

EASTERN RAILWAY
(Personnel Department)

No. E.740/2/Misc/Pt. X

Kolkata, dated 22/08/2023

ALL CONCERNED

Sub: Admissibility of training allowance to teaching faculty of Centre of Excellence (CoE) for modern Signalling (Kavach), IRISSET, Secunderabad.

Copy of Railway Board's letter no. E(MPP)/2023/3/16 dated 08/06/2023 (RBE No.77/2023) on the above mentioned subject is forwarded herewith for information and necessary action. Board's letter dated 06/10/2017 mentioned therein was circulated under this office Sl. No. 144/2017. Copies of other instructions i.e. RBE Nos. 24/2015, 127/2001 and 49/2003 are enclosed for ready reference.

DA: As above.



(Priyanka Vardhan)
Dy. Chief Personnel Officer /Gaz
for Pr. Chief Personnel Officer



भारत सरकार/ GOVERNMENT OF INDIA
रेल मंत्रालय/ MINISTRY OF RAILWAYS
(रेलवेबोर्ड/ RAILWAY BOARD)



योग्य कर्मचारी
FINE FAMILIES - FINE FAMILIES - FINE FUTURE

No. E(MPP)/2023/3/16

New Delhi, dt. 08.06.2023

The Director General,
IRIS, Secunderabad.

Sub: Admissibility of training allowance to teaching faculty of Centre of Excellence(CoE) for Modern Signalling (Kavach), IRIS, Secunderabad.

Ref: IRIS's letter No. IRIS/CoE/Kavach/Misc dtd 18.04.2023.

The proposal of IRIS regarding admissibility of training allowance @ 24% for Centre of Excellence (CoE) for Modern Signalling (Kavach) at par with CTIs faculty has been considered and the competent authority in Railway Board has agreed that the CoE, being a part of IRIS, its teaching faculty are eligible for training allowance @24% of basic pay subject to Board's instructions on the subject matter issued from time to time.

2. The said allowance will be admissible to the teaching faculty only, who are involved in imparting training on regular basis and such posts need to be identified.

3. It must be ensured that instructions as per Board's letter No. E(MPP)/2013/3/18 dated 20.3.2015 (RBE no. 24/2015) regarding admissibility of allowance in each individual case by a committee constituted as per RBE No. 127/2001 should be followed. Also instructions as per Board's letter no. E(MPP)99/19/1Pt dated 11.3.2003 (RBE no. 49/2003) and letter no. E(MPP)2012/3/28 dt. 06.10.2017 must be followed.

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

5. Please acknowledge receipt.

(A. K. Das)

Joint Director/E(MPP)
Email: jdmp2020@gmail.com



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

RBE No. 24/2015

No.E(MPP)2013/3/18

New Delhi,

dated: 20-03-2015

The General Managers,
Central Railway/Mumbai.
Eastern Railway/Kolkata.
East Coast Railway/Bhubaneswar.
North Central Railway/Allahabad
Northeast Frontier Railway/Guwahati
Southern Railway/Chennai
South Western Railway, Hubli
West Central Railway/Jabalpur

The Director General
RDSO/Lucknow

Sub: Monetary incentive in the form of Training Allowance to faculty members of
9 Training Centres for Group 'C' & 'D' staff.

Sanction of Ministry of Railways is hereby communicated for grant of training allowance@15% to the faculty members, both gazetted and non-gazetted drawn from the field for the purpose of imparting training in following nine training centres, which were approved vide this office letter of even number dated 14.10.2013:

S.No.	Railway	Name of Training Centre
1.	SR	Multi Disciplinary Training Centre, Palghat
2.	NFR	Multi Disciplinary Training Centre, Rangia
3.	ECoR	Multi Disciplinary Training Centre, Vishakhapatnam
4.	SWR	Multi Disciplinary Training Centre, Dharwad
5.	ER	RPF Training Centre, Kanchrapara
6.	NCR	Diesel Training Centre, Jhansi
7.	WCR	Welding Training Centre, Bhopal
8.	CR	RPF Training Centre, Nasik
9.	RDSO	Geo Technical Training Centre, Lucknow

2. The Head of the Training Centre would be eligible for grant of training allowance only if the post is held by him/her on full time basis and the selection is held in the manner as detailed in para 4(g) below.

3. With a view to enable the Principals of these training centres to give due attention to training and to exercise proper supervision, it is necessary that these Principals should be posted full time, with office in the training centre itself.

Contd.../

4. The following guidelines should be observed while allowing 15% Training allowance:

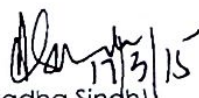
- a. Faculty members, both gazetted and non-gazetted, who are drawn from the field and whose duty is to impart training/education to the trainees may be granted 'Training Allowance' at the rate of 15% of the basic pay in the revised scales of pay.
- b. Consequent to the grant of Training Allowance, as mentioned in para (a) above, the existing training allowance, if any, special pay, deputation pay and allowances thereon will not be admissible to the faculty members posted to these training centres.
- c. Faculty means "An employee" of the Government who joins a training institute meant for training government officials as a faculty member and whose work is to impart training/teaching. This will also include the principals of these training institutes. However, faculty members recruited directly and specifically for the training institutions are not eligible for this 'Training Allowance'.
- d. Staff, whether drawn from the field or transferred or locally recruited, who are not directly engaged in imparting training/education will not be eligible for the 'Training Allowance'.
- e. Training Allowance will be admissible to the faculty members without any ceiling and will not form the part of pay as defined in FR(9)(21)(2003)(21)-R-II, but however, will count for purpose of leave salary.
- f. Tenure period of faculty members shall not exceed eight years in any case and under any circumstances.
- g. The admissibility of the allowance in each individual case will be examined by a Committee at appropriate level to be constituted as per Board's letter No.E(MPP)2001/19/3-Recommendation No.37 dated 29.6.2001 (RBE No.127/2001). These committees would adopt a strict selection process to find excellent trainers for such appointments. The guidelines for such selection should not only take into account the outstanding service records but also good training capability and aptitude for the job. Regard should also be given for participation in trainers training course, keenness of interest taken by the officials in providing requisite training to their subordinates in the various jobs held by them and to their performance in their earliest assignment, if any, in posts relating to training. The instructions should be read with Board's letter No.E(MPP)99/19/1/Pt. dated 11.3.2003 (RBE No.49/2003). It should be ensured that before the training centre/institute and trainers are sanctioned this allowance, they must satisfy the above guidelines. The trainers not recommended by the Committee should be repatriated to their respective parent cadres. Adhoc appointees will not be allowed this Training Allowance till they are regularized.

5. These orders will take effect from the date of issue of this letter

6. It is clarified that until such time the screening is done and the faculty members not found fit are repatriated to their respective parent cadres, such persons who have worked as faculty members may be allowed training allowance till the date of reversion.

7. It is further clarified that Railways have no authority to start a training institute/centre without Board's prior approval.

8. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.


(Anuradha Singh)
Director (MPP)
Railway Board.

Contd.../

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

Training Manual
Correction Slip No.2/2001

RBE NO. 127/2001

No.E(MPP)2001/19/3-Recomm.37

New Delhi, dated 29.6.2001

The General Manager
All Indian Railways including Production Units.
CORE/Allahabad.
Metro Railway/Kolkata
COFMOW/New Delhi

The Director General,
RDSO/Lucknow

Sub:- Report of the Railway Safety Review Committee
(Part-II) 1998—Selection of instructors/trainers
for railway training centres—Recommendation No.37

The Railway Safety Review Committee vide Recommendation No.
37 have recommended as under:-

"Selection of trainers should be based on their aptitude for training as judged by their CRs, where this aspect should be specially commented upon, and interview by 3 HODs. The trainers should be trained at an appropriate training centre and should have a minimum tenure of three years."

2. This recommendation has been accepted by Railway Board with reference to selection of trainers by three HODs and their minimum tenure. However, the issue, regarding the selection of trainers based on CR, is still under consideration.

3. In this context, in partial modification of Board's letter No.E(MPP)94/3/14 dated 28.3.94, the railways are directed to ensure that the Selection Committee for the screening/selection of trainers/instructors should henceforth consist of 3 HODs and also include the head of the concerned training centre. The Selection Committee would assess the applicants keeping in view their record of service, educational qualifications, professional background and competence.

.....2/

4. The trainers should be trained at an appropriate training centre. In so far as a trainer's tenure is concerned, it is reiterated that the maximum tenure should not exceed 8 years and the minimum tenure should be 3 years. The above directives are applicable to both the gazetted and non-gazetted Principal/Instructor.

5. The Ministry of Railways have decided that the Manual on Management of Training, 1998 may be amended as per the attached Advance Correction Slip No.2/2001.

Kindly acknowledge receipt of this letter.

DA: As above.


(R. MUKUNDAN)
Director(Training)
Railway Board.

No.E(MPP)2001/19/3-Recomm.37

New Delhi, dated 29.6.2001

Copy to:-

1. The Director
IRICEN, Pune,
IRISET, Secunderabad
IRIMEE, Jamalpur
IRIEEN, Nasik, for information

2. The Director General
RSC,
Vadodara.


(R. MUKUNDAN)
Director(Training)
Railway Board

No.E(MPP)2001/19/3-Recomm.37

New Delhi, dated 29.6.2001

Copy to:-

1. The General Secretary, NFIR, 3 Chelmsford Road, New Delhi
for information with 32 spares.

Manual on Management of Training
(June 1998)

Advance Correction Slip No.2/2001

The first line of para 6.2 under item No.6 of the Manual on Management of Training (June 1998) may be modified as under:-

"The maximum tenure should not exceed eight years from the date of regular selection and the minimum tenure should be 3 years."

The second para of para 6.2 under item No.6 of the Management of Training (June 1998) may be modified as under:-

"The Selection Committee for the screening/selection of trainers/instructors should consist of 3 HODs and also include the head of the concerned training centre. The Selection Committee would assess the applicants keeping in view their record of service, educational qualifications, professional background and competence and the above listed attributes and would make recommendation to the competent authority for approval."

(Authority Board's letter No.E(MPP)2001/19/3-Recomm.-37 dated 29.6.2001)

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 49/2003

No E(MPP)99/19/1/Pt.

New Delhi, Dated 11.3.2003

The General Manager,
All Indian Railways/Production Units
Core/Allahabad, Metro Railway/Kolkata,
COFMOW/New Delhi,
The Director General/RDSO/Lucknow

Sub:- Report of the Railway Safety Review Committee
(Part-I) 1998 – Attributes required for trainers –
Recommendation No.5.5.

Ref:- Board's letter of even number dated 23.8.2001
Issued under RBE No.169/2001 & Training Manual
Correction Slip No. 5/2001.

In continuation of Board's letter dated 23.8.2001 referred to above it has been decided that while implementing the above recommendation the following procedure be followed during the selection process for the post of instructors: -

(a) During the refresher training course, the instructors handling the class may be advised to observe the performance of the trainees on the following aspects:-

- | | |
|-------|---------------------|
| (i) | Presentation skill |
| (ii) | Inquisitiveness |
| (iii) | Participative skill |
| (iv) | Knowledge level |

(b) Observations on the above aspects may be graded on 4 point scale (A to D) in respect of exceptional candidates and with the grading being done at the following scale.

81 and above	—	A
61-80	—	B
51-60	—	C
Below 50	—	D

Grading to be in whole numbers and not in decimals

.....2/-

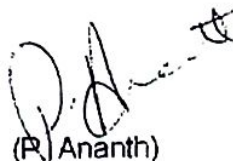
- (c) The grading to be done in respect of promising candidates only and submitted to the Principal by the Class Instructors on the last day of training.
- (d) The Principal may further shortlist such of those employees with A Grade only through wider interaction during the viva voce with reference to the educational and technical qualifications, aptitude for teaching, work experience, etc. and if found deserving, may circulate the names of such employees to the respective Sr./DPO/DPO. The Sr.DPO/DPO will make entry in the Service Register of the employee to that effect that the employee has aptitude for imparting training.

During the selection process for the post of Instructors, the Committee shall take this aspect into consideration while evaluating the candidate's overall performance.

The fitness will only be a positive factor for consideration during selection and will not confer any right to the employee to stake whatsoever claim for selection as a trainer.

Implementation of the above procedure may be confirmed.

This disposes off Southern Railways letter No.T.389/Justice Khanna/Recomm. dated 13.12.2002.



(P. Ananth)
Joint Director (Manpower Planning)
Railway Board.

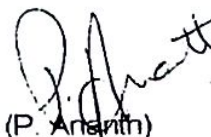
No.E(MPP)99/19/1/Pt.

New Delhi, dated 11.2.2003

Copy for information to:-

The Director
IRICEN /Pune
IRISET/Secunderabad
IRIMEE/Jamalpur
IRIEEN/Nasik

The Director General
Railway Staff College
Vadodra



(P. Ananth)
Joint Director (Manpower Planning)
Railway Board.