

Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata - 700 001

Serial Circular No. 100/2019

No. E.368/0/Pt.V

Kolkata, Dated: 08/05/2019

All Concerned

(as per standard list)

Sub: Acquiring minimum Educational Qualification for regular posting in erstwhile Group-D, Level-1 (erstwhile GP-1800/-) of Trainee in -1S Pay Band (6th CPC) appointed on Compassionate Ground - Policy Guidelines.

The instructions of Ministry of Railways (Railway Board) on the above cited subject issued vide their letter No. E(NG)II/2017/RC-1/23 dated 03/05/2019 are communicated herewith for information, guidance and immediate necessary action. Board's earlier letters dated 09/12/2011, dated 14/09/2012 and dated 29/10/2014 mentioned therein were circulated under this office serial Nos. 139/2011, 116/2012 and 143/2014 respectively.

DA: As above


(Anjan Ray)
Dy. Chief Personnel Officer/Gaz.
For Pr. Chief Personnel Officer
Phone No.:24104 (Rly.)


08/5/19

Index No. 1063: Trainees recruited/engaged as per instructions circulated under this office serial No. 139/2011 and who have completed 5 years but have not yet acquired the minimum SSC/ITI qualification be advised, under clear acknowledgement, to acquire the said qualification within a period of 2 (two) years from 03/05/2019. Otherwise, they would be liable for administrative action as per terms and conditions of their initial appointment on compassionate ground.

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

Central Registry / E. Ry.
Date of Receipt
Serial No. 42
215

NO. E(NG)II/2017/RC-1/23

New Delhi, Dated: 03.05.2019

The General Manager (P),
All Zonal Railways/PUs.

Sub: Acquiring minimum Educational Qualification for regular posting in erstwhile Group-D, Level-1 (erstwhile GP-1800/-) of Trainee in -1S Pay Band (6th CPC) appointed on Compassionate Ground-Policy Guidelines.

Ref: i) Board's letter No. E(NG)II/2011/RR-1/II dated 09.12.2011
ii) Board's letter No. E(NG)II/1998/RC-1/64 dated 14.09.2012
iii) Board's letter No. E(NG)II/2013/SB/3 dated 29.10.2014

Vide letters referred to above, instructions regarding acquiring minimum educational qualification by Trainees in the erstwhile -1S Pay Band (6th CPC) appointed on Compassionate Ground, Railways were issued. These instructions specified that the time period for acquiring of the stipulated minimum educational qualification was 5 years.

2. Clarifications have been sought by Railways on the course of action to be taken where such Compassionate appointee trainees have not acquired the minimum educational qualification even after lapse of 5 years.

3. The matter has been considered in Board. It is advised that all such Compassionate appointees who have completed 5 years but have not yet acquired the minimum SSC/ITI qualification be advised, under clear acknowledgement, of the conditions under which Compassionate Ground Appointment (CGA) was offered to them even in the absence of their possessing the required minimum qualification, and directed to acquire the said minimum qualification within a period of 2 years from the date of issue of the present letter. Options of National Institute of Open Schooling and other recognized distance education/other locally available resources may also be suggested in the communication to facilitate acquiring of the minimum qualification.

4. It may further be made clear in the communication referred to in para-3 above that those who do not acquire the minimum qualification within the extended/grace period of 2 years being provided now would be liable for administrative action as per terms and conditions of their initial Compassionate Ground Appointment.

Dy/G (R.P.)
SPO (R.P.)

(Neeraj Kumar)
(Neeraj Kumar)
Director Estt.(N)II
Railway Board.

Wd
7/5/19
PCPO

S.No. 59

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

RBE No. 166 /2011

No. E(NG)II/2011/RR-1/11

New Delhi, Dated 09.12.2011

The General Manager (P)
All Zonal Railways/ Production Units etc.
(As per standard mailing list)

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

Ref: Board's letter No. E(NG)II/2009/RR-1/10Pt. dated 09/12/2010, E(NG)II/2008/SB/SR/15 dated 17/09/2010 and E(NG)II/2010/RC-5/1 dated 16/07/2010.

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

2. Accordingly, it has now been decided by the Ministry of Railways (Railway Board) that in exceptional circumstances, wherever grant of appointment is considered to any of those persons in categories mentioned above, not in possession of prescribed educational qualifications for the post, such persons will be recruited/engaged as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum educational qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be governed by the minimum of the -1S pay band without any grade pay. The period spent in the -1S pay band by the future recruits will not be counted as service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of ₹ 5200-20200 along with grade pay of ₹1800.

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

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

Please acknowledge receipt.
(Hindi version will follow)

09/12/11
(Harsha Dass)
Joint Director Estt.(N)II
Railway Board
....2/-

S.No. 60

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

RBE NO. 102/2012

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

New Delhi, dated 14.09.2012

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

Sub: Appointment of Compassionate grounds - clarifications - regarding.

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

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

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

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

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

This Issues with the concurrence of Finance Directorate.

Please acknowledge receipt.

(Harsha Dass)

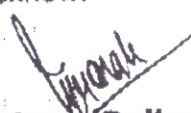
Joint Director Estt. (N)II
Railway Board.

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

New Delhi, dated 14.09.2012

Copy to:

- (I) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (II) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (III) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
- (IV) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (V) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (VI) The President, Railway Board Class II Officers' Association.
- (VII) The Secretary General, IRPOF Room No. 341-C, Railway Board.
- (VIII) The Secretary, Indian Railways Class II Officers' Association.
- (IX) The Secretary, Railways Board Ministerial Staff Association.
- (X) The President, Railway Board Class IV Officers' Association.
- (XI) The General Secretary, AIRPF Association.
- (XII) The General Secretary, All India SC & ST Railway Employees Association, Room No-8, Rail Bhawan, New Delhi.
- (XIII) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (XIV) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary, Railway Board

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

PSO/ Sr.PPS/PPSs/PSs/PAs to CRB, FC, MS, ML, ME, MT, MM, AM(B), DG/RPF, Secretary, DG/RHS.

AM(Comm), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.),

Adv.(IR), Adv(Infra), Adv(C), ADV(Safety), EDE, EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), ED(A/Cs), (EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDPC-I & II, EDF(B), EDF(X), IG/RPF(HQs.), IG/RPSF, DPC-I, DPC-II, JDF(E), JD(Crime), JDPC-I & II, JDPC_VI, JDE(L), JS, JS(G), JS(E), JS(C), Dir. (MPP), DS(G), DF(E), DE(G), DE(GP), DE(LL), DIG(Rectt. & TRG), JDF(E), JD(RRB), JDE(N)I, II, JDE(P&A), JDE(GC), JDE(W), JDF(X), JDE(Res)I, JDE(Rep), JDE(RRB), DDF(E) I & III, DDE (MPP), DDE (R)-II, DDE (LR)-I, II & III.

E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I&II, A/C-III, ERB-I, II, III, IV, V & VI, E(Rep)I, II & III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, IV, V & VI, E(SCT)I&II, E(GR) I & II, E(GC), E(GP), PR, E(D&A), E(Co-op), Vig.I, II, III, IV & V, Code Revision Cell/ Branches of Railway Board.

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

RBE No. 122/2014.

No. E (NG)-II/2013/SB/3.

New Delhi, dated: 29 /10/2014

The General Manager (P),
All Zonal Railways/Production Units

Sub: Clarification regarding educational qualification for
engagement/appointment/recruitment on the railways.

For appointment/engagement and recruitment to posts in Pay Band-1 of ₹5200-20200 (Grade Pay: ₹1800), possession of qualification as prescribed in terms of Board's letter No. E(NG)II/2009/RR-1/10/Pt. dated 09/12/2013 is mandatory.

2. Persons already engaged/appointed/recruited against erstwhile Group 'D' posts, prior to implementation of 6th CPC pay structure, may be extended benefit of revised pay structure of Pay Band-1 (Grade Pay: ₹1800) provided they are in possession of prescribed qualifications. In case of non-possession, benefit would be subject to imparting of requisite training as per instructions contained in Board's letter No. E(MPP)2008/3/17 dated 24/9/2008.

3. Further, persons engaged with relaxed qualification in terms of Board's letter No. E(NG)II/2009/RR-1/10/Pt. dated 05/01/2011 and 27/04/2011 may be kept in -1S Pay Band of ₹4440-7440 (Grade Pay: ₹1300) till they also are imparted requisite training as per instructions contained in Board's letter No. E(MPP)2008/3/17 dated 24/9/2008.

4. Widows, even if not possessing the prescribed qualification but being considered for appointment on compassionate grounds, have to be placed in Pay Band-1 of ₹5200-20200 having Grade Pay: ₹1800 directly, without insisting on fulfillment of educational qualification norms provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be preformed with help of some on job training (RBE No. 102/2012).

5. Persons engaged with relaxed qualification in terms of stipulation made in Board's letter No. E(NG)II/2011/RR-1/11 dated 9/12/2011 will remain in -1S Pay Band of ₹4440-7440 (Grade Pay: ₹1300) and continue to be governed under the provision contained in para 2 of letter issued under RBE No.166/2011 dated 09/12/2011 till they acquire the prescribed qualification.

6. All those not covered under the above paras will have to possess the prescribed qualification for appointment to a post on the Railways.

7. All these are equally applicable to persons appointed as substitutes.

Please acknowledge receipt.


(Lily Pandeya)
Director Estt. (N)-II
Railway Board.

2/-