The subsequent increment shall however be admitted/drawn from the first of the month in which they fall due under normal rules, the period of dies-non like break in service etc. being treated in the same way as leave without pay.

*Illustration:* Assuming, Mr. “D” OS drawing pay Rs.43,600/- in Level 6 was imposed with the penalty of withholding of increment normally due on 01.01.2021 for three years having the effect of postponing the future increments of his pay. Accordingly on completion of the penalty his pay has to be restored as under:

If not undergone the penalty			On imposition of penalty/restoration			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020	43600	L6	01.01.2020	OS
44900	L6	01.01.2021	*43600	L6	01.01.2021 to	* withholding of increment normally due

					31.12.2023	on 01.01.2021 for three years <b>having the effect</b> of postponing the future increments
46200	L6	01.01.2022	44900	L6	01.01.2024	Pay on restoration
47600	L6	01.01.2023	46200	L6	01.01.2025	Normally Due
49000	L6	01.01.2024				
50500	L6	01.01.2025				

**22. After the penalty of withholding of increment is over (NOT having the effect of postponing the future increments of his pay)**

*Illustration:* Assuming, Mr. “D” OS drawing pay Rs.43,600/- in Level 6 was imposed with the penalty of withholding of increment normally due on 01.01.2021 for three years NOT having the effect of postponing the future increments of his pay. Accordingly on completion of the penalty his pay has to be restored as under:

If not undergone the penalty			On imposition of penalty/restoration			Remarks
Pay	Level	W.E.F	Pay	Level	W.E.F	
43600	L6	01.01.2020	43600	L6	01.01.2020	OS
44900	L6	01.01.2021	*43600	L6	01.01.2021 to 31.12.2023	withholding of increment normally due on 01.01.2021 for three years <b>NOT having the effect</b> of
46200	L6	01.01.2022				
47600	L6	01.01.2023				

						postponing the future increments
49000	L6	01.01.2024	49000	L6	01.01.2024	Pay on restoration
50500	L6	01.01.2025	50500	L6	01.01.2025	Normally Due

### **23. When the penalty is set aside or modified by a competent authority on appeal or review**

#### **Authority Rule 1324. (F.R. 29-A)-R.II**

Where an order of penalty of withholding of increment of a railway servant or his reduction to a lower service, grade or post, or to a lower time-scale, or to a lower stage in a time-scale, is set aside or modified by a competent authority on appeal or review, the pay of the railway servant shall, notwithstanding anything contained in these Rules, be regulated in the following manner: --

(a) if the said order is set aside, he shall be given, for the period such order has been in force, the difference between the pay to which he would have been entitled had that order not been made and the pay he had actually drawn;

(b) if the said order is modified, the pay shall be regulated as if the order, as so modified, had been made in the first instance.

**Explanation.**--If the pay drawn by a railway servant in respect of any period prior to the issue of the orders of the competent authority under this rule is revised, the leave salary and allowances (other than traveling allowance) if any, admissible to him during that period shall be revised on the basis of the revised pay.

*Illustration:* Assuming, Mr. “E” OS drawing pay Rs.43,600/- in Level 6 was imposed with the penalty of withholding of increment normally due on 01.01.2021 for three years not having the effect of postponing the future increments of his pay, is **set aside** by a competent authority on appeal on 15.01.2023 , his pay has to be regulated in the following manner

Pay drawn consequent on imposition of penalty			Pay to be drawn consequent on set aside of the penalty			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020	43600	L6	01.1.2020	OS
*43600	L6	01.01.2021 to 31.12.2023	44900	L6	01.1.2021	Arrears to be claimed
			46200	L6	01.1.2022	
			47600	L6	14.1.2023	
			47600	L6	15.1.2023	Revised pay to be drawn
49000	L6	01.01.2024	49000	L6	01.1.2024	Pay on restoration
50500	L6	01.01.2025	50500	L6	01.1.2025	Normally Due

*Illustration:* Assuming, Mr. “F” OS drawing pay Rs.43,600/- in Level 6 was imposed with the penalty of withholding of increment normally due on 01.01.2021 for three years having the effect of postponing the future increments of his pay, is **modified** on appeal on 15.01.2023 by a competent authority as withholding of increment normally due on 01.01.2021 for one year not having the effect of postponing the future increments of his pay, his pay has to be regulated in the following manner

Pay drawn consequent on imposition of penalty			Pay to be drawn consequent on modifying the penalty			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020	43600	L6	01.01.2020	OS
43600	L6	01.01.2021	43600	L6	01.01.2021	
43600	L6	01.01.2022	46200	L6	01.01.2022	Arrears to be drawn
43600	L6	01.01.2023 to 14.01.2023	47600	L6	01.01.2023 to 14.01.2023	
			47600	L6	15.01.2023	Revised pay to be drawn
			49000	L6	01.01.2024	Normally Due

## **24. On re-appointmet of retrenched person**

**Authority: Para 602 in IREM Vol-I.**

In the case of retrenched persons who may have previously served in a Government office/department in authorized scales which are identical to those in which they may be re-appointed on a railway, the fixation of pay should be regulated under the provisions of rule 1313 (a) (ii) [F.R.22(a) (ii)] of the Indian Railway Establishment Code, Volume II i.e. they should be allowed, on re-appointment, **the pay last drawn by them in identical scales** in the previous Government office/department, the period during which they drew pay in such scale being allowed to count for increments in the railway posts.

## **25. Loss in seniority and pay due to administrative errors**

**Authority Rule 1327. (F.R. 31-A) – R.II**

Notwithstanding the provisions contained in these rules, the pay of a railway servant who promotion or appointment to a post is found to be or to have been erroneous shall be regulated in accordance with any general or special orders issued by the competent authority in this behalf.

Para 29 of Master Circular No. 56

Sometimes due to administrative errors staff are overlooked for promotion to higher grades. Loss of seniority due to administrative errors can be of two types.

- a. where a person has not been promoted at all because of administrative error; and
- b. where a person has been promoted but not on the date from which he should have been promoted but for the administrative error.

The staff who have lost promotion on account of administrative errors should on promotion be assigned correct seniority vis-à-vis their juniors already promoted, irrespective of the date of promotion. Pay in the higher grade on promotion may be fixed **proforma** at the stage which the employee would have reached if he was promoted at the proper time. The enhanced pay may be allowed from the date of actual promotion. No arrears on this account shall be payable, as he did not actually shoulder the duties and responsibilities of the higher posts.

[No. E(NG)63 PM 1/82 dated 15/17.09.1964

**26. Pay during deputation out of India**

**Authority Rule 1339. (F.R.51)- R.II**

Pay during deputation out of India.--(1) when a railway servant is, with proper sanction, temporarily deputed for duty out of India either in connection with the post held by him in India or in connection with any special duty on which he may temporarily be placed, he may be allowed by the President to draw during the period of deputation the same pay which he would have drawn had he remained on duty in India;

Provided that a railway servant, who is placed on deputation while already on leave, out of India on average pay, may be required by the President to continue to be on leave, in which case he shall be given during that period, in addition to his leave salary, an honorarium of one-sixth of the pay which he would have drawn had he remained on duty in India; the cost of passages from and to India shall be borne by him.

NOTE:- (1) The portion of the pay which a railway servant may be permitted to draw in foreign currency while on deputation abroad will be determined in accordance with the orders issued by the President in this regard from time to time.

(2) A railway servant on deputation may also be granted a compensatory allowance in a foreign country of such amount as the President may think fit.

(3) The foreign exchange equivalent of the pay, honorarium or compensatory allowance admissible under sub-rule (1) or sub-rule (2) shall be calculated at such rate of exchange as the President may by order prescribe.

### **Government of India's orders**

(1) Honorarium for duty during leave. - Officers on leave, who are unwilling to undertake special duty on deputation rates of pay may be allowed to continue to

consume leave and receive an honorarium fixed at one-sixth of Indian pay.

(G.I., F.D., No.994-C.S.R., dated 9<sup>th</sup> May. 1924)

(2) Option to convert deputation into leave. - Officers on deputation out of India when placed on deputation while on leave out of India on average pay may, convert deputation into leave on average pay plus an honorarium of one-sixth of Indian pay, on the condition that in both cases the cost of passages both from and to India is borne by the officer.

Periods of deputation converted into leave should count for pension as leave and not as deputation.

(Indian Office No. F.4012-25 dated 14<sup>th</sup> September, 1925, received with G.I. F.D. No. F.120-C.S.R.-25 dated 4<sup>th</sup> and 19<sup>th</sup> November, 1925.)

(3) Interpretation. - The terms of F.R. 50 (1338) must be interpreted as applying to cases where officers exercise the option of consuming leave and drawing an honorarium of one-sixth pay during a period of duty out of India, i.e., this option can only be exercised by a Government servant whose deputation out of India has been approved by the proper authority.

(G.I.,F.D., No. F/101-CSR-26 dt. 30<sup>th</sup> July, 1926.)

(4) Attending conferences. --In the case of officers who, while on leave in the United Kingdom, attend conferences or congresses there or on the continent the following uniform system should be adopted-

- (i) Officers who are nominated as official representatives of the Government of India will be placed on deputation for the period involved



and will receive the usual traveling expenses and subsistence allowance.

- (ii) Officers who are not so nominated will not be placed on deputation but if it is thought desirable that they should attend as visitors they may be offered traveling expenses and subsistence allowance as an inducement for them to do so. Further though the officer may not be an official representative, the India office will be prepared to render him such service as recommending him as a visitor, to the Congress Authorities.

(India Office S. of S.'s Despatch No. 5 Overseas, dated 20<sup>th</sup> December, 1928 received with G.I., F.D., Endorsement No.F-4-II-RI/29 dated 9<sup>th</sup> February, 1929.)

(5) Officers on short term contracts. - In connection with the deputation pay of officers on short term contracts when called upon to undertake duty outside India, it has been decided to include in the model terms of agreement in use by the office of the high Commissioner for India for short term appointments under the Government of India, a clause providing specifically that deputation out of India shall be governed by the ordinary service rules.

(G.I., F.D., letter No. F. 4(28)-RI/31 dt. 14-7-1932.)

### **Government of India's Decisions**

(1) "Pay" in F.R. 51 (1339).-- The term "Pay" in the expression, "the pay which he would have drawn if he had remained on duty in India" occurring in this rule, should be interpreted literally with reference to the definition in F.R. 9(21) (Rule 1303) and the pay which an officer would have drawn if he were on duty in India

should be determined for the purpose of this rule, with reference to what the competent authorities in India state the Officer's pay would have been if he were on duty in India. It will, therefore, be necessary for the Account Officer to intimate to the High Commissioner in each case after consultation with Government, the pay which an officer would have drawn if on duty in India.

In the case of Government servants who are not deputed out of India for special items of work but are placed on continuous service with commissions and committees whose functions require work both in and out of India, the expression "the pay which he would have drawn if he had remained on duty in India" occurring in this rule as well as the expression "the pay which the Government servant would have drawn if on duty in India" occurring in proviso (a) F.R. 9(2) (Rule 1303) should be interpreted as having reference to the pay which they would have drawn in India had they continued on duty with the commission or committee there.

(G.I., F.D., No. F/47-RI/28 dt. 29<sup>th</sup> May, 1928 and No. F. 4-II/RI/30 dated 27<sup>th</sup> July, 1931.)

(2) Overseas pay to be taken into account.-- As overseas pay is included in 'pay' and as an officer would draw overseas pay under Fundamental Rule 5 (1) (1339), (if entitled to it) had he remained on duty in India, it should be taken into account for the purposes of calculation of the deputation pay under the revised Fundamental Rule 51.

(Government of India, Finance Department, No. F.90(10)- RI/33 dated 10<sup>th</sup> October, 1933.)

### **Audit Instruction**

Period of Deputation. -- The period of the deputation runs from the date on which the Government servant makes over charge of his office in India to the date on which he resumes it or if the Government servant is on leave out of India at the time he is placed on deputation, the period of the deputation is the time actually occupied by the duty.

**Authority Rule 1340. (F.R.51-A)-R.II**

When a railway servant is with proper sanction deputed for duty out of India to hold a regularly constituted permanent or quasi-permanent post, other than a post borne on the cadre of the service to which he belongs, his pay shall be regulated by the orders of the Central Government.

**27. Pay during suspension**

**Authority Rule 1342. (F.R.53)-R.II**

Pay during suspension.--(1) A railway Servant under suspension or deemed to have been placed under suspension by an order of the competent authority shall be entitled to the following payments, namely-

- (a) A subsistence allowance at an amount equal to the leave salary which the Railway servant would have drawn if he had been on leave on half average pay or on half pay and in addition dearness allowance, if admissible, on the basis of such leave salary.

Provided that where the period of suspension exceeds 3 months, the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first 3 months as follows:

- (i) the amount of subsistence allowance may be increased by a suitable amount, not exceeding 50 per cent of the subsistence allowance admissible during the period of the first three months , if, in the opinion of the said authority, the period of suspension has been prolonged for reasons, to be recorded in writing, not directly attributable to the railway servant;
  - (ii) the amount of subsistence allowance may be reduced by a suitable amount not exceeding 50 percent of the subsistence allowance admissible during the period of the first three months, if, in the opinion of the said authority, the period of suspension has been prolonged due to reasons, to be recorded in writing, directly attributable to the railway servant;
  - (iii) the rate of dearness allowance will be based on the increased or, as the case may be, decreased amount of subsistence allowance admissible under sub-clauses(i) and (ii) above
- (b) Any other compensatory allowances admissible from time to time on the basis of pay of which the railway servant was in receipt on the date of suspension subject to the fulfilment of other conditions laid down for the drawl of such allowances.

(2) No payment under sub-rule (1) shall be made unless the railway servant furnishes a certificate that he is not engaged in any other employment business, profession or vocation.

Provided that in the case of a Railway servant dismissed, removed or compulsorily retired from service, who is deemed to have been placed or to continue to be under suspension from the date of such dismissal or removal or compulsory retirement, under sub-rule (3) or sub-rule (4) of rule 5 of Railway Servants (Discipline and Appeal) Rules 1968, and who fails to produce such a certificate for any period or periods during which he is deemed to be placed or to continue to be under suspension, he shall be entitled to the subsistence allowance and other allowances equal to the subsistence allowance and other allowances equal to the amount by which his earnings during such period or periods as the case may be, fall short of the amount of subsistence allowance and other allowances that would otherwise be admissible to him where the subsistence and other allowances admissible to him are equal to or less than the amount earned by him, nothing in this proviso shall apply to him.

Illustration: Assuming, Mr. “C” OS while drawing pay of Rs.43,600/- in Level 6 was suspended w.e.f. 01.05.2020 and the pay on suspension is fixed as under:

Pay	Level	W.E.F	Remarks
43600	L6	01.01.2020	
*21800	L6	01.05.2020	* On Suspension, this is the subsistence allowance + DA thereon.
32700 (50% Maxmi mum)	L6	01.08.2020	When delay in finalising enquiry beyond 90 days when reason is non-attributable to the employee then his Subsistence allowance will be increased not more than 50% from already paid
10900	L6	01.08.2020	When delay in finalising enquiry beyond 90 days when reason is attributable to the employee then his Subsistence allowance will be reduced not more than 50% from already paid

**28. Pay for the period of absence from duty including the period of suspension preceding to dismissal, removal or compulsory retirement and re-instatement as a result of Appeal or Review**

**Authority Rule 1343 (FR54)-R.II**

- (1) When a railway servant who has been dismissed, removed or compulsorily retired is re-instated as a result of appeal or review or would have been so reinstated but for his retirement on superannuation while under suspension preceding the dismissal, removal or compulsory retirement, the authority competent to order reinstatement shall consider and make a specific order-
  - (a) regarding the pay and allowances to be paid to the railway servant for the period of his absence from duty including the period of suspension preceding his dismissal, removal or compulsory retirement, as the case may be; and
  - (b) Whether or not the said period shall be treated as a period spent on duty.
- (2) Where the authority competent to order re-instatement is of opinion that the railway servant who had been dismissed, removed or compulsorily retired has been fully exonerated the railway servant shall, subject to the provisions of sub-rule (6), be paid the full pay and allowances to which he would have been entitled, had he not been dismissed, removed or compulsorily retired or suspended prior to such dismissal, removal or compulsory retirement, as the case may be:

Provided that where such authority is of opinion that the termination of the proceedings instituted against the

railway servant had been delayed due to reasons directly attributable to the railway servant, it may, after giving him an opportunity to make his representation and after considering the representation, if any, submitted by him, direct, for reasons to be recorded in writing, that the railway servant shall, subject to the provisions of sub-rule (7), be paid for the period of such delay only such amount of such pay and allowances as it may determine.

- (3) In a case falling under sub-rule (2), the period of absence from duty including the period of suspension preceding dismissal, removal or compulsory retirement, as the case may be, shall be treated as a period spent on duty for all purposes.
- (4) In cases other than those covered by sub-rule (2) (including cases where the order of dismissal, removal or compulsory retirement from service is set aside by the appellate or reviewing authority solely on the ground of non-compliance with the requirements of clause (2) of Article 311 of the Constitution and no further inquiry is proposed to be held) the railway servant shall, subject to the provisions of sub-rules (6) and (7), be paid such amount to which he would have been entitled, had he not been dismissed, removed or compulsorily retired or suspended prior to such dismissal, removal or compulsory retirement, as the case may be, as the competent authority may determine, after giving notice to the railway servant of the quantum proposed and after considering the representation, if any, submitted by him in that connection within such period which in no case shall exceed 60 days from the date on which the notice has been served as may be specified in the notice.

- (5) In a case falling under sub-rule (4), the period of absence from duty including the period of suspension preceding the dismissal, removal or compulsory retirement, as the case may be, shall not be treated as a period spent on duty, unless the competent authority specifically directs that it shall be so treated for any specific purpose; provided that if the railway servant so desires, such authority may direct that the period of absence from duty including the period of suspension preceding his dismissal, removal or compulsory retirement, as the case may be, shall be converted into leave of any kind due and admissible to the railway servant.

NOTE:-- The order of the competent authority under the preceding proviso shall be absolute and no higher sanction shall be necessary for the grant of—

- (a) extraordinary leave in excess of three months in the case of temporary railway servant; and
  - (b) leave of any kind in excess of five years in the case of permanent railway servant.
- (6) The payment of allowances under Sub-rule(2) or sub-rule (4) shall be subject to all other conditions under which such allowances are admissible.
- (7) The amount determined under the proviso of sub-rule (2) or under sub-rule (4) shall not be less than the subsistence allowance and other allowances admissible under Rule 1342 (F.R. 53).
- (8) Any payment made under this rule to a railway servant on his re-instatement shall be subject to adjustment of the amount, if any earned by him through an employment during the period between the date of removal, dismissal or compulsory retirement, as the case may be, and the date of re-



instatement. Where the emoluments admissible under this rule are equal to or less than the amounts earned during the employment elsewhere, nothing shall be paid to the railway servant.

*Government of India's decisions*

- (1) No condition of lien to be satisfied for applying F.R. 54 (1343). – A Government servant was dismissed from service on 8th March, 1927 and on appeal, was reinstated with effect from 27th October, 1927. The appellate authority declared, under F.R. 54 (1343) that the period of unemployment between the dates of dismissal and reinstatement should be treated as spent on duty and allowed to count for leave and increments. As there was no post against which the lien of the Government servant could be shown for the period of dismissal, the question arose whether in the absence of lien on a permanent post the period of unemployment could count for leave or increments. It was decided that F.R. 54 (1343), is absolute and unconditional and that it could not be absolute if the condition of “lien” had first to be satisfied.

(G.I., F.D., No. F/28-RI/28, dt. 5th April, 1928)

- (2) A question having arisen whether in cases where the period of suspension is ordered to be treated as one spent on leave and when on conversion it is found that the greater part of the period is to be treated as extraordinary leave for which no leave salary is admissible, the recovery of the subsistence allowance already paid would be in order, it has been decided that there is no bar to the

conversion of any portion of a period of suspension into extraordinary leave. In the case of person who are not fully exonerated the conversion of the period of suspension into leave with or without allowances has the effect of removing the stigma of suspension and all the adverse consequences following therefrom. The moment the period of suspension is converted into leave, it has the effect of vacating the order of suspension and it will be deemed not to have been passed at all. Therefore, if it is found that the total amount of suspension exceeds the amount of leave salary and allowances, the excess will have to be refunded and there is no escape from this conclusion.

(3) When the period of suspension after re-instatement is not treated as duty by the competent authority nor as leave at the request of the employee, it will not be deemed to cause an interruption/break in service. It shall be counted as “service” for the purpose of special contribution to Provident Fund, leave on average/half average pay under the State Railway Leave Rules contained in Chapter V.

**29. Pay for the period of absence from duty from the date of dismissal, removal or compulsory retirement to the date of re-instatement when the penalty is set aside by a court of law**

**Authority Rule 1344 (FR54 A)-R.II**

- (1) where the dismissal, removal or compulsory retirement of a railway servant is set aside by a Court of law and such Government servant is reinstated without holding any further inquiry, the

period of absence from duty shall be regularized and the Government servant shall be paid pay and allowances in accordance with the provisions of sub-rule (2) or (3) subject to the directions, if any, of the court.

- (2) (i) Where the dismissal, removal or compulsory retirement of a railway servant is set aside by the court solely on the ground of non-compliance with the requirements of clause (1) or clause (2) of Article 311 of the Constitution, and where he is not exonerated on merits, the Government servant shall, subject to the provisions of sub-rule (7) of Rule 1343 (FR 54), be paid such amount (not being the whole) of the pay and allowances to which he would have been entitled had he not been dismissed, removed or compulsorily retired, or suspended prior to such dismissal, removal or compulsory retirement, as the case may be, as the competent authority may determine, after giving notice to the railway servant of the quantum proposed and after considering the representation, if any, submitted by him, in that connection within such period (which in no case shall exceed sixty days from the date on which the notice has been served) as may be specified in the notice

**(Authority:- Railway Board's letter No. F(E)III/91/PN-1/44 dated 13.04.92)**

- (ii) The period intervening between the date of dismissal, removal or compulsory retirement including the period of suspension preceding such dismissal, removal or compulsory retirement, as the case may be, and the date of judgment of the court shall be regularized in accordance with the provisions contained in sub-rule (5) of rule 1343.

- (3) If the dismissal, removal or compulsory retirement of a railway servant is set aside by court on the merits of the case, the period intervening between the date of dismissal, removal or compulsory retirement including the period of suspension preceding, such dismissal, removal or compulsory retirement, as the case may be, and the date of reinstatement shall be treated as duty for all purposes and he shall be paid the full pay and allowances for the period, to which he would have been entitled, had he not been dismissed, removed or compulsory retired or suspended prior to such dismissal, removal or compulsory retirement, as the case may be.
- (4) The payment of allowances under sub-rule (2) or sub-rule (3) shall be subject to all other conditions under which such allowances are admissible.
- (5) Any payment made under this rule to a railway servant on his reinstatement shall be subject to adjustment of the amount, if any, earned by him through an employment during the period between the date of dismissal, removal or compulsory retirement and the date of reinstatement. Where the emoluments admissible under this rule are equal to or less than those earned during the employment elsewhere nothing shall be paid to the Government servant.

### **30. When the suspended employee is reinstated, pay for the period of suspension**

#### **Authority Rule 1345-R.II**

- (1) When a railway servant who has been suspended is reinstated (or would have been so reinstated but for his retirement (including premature retirement) while under suspension,) the authority competent to

order reinstatement shall consider and make a specific order—

- (a) regarding the pay and allowances to be paid to the railway servant for the period of suspension ending with reinstatement or [the date of his retirement (including premature retirement), ]as the case may be; and
  - (b) Whether or not the said period shall be treated as a period spent on duty.
- (2) Notwithstanding anything contained in Rule 1343 where a railway servant under suspension dies before the disciplinary or the court proceeding instituted against him are concluded, the period between the date of suspension and the date of death shall be treated as duty for all purposes and his family shall be paid the full pay and allowances for that period to which he would have been entitled had he not been suspended, subject to adjustment in respect of subsistence allowance already paid.
- (3) Where the authority competent to order reinstatement is of the opinion that the suspension was wholly unjustified, the railway servant shall, subject to the provisions of sub-rule (8) be paid the full pay and allowances to which he would have been entitled, had he not been suspended:

Provided that where such authority is of the opinion that the termination of the proceedings instituted against the railway servant had been delayed due to reasons directly attributable to the Government servant, it may, after giving him an opportunity to make his representation within sixty days from the date on which the communication in this regard is served on him and after considering

the representation, if any, submitted by him, direct, for reasons to be recorded in writing, that the railway servant shall be paid for the period of such delay only such amount (not being the whole) of such pay and allowances as it may determine.

- (4) In a case falling under sub-rule (3) the period of suspension shall be treated as a period spent on duty for all purposes.
- (5) In cases other than those falling under sub-rules (2) and (3) the railway servant shall, subject to the provisions of sub-rules (8) and (9) be paid such amount (not being the whole) of the pay and allowances to which he would have been entitled had he not been suspended, as the competent authority may determine, after giving notice to the railway servant of the quantum proposed and after considering the representation, if any, submitted by him in that connection within such period (which in no case shall exceed sixty days from the date on which the notice has been served) as may be specified in the notice.
- (6) Where suspension is revoked pending finalisation of the disciplinary or the court proceedings, any order passed under sub-rule (1) before the conclusion of the proceedings against the railway servant, shall be reviewed on its own motion after the conclusion of the proceedings by the authority mentioned in sub-rule (1) who shall make an order according to the provisions of sub-rule (3) or sub-rule (5), as the case may be.
- (7) In a case falling under sub-rule (5), the period of suspension shall not be treated as a period spent on duty unless the competent authority specifically

directs that it shall be so treated for any specified purpose:

Provided that if the railway servant so desires, such authority may order that the period of suspension shall be converted into leave of any kind due and admissible to the Government servant.

NOTE: - The order of the competent authority under the preceding proviso shall be absolute and no higher sanction shall be necessary for the grant of –

- (a) extra-ordinary leave in excess of three months in the case of temporary railway servant; and
- (b) leave of any kind in excess of five years in the case of permanent or quasi-permanent railway servant.
- (8) The payment of allowances under sub-rule (2), sub-rule (3) or sub-rule (5) shall be subject to all other conditions under which such allowances are admissible.
- (9) The amount determined under the proviso to sub-rule (3) or under sub-rule(5) shall not be less than the subsistence allowance and other allowances admissible under Rule 1342.

### **31. Stepping up the pay of senior at par with junior**

**Authority Rule 1316. (F.R.22 C)-R.II-**Deleted except President's Decisions and Railway Board's Orders .

(Authority: Railway Board's letter No. F(E)II/89/FR-1/1 dt.12.12.91 )

### ***PRESIDENT'S DECISIONS***

A question has been raised as to whether the provisions of Rule 1316 would be applicable even in cases of promotion to ex-cadre post

It is clarified that Rule 1316 shall be applicable in such cases also provided that railway servant is entitled to draw pay in the scale of pay attached to the higher ex-cadre post, in accordance with the terms of deputation or transfer sanctioned for him. Where, however, according to the terms of deputation or transfer railway servant is given his grade pay of the post held by him in his own cadre plus a deputation allowance or special pay at a fixed rate or related to such grade pay, the question of applying provisions of Rule 1316 shall not arise.

Similarly, in the case of a railway servant who draws pay in the scale of pay attached to an ex-cadre post if he reverts to his parent cadre, and is appointed in that cadre to a post higher than the ex-cadre post immediately held before reversion, his pay shall be fixed in accordance with Rule 1316 with reference to the pay drawn or admissible to him in the post in his cadre except that the benefit of service rendered upto 17-11-1966 in an ex-cadre post in an identical time scale of pay or in higher scale shall be given for pay fixation/increments in the post in the parent service/cadre to which the officers reverts to the extent admissible under orders in force prior to 18-11-1966. These cases also, the orders shall not be applicable if in the ex-cadre post, the railway servant has been allowed to draw pay on the basis of his pay in parent cadre and a deputation allowance or special pay.

(E(P&A) II / 73/ PP-3 dated 16.5.73.)

(2) Whether the benefit of fixation of pay under Rule 1316 (F.R. 22C) can be given in the case of terms under 'Next Below Rule'.



It is clarified that Rule 1316 (F.R.22C) can be applied in fixing pay under 'Next Below Rule'.

(3) Under Rule 1316 certain points of doubt under the above order are clarified as under: --

Points	Clarification
(i) Whether It would be admissible to step up the pay of a senior railway servant in terms of Rule 1316 if the promotion of junior railway servant is in a lien/short term vacancy.	The benefit of stepping up of pay of seniors with reference to that of juniors can be given only in cases where the promotions of the senior and the junior are on a regular basis.
(ii) How the orders regarding stepping up of pay will be applied in cases where the pay of a senior employee promoted earlier has been withheld or has been reduced to a 'lower stage' in the time scale in the higher, post with or without cumulative effect.	In cases where the increment in the higher post has been withheld or where a railway servant's pay is reduced to a lower stage in the time scale of the higher post without cumulative effect, the orders of stepping up will be applicable from the date of expiry of the penalty by which time a junior had already been promoted subject to the fulfilment of other conditions laid down therein. In the case of persons whose increment has been withheld or whose pay has been reduced to a lower stage of the time scale in the higher post with cumulative effect, the orders of stepping up shall not be applicable.
(iii) Whether the orders of stepping up would apply to persons whose juniors pay in the lower post was inflated on account of the proviso to and exception below Rule 1313 (F.R.22)–having been allowed.	If as a result of application of the proviso to and the exception below Rule 1313 (F.R.22) the pay of the junior is more than that of the senior in the lower post, there would be no question of stepping up the pay

<p>(iv) Whether the orders of stepping up would be applicable to a railway servant in the lower post who is promoted to the higher post earlier than his senior due to high ranking given to him, if the senior in the lower post who is promoted later gets a higher pay.</p> <p>(v) In cases where the list of seniority in the lower post is maintained locally and in higher posts the same is maintained on all-railways basis, how the orders of stepping up will be made applicable?</p>	<p>of the senior in the higher post. If despite the application of the proviso to and the exception below Rule 1313 (F.R.22) the junior's pay is less than that of the senior and on promotion the former's pay happens to be greater than the pay of latter by virtue of the provisions of Rule 1316 (F.R.22C), stepping up will have to be done with reference to the actual pay drawn by the junior in the higher post.</p> <p>No. The orders of stepping up are not applicable in cases where the junior employee in the lower grade is promoted earlier due to high ranking given to him by the Selection Board and the senior employee (in the lower grade) is promoted later.</p> <p>According to the provisions of stepping up orders, both the junior and senior railway servants should belong to the same cadre. To illustrate, in a case where a senior employee of one seniority (promotion) group maintained locally is promoted earlier to a higher post on the basis of list of seniority which is maintained on all-railway basis, he can get his pay stepped up only with reference to the pay of a junior belonging to the same seniority group in the lower post which was maintained locally.</p>
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**(Board's letter No. PC-65/PP-1 dated 18-9-1965 and PC-60/PP-1 dated 19-3-1966)**

<p>(vi) How the pay of a railway servant fixed under this Rule on promotion to a higher post should be regulated when a junior to him in the lower post is promoted to the same higher post after earning increments in the lower post and thereby getting his pay in the higher post fixed at a stage higher than that of the senior railway servant.</p>	<p>In order to remove anomaly, the railway servant may be given an option for fixation of his pay on promotion as under: --</p> <p>Either his initial pay may be fixed in the higher post on the basis of Rule 1316 (F.R.22C) straightaway without any further review on accrual of increment in the pay scale of the lower post</p> <p style="text-align: center;">or</p> <p>(b) His pay on promotion may be fixed initially in the manner as provided under Rule 1313 (F.R.22 (A)(1)) which may be re-fixed on the basis of the provisions of Rule 1316 (F.R.22C) on the date of accrual of next increment in the scale of pay of the lower post.</p> <p>If the pay is fixed under (b) above, the next date of increment will fall due on completion of 12 months qualifying service from the date the pay is re-fixed on the second occasion.</p> <p>Option may be given within one month of the date of the promotion. Option once exercised shall be final. This is applicable to promotions effected on or after 1-5-81.</p>
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**(Railway Board's letter No. E(P&A)II-81/PP-4 dated 13-11-1981.)**

(4) Whether the increase by one increment in the lower scale as contemplated in Rule 1316 should be given as a matter of course while fixing the pay in the higher post or that an order of the competent authority allowing the railway servant to cross the efficiency bar in the lower scale if involved should be required before fixing pay in the higher post.

It has been decided that no orders of passing the efficiency bar in the lower scale are necessary for the purpose of fixing the pay in the higher post.

(Authority Board's letter No.PC-60/PP/1 dated 1-1-1962.)

**(5) (i) In regard to re-fixation of pay on confirmation in a post after introduction of Rule 1316 (F.R.22C).**—(i) A question has been raised as to how the pay on substantive appointment to a post should be regulated after introduction of Rule 1316 (F.R.22C). It has been decided that as in the case of railway servants who are governed by Rule 1313 (F.R.22) and whose officiating pay has been fixed under Rule 1326 (F.R.31) read with Rule 1313 (F.R.22), confirmation is an occasion for re-fixation of pay. Their pay on confirmation should be re-fixed but this re-fixation shall be under the Rules applicable to the railway servant but for introduction of Rule 1316 (F.R.22C). However, if any junior promoted after 1-4-1961 gets pay more than his seniors, the seniors will be entitled to the benefit of stepping up of their pay if the same is advantageous to them.

(ii) It is further clarified that on the introduction of Rule 1316 (F.R.22C) with effect from 1-4-1961, confirmation is not an occasion for re-fixation of pay if pay had once been fixed under that rule.

(Railway Board's letter No. PC-60/PP-1 dated 27-6-1966.)

(6) The position in regard to application of Rule 1316(F.R.22C).—In cases of railway servants who are appointed to higher posts with the approval of Union Public service Commission and in whose case the Commission have made a specific recommendation regarding the initial pay is that in a case where the Union Public Service Commission recommend a specific rate of pay to be given to the railway servants, the person concerned should be eligible for that rate of pay. However, if on the contrary the Commission recommend that the pay should be fixed under the 'normal rules' then the pay may be fixed under Rule 1316 (F.R.22C) subject, of course to the condition that the post is higher than the post previously held by the employee.

In order to enable the Accounts/Audit authorities to see that the pay has been fixed in accordance with the above, in all cases of appointment of Government/railway servants to other posts through Union Public Service Commission/Railway Recruitment Board, re-commendation of the Commission in the matter of pay i.e. whether it is a specific rate of pay or pay to be fixed under the "normal rules", as the case, may be should invariably be indicated in the order or notification appointing the employee concerned to the railway post.

(Rly. Board's letter No.PC-64/PP-4 dated 7-9-1966.)

(7) Reference Para 3 of President's Decision No.1 under Rule 1316 (F.R.22C). A point has been raised as to how the pay of a person reverting from an ex-cadre post to an identical/equivalent cadre post in the parent department is to be fixed.

It has been decided that where a person goes from post 'A' in his parent department to a post 'B' else where and reverts to post 'C' in his parent department and post 'C' is higher than post 'A' but not higher than post 'B', the pay in the post 'C' should be fixed under Rule 1316 (F.R.22C) with reference to pay in post 'A' However, the service rendered against post 'B' upto 17-11-66 shall be taken into account in fixing the pay against post 'C', if this is more advantageous to the railway servant.

(8) Application of Rule 1316 (F.R. 22-C) to State Government servants on appointment to higher posts under the Administrative Control of the Railway Board. A question has been raised as to whether Rule 1316 (F.R. 22-C) is applicable to State Government servants on appointment to higher posts under the Government of India and whether for purpose of fixation of pay of state Government servants on appointment under the Government of India, the Dearness Allowance admissible under the State government may be included in basic Pay. It has been decided that—

- (i) When a State Government servant is appointed to a railway post which carries duties or responsibilities of greater importance than those attaching to the post held by him under the State Government, the initial pay of the official in the railway post shall be fixed under Rule 1316 (F.R. 22-C) at the stage next above the pay of the post of State Government as arrived at under (ii) below.
- (ii) The Pay of the post in the State Government shall first be increased by one increment and Dearness Allowance if any admissible under the State Government which shall be treated as basic pay for the purpose of fixation of pay in the railway post shall be added there-to subject to the following conditions: -

- (a) The maximum amount of Dearness Allowance to be taken into account will be Rs.100 or the actual amount of Dearness Allowance that will be taken into account by the State Government concerned for fixation of pay in their revised scales, if revision has taken place, whichever is less.
- (b) From the basic pay so arrived at, the dearness Allowance at the revised rates admissible according to the Railway Rules should be deducted.

NOTE (1).—For assessing the relative degrees of responsibility of the posts under the state Government and those under the railway Board, all relevant factors including the duties attached to the post, will be taken into consideration.

NOTE (2).—However when a State Government servant drawing pay in the revised scale (after merging of dearness Allowance) under the State Government is appointed to a post on the railways and the post carries duties or responsibilities of greater importance than those attaching to the post held by him under the state Government, the initial pay of the official in the railway post should be fixed under Rule 1316 (F.R. 22-C) with reference to his basic pay only and the provisions contained in para (ii) (a) and (b) will not apply in such cases. (Board's letter No.PC-64/PP/4 dated 21<sup>st</sup> April 1964 and No.PC-66/PP/9 dated 2<sup>nd</sup> December, 1966).

(9) (i) By a strict application of the above rule, it may happen that a railway servant promoted or appointed to a higher post on or after 1<sup>st</sup> April, 1961 may draw a lower rate of pay in that post than another railway servant, junior to him in the lower grade and promoted or appointed subsequently to another identical post.

(ii) In order to remove this anomaly it has been decided that in such cases the pay of the senior employee in the higher post should be stepped up to a figure equal to the pay as fixed for the junior employee in that higher post. The stepping up should be done with effect from the date of promotion or appointment of the junior employee and will be subject to the following conditions namely:-

(a) Both the junior and senior employees should belong to the same cadre and the posts in which they have been promoted or appointed should be identical and in the same cadre;

(b) The scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical; and

(c) The anomaly should be directly as a result of the application of Rule 1316 (F.R. 22-C). For example, if even in the lower post the junior employee draws from time to time a higher rate of pay than the senior by virtue of fixation of pay under the normal rules, say due to grant of advance increments or due to accelerated promotion, etc., the provisions contained in this letter will not be invoked to step up the pay of the senior employee.

(iii) The orders refixing the pay of the senior employees in accordance with the provisions of this letter shall be issued under Rule 1321 (F.R.27).

The next increment of the senior employee will be drawn on completion of the requisite qualifying service with effect from the date of refixation of pay.

NOTE: These provisions are also applicable to cases where a senior Railway servant promoted to a higher post before 1.1.1973 draws less pay in the revised scales



promulgated on the recommendations of the 3<sup>rd</sup> Pay Commission when his junior promoted to that higher post after 1.1.1973 provided the scales of the lower and higher posts in question, both revised and unrevised, are identical. The benefit of stepping up is admissible only if the promotions are on regular basis.

Authority: Ministry of Railways' letter No. E(P&A)II/90/PP-2, dated 30-11-1990.

(iv) These orders take effect from 2<sup>nd</sup> February 1966. Cases of seniors drawing less pay than juniors in respect of promotions occurring on or after 1<sup>st</sup> April, 1961 may also be regulated under these orders but the actual benefit would be admissible from 2<sup>nd</sup> February, 1966.

(10) The benefit of stepping up of pay under President's Decision above, should also be allowed to such of the seniors as are confirmed in the higher grade before the junior is promoted to the higher grade. In such cases the conditions for the eligibility to the benefit of stepping up of pay, viz, conditions (a) and (c) of para 2 Decision No. 4 should be determined with reference to the date on which the senior employee was promoted to the higher post but the quantum of stepping up of pay will depend on the pay admissible to the junior man on the date of his promotion to the higher post.

(Board's letter No.PC-60/PP/1, dated 22<sup>nd</sup> July,66.)

(11) Benefit of pay admissible in an intermediary higher post which would have been held by a railway servant but for his promotion to still higher post. The point whether after introduction of rule 1316 (F.R.22-C) a railway servant, who, while holding a post is appointed to officiate in a higher post, can be allowed protection of officiating pay of an intermediary post to which he would

have been appointed in an officiating capacity but for his officiating pay of the intermediary post happens to be higher than the officiating pay admissible in the higher post, has been considered and it has been decided that-

- (i) The pay that the railway servant would have got from time to time in the intermediary post but for his appointment in the higher post shall be protected by grant of personal pay, from the date his next (eligible), junior in the relevant seniority (promotion) group is promoted to the intermediary post. The pay in the higher post will not be refixed under Rule 1316 (F.R.22C) with reference to the proforma pay in the intermediate grade.
- (ii) In case any junior is promoted to the higher post after first getting promotion in the intermediary post, the senior directly promoted to the higher post, will be entitled to the benefit of stepping up if due, in terms of President's Decision No.3 above.

(PC-64/PP/5, dated 5-1-1967 and 8<sup>th</sup> March, 1968.)

### ***Railway Board's Orders***

A point has been raised as to how the pay of a railway servant who happens to be promoted to two different post carrying higher responsibilities on the same date should be regulated after the introduction of Rule 1316 (F.R.22C) with effect from 1<sup>st</sup> April 1961.

He should be deemed to have been promoted first to the lower post and pay fixed under Rule 1316 (F.R.22-C) RII provided it is certified that he would have held this post for a period not less than 22 days but for his promotion to the higher post.

- (ii) He should subsequently be promoted to higher post and pay fixed under Rule 1316 (F.R.22-C) with reference to the pay arrived at in (i) above.

(Board's letter No.PC-57/PP/13 dated 27<sup>th</sup> July, 1967.)

1. Stepping up the pay of senior appointed to selection grade earlier at par with junior appointed to Selection grade later

Cases may arise when a senior person appointed earlier to the selection grade may get less pay than the junior appointed to selection grade later after earning one more increment in the ordinary grade. In such cases, the pay of the senior person may be stepped up to make it equal to the pay of the junior person subject to fulfillment of the following conditions

- i. Both the senior and junior employees should belong to the same cadre and the selection grade to which they have been appointed should be identical and in the same cadre.
  - ii. The senior employee has drawn pay more or equal to pay of his junior in the ordinary grade from time to time before appointment to the selection grade.
  - iii. The anomaly should have been directly as a result of the pay fixation formula laid down as above.
2. The orders refixing the pay of the senior officer should be issued under FR 27 and the next increment of the senior employee will be drawn on completion of the required qualifying service with effect from the date of refixation of pay.

**RBE 103/2022**

- 3. "If seniors who have been promoted or granted financial upgradation before 01.01.2016, are getting

less pay than the juniors who have got promotion/financial upgradation after 01.01.2016, then the seniors may be granted stepping up of pay in comparison to those juniors, where such juniors government servants accrued the next increment on the following 1<sup>st</sup> January or 1<sup>st</sup> July on completion of a period of 6 months qualifying service as per DoE's OM No. 4-21/2017-IC/E.Π(AA) dated 31.07.2018, provided the conditions laid down therein are strictly fulfilled, and also to ensure that junior is drawing the same pay six months before the senior, i.e. stepping up of pay is to be extended to the senior only when pay drawn by the junior as on 1<sup>st</sup> January/1<sup>st</sup> July is drawn by the senior after 6 months on 1<sup>st</sup> July/1<sup>st</sup> January, as the case may be".

***PRESIDENT'S DECISIONS under Rule 1316. (F.R.22 C).***

## **32. Under Next Below Rule**

### **1.Next Below Rule**

The intention of this rule is to protect the interest of a Govt. servant who is working on deputation under the Govt. outside his regular line of service and on foreign service. Simply because he had gone out of his regular line, he should not lose any officiating promotion which he would have otherwise received had he been in regular line. Under this principle, an officer outside his regular line and who is fit for promotion in his regular line can be given Proforma offg. Promotion to a higher grade without any change in the duties but subject to the following conditions.

## **33. Fixation of pay of Track maintainer on transfer to other department**

1. Fixation of Pay of Track maintainer on transfer to other Deptts.

When a Track maintainer is appointed as a Khalasi on transfer at his own request, in terms of instructions contained in Board's letter No. E 68 CFP/13 dated 19.02.1959, his pay should be fixed in the time-scale of Khalasi as follows :—

- a. At the stage equivalent to the pay drawn as Track maintainer ; if there is no such stage, at the stage next below, the difference being treated as Personal Pay to be absorbed in future increases in pay as Khalasi, provided that he is confirmed as Track maintainer or has completed two years regular service and his probation has not been extended by a specific order, in terms of instructions contained in Board letter no. E(NG)I/88/CM5/2 dated 20.01.1989 (RBE 23/1989) subject to the maximum of the time scale of Khalasi not being exceeded.
- b. In all other cases, benefit of completed years of service as Track maintainer may be given for the purpose of advance increments in the time scale of Khalasi, subject to not exceeding the pay drawn as Track maintainer or the maximum of the time scale of Khalasi.

[No. E(P&A)II/87/JCM/DC/2 (PP) dated 05.06.1989 (RBE 145/1989)]

### **34. Rate of Stipend/Pay and Allowances admissible to serving railway servants during apprenticeship/training.**

It has been decided that serving Railway servants taken inter-apprentices for whom the period of training is less than the period prescribed for direct recruits would also be governed by the provisions of Rule 1315 (PR 22 B)-R. II (1987 Edition) provided they possess the same qualifications as prescribed for direct recruits. The term

inter-apprentices refers to serving Railways servants who are taken as departmental candidates against a quota earmarked for them and even in-service training before they are absorbed against the higher posts. This is in partial modifications of instructions contained in item (ii) of Board's letter No. E(S) 63/CPC/45 dated 21.03.1966 which was circulated alongwith the letter dated 06.04.1979.

[No. PC-IV/89/DC/JCM/9 dated 08.07.1991 (RBE 127/91)  
& No. PC-IV/89/DC/JCM/9 dated 16.12.1991 (RBE 211/91)]

### **35. Pay fixation of running staff on posting to stationary post**

**Authority Rule1307-R.II. Reckoning of element of Running Allowance for the purpose of fixation of pay of disabled/medically unfit running staff:**

#### **RBE 171 OF 2019**

With the restoration of fixed and defined pay intervals in the form of distinct cells within each pay level in the 7<sup>th</sup> CPC pay matrix, it is clarified that the principles of pay fixation enunciated in Board's letter ibid which will now hold good. This means that while fixing the pay of a medically decategorised running staff in an alternative stationary post if the resultant pay (after 30% addition) does not correspond to any cell, in the same pay level, then the pay will be fixed in the next —below cell of the same pay level and difference in pay will be protected as personal pay which will be adjusted in future increment(s).

*Illustration:* Assuming, Mr. “Z” Working as LP/Passenger in Level 6 drawing Pay 47600/- medically de-categorised w.e.f. 01.07.24 and absorbed in a stationery post as OS/PB in same level. His pay shall be fixed adding 30% Pay element of running allowance:

Existing Running Pay			Revised stationery post Pay			
Pay	Level	W.E.F	Pay	Level	W.E.F	Remarks
47600	L6	01.07.2024	60400 +1480 PP	L6	01.07.2024	PP adjusted in future increment
			62200	L6	01.07.2025	Next AI normally due

### **Authority Rule 1308-R.II. Fixation of Pay (other than Running Staff) :**

The pay in Pay Band of the disabled/medically unfit Railway servants (other than Running Staff) will be fixed in the alternative post as previously drawn in the post held by them on regular basis before acquiring disability.

Pay fixation on posting as Power Controller, Crew Controller and Loco Inspector –

The extant provisions of fixation by adding an element of 30% of basic pay in running category would continue to be applicable. However, a running staff initially posted as Power Controller and later shifted as Loco Inspector will get this benefit only once.

*[No. E(P&A)II/83/RS-10(iv) dated 25.11.1992 (RBE 198/1992)]*

### **36 Pay fixation of running staff selected under GDCE quota**

#### **Authority: RBE 132/2006**

The benefit of reckoning of pay element for the purpose of fixation of pay of running staff on their appointment to the posts under the General Departmental Competitive Examination Scheme is not admissible. Further, the

GDCE Scheme is voluntary in nature and the concerned staff are aware of the mode of fixation of pay on their appointment to a post under the said Scheme. Hence in such cases, pay fixation has to be effected without taking into account the 'pay element'.

### **37. Pay fixation of re-employed pensioners –**

#### **Authority RBE.173/2017**

19. Fixation of pay of re-employed Pensioners.

Detailed orders on the subject have been reproduced in Master Circular No. 33 of 1991.

Re-employed pensioners shall be allowed to draw Pay only in the prescribed scales of Pay for the posts in which they are re-employed. No protection of the scales of Pay of the posts held by them prior to retirement shall be given.

- a.(i). In all cases where the pension is fully ignored/ the initial Pay on re-employment shall be fixed at the minimum of the scale of Pay of the re-employed post.
- ii. In cases where the entire pension and pensionary benefits are not ignored for Pay fixation, the initial Pay on re-employment shall be fixed at the same stage as the last Pay drawn before retirement. If there is no such stage in the re-employed post, the Pay shall be fixed at the stage below that Pay. If the maximum of the Pay scale in which a pensioner is re-employed is less than the last Pay drawn by him before retirement, his initial Pay shall be fixed at the maximum of the scale of Pay of the re-employed post. Similarly, if the minimum of the scale of Pay in which a pensioner is re-employed, is more than the last Pay drawn by him before retirement his initial Pay shall be fixed at the minimum of the scale of Pay



of the re-employed posts. However, in all these cases, non-ignorable part of the pension and pension equivalent of retirement benefits shall be reduced from the Pay so fixed.

- b. The re-employed pensioner will in addition to Pay as fixed under para (b) above, shall be permitted to draw separately any pension sanctioned to him and to retain any other form of retirement benefits.

7.3 Once the initial Pay of re-employed pensioner has been fixed in the manner indicated above, he may be allowed to draw normal increments in the time-scale of the post to which he is appointed as if the Pay had been fixed at the minimum or the higher stage as the case may be (i.e. before an adjustment on account of pension and pension equivalent of other forms of retirement benefits is made) provided that the Pay and gross pension/pension equivalent of other retirement benefits taken together do not at any time exceed Rs.8000/-per month. This increased ceiling is effective from 01.01.1986.

Allowances:

The drawl of various allowances and other benefits based on Pay shall be regulated with reference to the Pay that is fixed on re-employment. Pay for these allowances and benefit will be the Pay fixed before deducting the non-ignorable part of the pension and the pension equivalent of the other retirement benefits.

### **38 Fixation of pay of Ex-servicemen re-employed on the railway**

**Authority: RBE 122/2015**

In the case of Commissioned Officer, non-ignorable pension is deducted, but last pay drawn (with Grade Pay

in the re-employment post) is allowed, in terms of para 2 of OM dated 05.04.2010.

In the case of non-commissioned officers, pension is not deducted and pay is allowed only at the Entry pay in the revised pay structure of the re-employed post applicable in the case of Direct Recruits appointed on or after 01.01.2006 as notified vide section II of First Schedule to RS(RP) Rules, 2008, in terms of para 2 of the OM dated 05.04.2010.

Further that all defence officers/personnel whose pension contains an element of MSP, that need not be deducted from the pay fixed on re-employment.

**RBE 173/2017:** The President is also pleased to enhance the ignorable part of pension from Rs.4000/- to Rs.15,000/- (Rupees Fifteen Thousand) in the case of Commissioned Service Officers who retire before attaining the age of 55 years. The existing limits of civil and military pensions to be ignored in fixing the pay of re-employed pensioners will, therefore, cease to be applicable to cases of such pensioners as are re-employed on or after 1.1.2016.

**39. State Govt. servant appointed to a post under the Central Govt., carrying duties and responsibilities of greater importance**

*RBE No. 69/2023*

- (a) Where the State Government has revised the Pay Scales/Grade Pays of their employees on the pattern of Seventh Central Pay Commission at the base index of 261.41 as per AICPI (IW) 2001 series wef 11.2016, the pay of State Government employees on their appointment to the posts under the administrative control of Ministry of Railways would be fixed as follows:

When the appointment is to a post in higher Level, one increment shall be given in the Level from which the employee is appointed and he/she would be placed at a Cell equal to the figure so arrived at in the Level of the post to which appointed and if no such Cell is available in the Level to which he/she is appointed, he/she would be placed at the next higher Cell in that higher Level. However, if the amount so arrived at after adding the increment in lower Level is less than the minimum pay or the first Cell in the higher Level, the pay shall be fixed at minimum pay or first Cell of the higher Level.

(ii) Where the appointment is to a post involving identical Level, the individual shall continue to draw the same pay.

Where the State Government has revised the Pay scales/Grade Pays of their employees after 1.1.2016 beyond the base index of 261.41 as per AICPI (IW) 2001 series, the basic pay of the employee is to be determined first in the Central Pay Matrix by reducing the element of DA, ADA, IR etc. Granted by the State Government after 1.1.2016 beyond the base index of 261.41 as per AICPL (IW) 2001 series and thereafter the pay would be fixed as provided in the clauses (i) and (ii) under sub-para (a) above.

(c) Where the State Government has either not revised or revised the pay scale of their employees on or after 11.2016 below the base index of 261.41 as per AICPL (IW) 2001 series, the basic pay of these employees shall be determined first in the Central Pay Matrix, by adding the element of DA, ADA up to the base index of 261.41 as per AICPI (W) 2001 series, granted by the state

Government and thereafter their pay would be fixed as provided in the clause (i) and (ii) under sub-para (a) above.

#### **40. Protection of Pay of surplus staff when absorbed in lower alternative posts.**

Under the extant provisions contained in para 603 (ii) of Indian Railway Establishment Manual, Vol. I (Revised Edition 1989) the pay of the permanent staff on transfer from a higher grade post to a lower grade post is fixed by counting number of years of service rendered in the higher grade post for increments in the lower grade posts. The pay of the surplus staff on their absorption in the alternative lower post is also being fixed in terms of these provisions.

It has now been decided that the pay of the surplus staff on absorption in the lower alternative posts shall be fixed at the stage equivalent to the pay drawn by him in the post from which he has been rendered surplus and if there is no such stage available, in the scale of new post held by him at the stage next below, the difference to be treated as personal pay to be absorbed in future increments. However, this shall be subject to the condition that the pay so fixed should not exceed the maximum of the scale of the post in which the surplus staff is being absorbed.

The above pay protection shall not be extended where despite availability of post in a matching pay scale, the person is re-deployed/re-adjusted in a post carrying a lower pay scale at his own request.

This order has prospective effect.

*[No. E(P&A)II/91/PP/17 dated 23.09.1992 (RBE 160/92)]*

**41. Higher fixation of pay of sportspersons at the time of initial appointment on Railways and on their out-of-turn promotion on sports account.**

*Authority: RBE 124/2009, RBE 189B/2010 RBE 15/2020*

Railway Board have decided that henceforth **only five incentive increments** will be granted to a Railway Servant **in entire service career**, on sports accounts. The incentive increments granted to sportspersons would continue to be drawn at the same rate till retirement and these increments **will not be counted for any service matters like pay fixation on promotion, retirements or DA/CCA etc.** These increments will be in the form of Personal Pay, equal to the amount of the next increment due at the time of grant of the concession and will remain fixed during the entire service. These incentive increments will be granted only for the sports achievements of sportspersons after joining the Railways. **Therefore, henceforth, pay of the sportspersons shall be fixed at the minimum of the scale of pay on their initial appointment** and with normal fixation on their out-of-turn promotion on sports account.

However, in really outstanding cases, Railway Board can grant higher fixation of pay to a sportsperson, at the time of initial appointment, subject to maximum five increments. Railways/Units can send the proposals of outstanding sportspersons, having medal winning performances in recognized National/International Championships; for higher fixation of pay at the time of initial appointment; with the recommendation of General Manager.

Prior to 09.07.2009: Advance increments granted to Sportspersons/coaches are treated as pay for all purposes thereby counted for promotion fixation, retirement benefits etc.

On or after 09.07.2009: Advance increments granted to Sportspersons are to be drawn at the same rate till retirement and not counted for any promotional fixation, retirement benefits etc.

## **42. Fixation of pay – Due to Pay Commission**

### **Bunching of stages of pay in the pre-7<sup>th</sup> CPC Pay scales consequent upon fixation of pay in the revised pay scales based on 7<sup>th</sup> CPC.**

#### **Authority: RBE 50/2019**

Where consequent upon fixation of pay in terms of Rule 7 (1) (A)(i) of the CCS (RP) Rules, 2016, two different pay drawn in the pay structure obtaining immediately before 1.1.2016, which were separated by one another by 3% of the previous stage, are fixed at the same cell of the applicable Level of the Pay Matrix effective from 1.1.2016, then the benefit of bunching by way of one additional increment as on 1.1.2016 shall be admissible in respect of the pay which is more than 3% of the previous pay, as per the illustration given by the 7<sup>th</sup> Pay Commission in para 5.1.37.

#### *Illustration:*

6<sup>th</sup> CPC Pay Scale: PB-4 (37,400-67,000) + Grade Pay Rs.8,700/-  
7<sup>th</sup> CPC Pay Scale: Level-13 (1,23,100-2,15,900)

6 <sup>th</sup> CPC Pay Structure (PB-4 and GP of Rs. 8,700)	Pay fixation in 7 <sup>th</sup> CPC Pay Matrix (Level-13)			
Pay	Consolidation based on 2.57 multiple	Pay fixed as on 1.1.2016	Pay after bunching as on 1.1.2016	Remarks
46,100	Rs.1,18,477	Rs.1,23,100/-	Rs.1,23,100/-	
47,490 (46,100+3%)	Rs.1,22,049	Rs.1,23,100/-	Rs.1,26,800/- *	* Pay raised

				because of bunching
48,920 (47,490+3%)	Rs. 1,25,724	Rs. 1,26,800	Rs.1,26,800/-	<b>No change.</b>

*Illustration:*

6 <sup>th</sup> CPC Pay Structure (PB-1 and GP of Rs. 1,800)	Pay fixation in 7 <sup>th</sup> CPC Pay Matrix (Level-1)			
Pay	Consolidation based on 2.57 multiple	Pay fixed as on 1.1.2016	Pay after bunching as on 1.1.2016	Remarks
7,210	Rs.18,530/-	Rs.19,100/-	Rs.19,100/-	
7,430 (7,210+3%)	Rs.19,095/-	Rs.19,100/-	Rs.19,700/- *	* Pay raised because of bunching
7,660 (7,430+3%)	Rs. 19,686/-	Rs. 19,700/-	Rs.19,700/-	<b>No change.</b>

### **RUNNING STAFF MINIMUM INCREASE OF 14.29% UNDER VII PC**

**RBE No.99/2017** For fixation of pay for Running Staff category, in cases where the actual rise in pay at the time of initial fixation works out to be less than 14.29%, the initial pay in such cases shall be fixed at the next higher cell of the relevant Level in the Pay Matrix.

Pay Calculation in 6 <sup>th</sup> CPC	Pay calculation in 7 <sup>th</sup> CPC	% hike in	Pay to be fixed in next higher Cell
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Basic Pay in 6 <sup>th</sup> CPC including GP 4200	DA @ 125% as on 01.01.2016 on Basic Pay & Pay Element	Pay in 6 <sup>th</sup> CPC (i) * (ii)	Basic Pay (i) *2.945	Pay fixed in 7 <sup>th</sup> CPC in level-6 of the Pay Matrix in appropriate Index Cell	pay	only in case where % hike is less than 14.29%, then pay in level-6
(i)	(ii)	(iii)	(iv)	(v)	(vi)	
15850	25756	41606	46678	47600	14.41	-
16070	26114	42184	47326	47600	12.84	<b>49000</b>
19330	31411	50741	56927	58600	15.49	-
19730	32061	51791	58105	58600	13.15	60400

### **43. Additional post allowance RBE 128/2018**

#### **SECTION—V**

#### **GRANT OF DUAL CHARGE ALLOWANCE TO STAFF OFFICIATING IN SHORT TERM VACANCIES**

**New allowance APA Introduced in place of abolished DCA – Dual Charge Allowance** - Based on recommendation of Committee on Allowances of 7<sup>th</sup> Pay Commission

APA in **Higher Post**: Difference of existing Basic Pay and and Basic Pay in Higher Post or 10% of his present Basic pay per month whichever is more. But subject to the sum total of present Basic Pay and APA does not exceed the Apex Pay i.e., Rs.2,25,000 /-

*Illustration:*

**Example:** Basic Pay in Present Post – Rs.1,00,000/-  
Basic Pay in Higher Post – Rs. 1,20,000 /-. Calculation of APA is as follows:



Difference of Present Pay and Higher Pay - Rs.1,20,000  
minus Rs.1,00,000 = Rs.20,000

10% of Present Pay -  $10/100 \times \text{Rs.1,00,000} = \text{Rs.10,000}$

Hence APA is Rs.20,000 (which is more beneficial to the Officer than Rs.10,000)

However it is to ensure that the Present Basic Pay Rs.1,00,000 plus APA Rs.20,000 = Rs.1,20,000 does not exceed the Apex Pay i.e., Rs.2,25,000. If it exceeds, the APA is limited to the total of above calculation i.e., Rs.2,25,000/-.

**Similar Post:** If the Additional Post is at a similar level as his own post, the APA is 10% of the Present Basic Pay subject to the sum total of Basic Pay plus APA does not exceed the Apex Pay i.e. Rs.2,25,000 Per Month.

**Lower Post:** No APA

**APA is admissible: If the duration of the additional charge exceeds 45 days**

#### **44. Modified Assured Career Progression**

With regard to fixation of his pay on grant of promotion/financial upgradation under MACP Scheme, a Government servant has an option under FR22 (I) (a) (1) to get his pay fixed in the higher post/ Pay Level either from the date of his promotion/upgradation or from the date of his next increment viz. 1<sup>st</sup> July or 1<sup>st</sup> January, subject to provisions in the Scheme.

There shall, however, be no further fixation of pay at the time of regular promotion / grant of Non Functional Scale, if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion / grant of Non-Functional Scale, if it happens to be in a post

carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. At the time of such regular promotion/grant of Non-Functional Scale to the higher grade pay than what has been given under MACPS, the employee shall have the option to draw the difference of Grade Pays from the date of such regular promotion/grant of Non –Functional Scale or the date of accrual of next increment in the pay allowed under MACP”

RBE No.23/2019 Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme (as prescribed in Para 13 of RS(Revised Pay) Rules, 2016]. (ii) (iii) There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same pay level as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher pay level than what is available under MACPS, then he shall be placed in the level to which he is promoted at a cell in the promoted level equal to the figure being drawn by him on account of MACP. If no such cell is available in the level to which promoted, he shall be placed at the next higher cell in that level. The employee may have an option to get this fixation done either on the date of promotion or w.e.f. the date of next increment as per the option to be exercised by him.

**As per RBE No.34/2023** the benefit of reckoning of 30% pay element for the purpose of fixation of pay of running staff on their promotion/appointment to the posts filled through General Selection is not admissible as the General Selection is voluntary in nature and the concerned staff are aware of the mode of fixation of pay on promotion/appointment to a post. Whereas as per **PBC 88/2024** (No. E(P&A)II/2023/RS-8-Part(1)

dt.13.05.2024, the post of Chief Loco Inspector (CLI) is exclusively filled from amongst the Running Staff, for which specific instructions regarding reckoning of 30% pay element for fixation of pay on promotion/appointment to the post of CLI, already stand issued vide para-5 of Board's letter dt. 03.07.2019 (**RBE No.108/2019**) and the same should be followed.

**PBC 118/2023:** As per the guidelines on fixation of pay of State Government employees on appointment to the posts under administrative control of Ministry of Railways issued vide Board's letter No. E(P&A)II/2016/PP-1, dt. 23.06.2016 (**RBE No.73/2016**) and No. E(P&A)II/2023/PP-3 dt. 11.05.2023 (**RBE No.69/2023**) pay protection is admissible in cases where a State Government employee is appointed in Central Government in identical or higher Grade Pay/Level. However, these guidelines do not contain any provision for pay protection in cases where a State Government employee is appointed in Central Government in a lower Grade Pay/Level. **This infers that pay protection is not admissible in cases where a State Government employee is appointed in Central Government in lower Grade Pay/Level.**

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## 7<sup>th</sup> PC Pay Matrix Table

Pay Band	5200-20300						9300-34800						15600-39100						37400-67000						67000-79000						75500-80000						80000-90000																																																																																																																																																																																																				
	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700	4800	4900	5000	5100	5200	5300	5400	5500	5600	5700	5800	5900	6000	6100	6200	6300	6400	6500	6600	6700	6800	6900	7000	7100	7200	7300	7400	7500	7600	7700	7800	7900	8000	8100	8200	8300	8400	8500	8600	8700	8800	8900	9000	9100	9200	9300	9400	9500	9600	9700	9800	9900	10000	10100	10200	10300	10400	10500	10600	10700	10800	10900	11000	11100	11200	11300	11400	11500	11600	11700	11800	11900	12000	12100	12200	12300	12400	12500	12600	12700	12800	12900	13000	13100	13200	13300	13400	13500	13600	13700	13800	13900	14000	14100	14200	14300	14400	14500	14600	14700	14800	14900	15000	15100	15200	15300	15400	15500	15600	15700	15800	15900	16000	16100	16200	16300	16400	16500	16600	16700	16800	16900	17000	17100	17200	17300	17400	17500	17600	17700	17800	17900	18000	18100	18200	18300	18400	18500	18600	18700	18800	18900	19000	19100	19200	19300	19400	19500	19600	19700	19800	19900	20000	20100	20200	20300	20400	20500	20600	20700	20800	20900	21000	21100	21200	21300	21400	21500	21600	21700	21800	21900	22000	22100	22200	22300	22400	22500	22600	22700	22800	22900	23000	23100	23200	23300	23400	23500	23600	23700	23800	23900	24000	24100	24200	24300	24400	24500	24600	24700	24800	24900	25000
Grade Pay Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																					
1	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700	4800	4900	5000	5100	5200	5300	5400	5500	5600	5700	5800	5900	6000	6100	6200	6300	6400	6500	6600	6700	6800	6900	7000	7100	7200	7300	7400	7500	7600	7700	7800	7900	8000	8100	8200	8300	8400	8500	8600	8700	8800	8900	9000	9100	9200	9300	9400	9500	9600	9700	9800	9900	10000	10100	10200	10300	10400	10500	10600	10700	10800	10900	11000	11100	11200	11300	11400	11500	11600	11700	11800	11900	12000	12100	12200	12300	12400	12500	12600	12700	12800	12900	13000	13100	13200	13300	13400	13500	13600	13700	13800	13900	14000	14100	14200	14300	14400	14500	14600	14700	14800	14900	15000	15100	15200	15300	15400	15500	15600	15700	15800	15900	16000	16100	16200	16300	16400	16500	16600	16700	16800	16900	17000	17100	17200	17300	17400	17500	17600	17700	17800	17900	18000	18100	18200	18300	18400	18500	18600	18700	18800	18900	19000	19100	19200	19300	19400	19500	19600	19700	19800	19900	20000	20100	20200	20300	20400	20500	20600	20700	20800	20900	21000	21100	21200	21300	21400	21500	21600	21700	21800	21900	22000	22100	22200	22300	22400	22500	22600	22700	22800	22900	23000	23100	23200	23300	23400	23500	23600	23700	23800	23900	24000	24100	24200	24300	24400	24500	24600	24700	24800	24900	25000

## **Notes**

कर्मणो ह्यपि बोद्धव्यं बोद्धव्यं च विकर्मणः।  
अकर्मणश्च बोद्धव्यं गहना कर्मणो गतिः॥

*"The intricacies of action are very hard to understand. Therefore one should know properly what action is, what forbidden action is, and what inaction is."*

*- Bhagavad Gita 4.17*

