

Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata - 700001

Serial Circular No.43/2025

No.E.487/0/OT/Policy/2009

Kolkata, Dated: 09/05/2025

All Concerned

(as per standard list)

Sub: Payment of OTA to Supervisory categories/Grades (performing non-supervisory role) of staff of all concerned Departments over the Railways.

A copy of Ministry of Railways (Railway Board) letter bearing File no. 2023/E(LL)/OTA/3, dated 06/05/2025 (RBE No.41/2025) on the above cited subject is circulated herewith along with its enclosure, for information and further necessary action.

DA: As above.


09.05.25
(Md. Tarique)
Dy. Chief Personnel Officer/HQ
For Pr. Chief Personnel Officer
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9/5/25

Index No.1041: The eligibility for payment of OTA to Supervisory categories/Grades but performing non-supervisory role/duty may be examined and considered in consultation with FA&CAO in terms of Board's letter dated 30/11/1984 enclosed.

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

No.2023/E(LL)/OTA/3

RBE No. 41/2025
New Delhi, Dated: 06.05.2025

The General Managers,
All Zonal Railways
(As per standard list)

Sub: Payment of OTA to Supervisory categories/Grades (performing non-supervisory role)
of staff of all concerned Departments over the Railways

The issue of non-payment of Overtime Allowance (OTA) to staff in supervisory categories but performing non-supervisory role/duty over Indian Railways had been under consideration as there were demands from both the Federation i.e. AIRF & NFIR in this regard. East Coast Railway had also sought clarification in respect of payment of OTA to Station Superintendent in Grade Pay 4600 working in continuous roster duty i.e. performing duty in non-supervisory role.

2. The matter was examined in Board's office and clarification was issued to East Coast Railway vide letter No.2023/E(LL)/OTA/3 dated 14.02.2024 & 01.05.2024 that as per extant instructions as contained in Railway Servants (HOER) Rules, 2005, those Railway Servants who are employed on duty having supervisory character/role are not eligible for Overtime Allowance (OTA), as they are comparatively free to adjust his hours of duty or work during such hours by the virtue of the nature of his work and position. However, the eligible cases for grant of Overtime Allowance (OTA) for all concerned categories of staff posted on supervisory grades but performing non-supervisory role/duty may be examined and considered in consultation with FA&CAO in terms of Board's letter No. E(LL)84/HER/1-27 dated 30.11.1984 (copy enclosed).

3. The above clarification is reiterated for information and necessary action.

DA: As Above


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

आरबीई सं. 41 /2025

सं. 2023/ई(एलएल)/ओटीए/3

दिनांक: 06.05.2025

महाप्रबंधक,
सभी क्षेत्रीय रेलें,
(मानक सूची के अनुसार)

विषय:- रेलों पर सभी संबंधित विभागों के कर्मचारियों की पर्यवेक्षक कोटियों/ग्रेडों (गैर-पर्यवेक्षक भूमिका निभाने वाले) को समयोपरि भत्ते का भुगतान।

भारतीय रेल में पर्यवेक्षक कोटियों के कर्मचारी जो गैर-पर्यवेक्षक भूमिका/ड्यूटी पर थे, उन्हें समयोपरि भत्ते (ओटीए) का भुगतान न करने का मुद्दा विचाराधीन था क्योंकि इस संबंध में दोनों संघों अर्थात् एआईआरएफ और एनएफआईआर से मांगें उठाई गई थीं। पूर्व तट रेलवे ने भी निरंतर रोस्टर ड्यूटी में कार्यरत ग्रेड पे 4600 वाले स्टेशन अधीक्षक अर्थात् वे स्टेशन अधीक्षक जो गैर-पर्यवेक्षक भूमिका में ड्यूटी कर रहे थे उन्हें समयोपरि भत्ते के भुगतान के संबंध में स्पष्टीकरण मांगा था।

2. बोर्ड कार्यालय में मामले की जांच की गई थी और दिनांक 14.02.2024 और 01.05.2024 के पत्र संख्या 2023/ई(एलएल)/ओटीए/3 के तहत पूर्व तट रेलवे को स्पष्टीकरण जारी किया गया था कि रेल सेवक (एचओईआर) 2005 में विनिर्दिष्ट मौजूदा अनुदेशों के अनुसार, वे रेल कर्मचारी जो पर्यवेक्षक संबंधी कार्य/भूमिका पर नियुक्त हैं, समयोपरि भत्ता (ओटीए) के लिए पात्र नहीं हैं, क्योंकि वे अपने कार्य और स्थिति की प्रकृति के कारण उन घंटों के दौरान अपने कार्य समय को समायोजित करने के लिए अपेक्षाकृत स्वतंत्र होते हैं। बहरहाल, सभी संबंधित कोटियों के कर्मचारियों के लिए जो पर्यवेक्षक ग्रेड में तैनात हैं, लेकिन गैर-पर्यवेक्षक भूमिका/ड्यूटी निभा रहे हैं, उन्हें समयोपरि भत्ते (ओटीए) के लिए पात्र मामलों की जांच की जाए और बोर्ड के दिनांक 30.11.1984 के पत्र संख्या ई(एलएल)84/एचईआर/1-27 (प्रतिलिपि संलग्न) के संदर्भ में वित्त सलाहकार एवं मुख्य लेखा अधिकारी के परामर्श से विचार किया जाए।

3. उपरोक्त स्पष्टीकरण सूचना और आवश्यक कार्रवाई हेतु पुनः दोहराया जाता है।

संलग्नक: उपरोक्तानुसार


(एम.के.मीना)

निदेशक स्था.(श्रम कानून)

रेलवे बोर्ड

दूरभाष सं. 011-23047136

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.E(LL)84/HER/1-27

New Delhi, dated 30.11.1984

The General Managers,
All Indian Railways,
(including CLW, DLW & ICF)

Sub: Hours of Employment Regulations – Guidelines pending revision of the list of Supervisory Staff.

A number of references have been received representing that consequent upon the restructuring of cadres and upgradation of posts on percentage basis, the list of Supervisory Staff circulated vide this Ministry's letter No.E(LL)70/HER/16 dated 4.1.1972 may be revised so as to reflect the position now obtaining in the matter.

2. The matter has been examined and it is clarified that the question of revising the list of supervisory staff, which is under the consideration of Departmental Council, has been referred to a committee of the Council. Pending revision of the complete list, the following guidelines should be followed by the Railways: -

Those staff who were earlier considered non-supervisory as per 1972 list and were entitled for overtime but have now been placed after cadre restructuring in categories and scales which are supervisory as per the said list, need not be automatically made ineligible for payment of overtime. In each of such cases a detailed examination should first be carried out in regard to the duties actually performed/ allotted (supervisory or non-supervisory) in consultation with your FA & CAO. If such examination reveals that after cadre restructuring redistribution of duties has been made and supervisory functions added to such posts, then overtime in these cases will not be admissible. If, however, no change in the duties and responsibilities has been made and no supervisory functions have been attached to these posts, the staff concerned may be allowed overtime.

3. This has the concurrence of the Finance Directorate of the Ministry of Railways.
4. Please acknowledge receipt. Hindi version will follow.

-Sd/-
(T.N. Vijn)
Joint Director, Establishment (LL)
Railway Board