

MINISTRY OF RAILWAYS/रेल मंत्रालय

(Railway Board) रेलवे बोर्ड

No PC-V/2015/PNM/NFIR/1

New Delhi, dated 17.12.2015

The General Secretary
NFIR
3, Chelmsford Road,
New Delhi-110055

Sir,

Sub:- Denial of payment of HRA, Transport Allowance etc. to trainees appointed on compassionate ground in Grade Pay 1900/- in artisan category etc.-reg.

Ref:- PNM/NFIR item No.11/2015

The undersigned is directed to refer to NFIR's letter No.II/1-A/Part 20, dated 05.10.2015 on the above subject. The matter has been examined in consultation with Esst. Dte. of Railway Board and it is stated that Board's instructions dt. 14.09.2012 was issued in pursuance of DoP&T's clarification issued on 03.04.2012, which in turn emanated from the earlier clarification given by DoP&T in December, 2009 while reviewing the Scheme of Compassionate appointment in the light of specific para 2.2.9 and 2.2.10 of the 6th Pay Commission recommendations as accepted by the Government of India. In para 2.2.9, a separate running Pay Band designated as -1S scale was recommended for posts belonging to Group 'D'. However, the same was not to be counted for any purpose. In para 2.2.10, Commission has also recommended that no direct recruitment in -1S scale would take place. The scale would, however, be operated for regulating emoluments during the training period of candidates who do not possess the minimum qualification of Matric. The Commission was of the firm view that candidates not possessing the minimum qualifications of Matric could not be recruited in the Government. At the same time, Commission also recommended that in exceptional circumstances like compassionate cases, Government might need to provide employment opportunities to certain classes of persons not immediately meeting the minimum educational standards and Government could recruit them as trainees who would be given a regular Pay Band and Grade Pay only on acquiring the minimum qualification prescribed under the Recruitment rules.

Thus, it is amply clear that Board's instructions dated 14.09.2012 applied only exclusively in cases, where candidate being considered for appointment on compassionate grounds are not meeting the minimum qualification of entry into the Government service that is, in Grade Pay ₹1800/- and the word 'trainees' have been coined only for this limited purpose. It has nothing to do with trainees in various posts of Grade Pay ₹1900 & above, where it is mandatory for persons being considered to clear the entire training period before joining a working post. There is a difference between a trainee and an employee. While a trainee gets stipend, the employee gets salary along with all other allowances. The recruitment rules provide what benefit be given to trainees. Therefore, Federation's demand is not feasible for acceptance.

Yours faithfully,

for Secretary/Railway Board

Copy to: DE(IR), Railway Board

NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)
3, Chelmsford Road, New Delhi

No. II/1-A/Part 20

Dated: 19/12/2015

Copy forwarded to the General Secretaries of affiliated Unions of NFIR.

(Dr M. Raghavaiah)
General Secretary

C/: File No. 11/2015 (PNM)