

Serial No. 3412.—Circular No. 831E/123-III (Eiv), dated 22-4-1966.

**Sub.—**Fixation of pay on promotion or appointment to higher posts—  
Anomalies arising out of the application of rule 2018-B (F.R. 22-C)-R.II.

A copy of Railway Board's letter No. PC-60/PP 1, dated 19-3-1966, is forwarded for information and guidance. The Board's letters dated 25-5-1962 and 18-9-1965 were circulated under this office letters No. 831-E/123-II (Eiv), dated 13-6-1962 and 831-E/123-III (Eiv), dated 19-10-1965 (Serial No. 1631 and 3172 respectively).

*Copy of Railway Board's letter No. PC-60/PP-1, dated 19-3-1966.*

**Sub.—**As above.

The question of removing certain anomalies arising as a result of fixation of railway servants promoted or appointed to higher posts after the introduction of rule 2018-B (F.R. 22-C)-R.II has been under the consideration of the Board for sometime past.

2. 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 1-4-1961 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.

3. In order to remove this anomaly the President is pleased to decide 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 2018-B (F.R. 22-C)-R.II. 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.

4. The orders refixing the pay of the senior employees in accordance with the provisions of this letter shall be issued under rule 2023 (F.R. 27)-R.II. The next increment of the senior employee will be drawn on completion of the requisite qualifying service *w.e.f.* the date of refixation of pay.

5. These orders take effect from 2-2-1966. Cases of Seniors drawing less pay than juniors in respect of promotions occurring on or after 1-4-1961 may also be regulated under these orders but the actual benefit would be admissible from 2-2-1966.

6. The clarifications issued vide letter No. PC 65/PP-1, dated 18-9-1965 (except item 3) would apply *mutatis mutandis* in the above cases.

7. It has also been decided that clause (d) of para 3 of Board's letter No. PC60/PP/1/2, dated 25-5-1962 should also be deleted and pay should be fixed proforma on the basis as if this clause never existed in that letter. No arrears prior to 2-2-1966 should however be allowed.

**Serial No. 3413.—Circular No. 220-E/O-13 (Eiv), dated 26-4-1966.**

**Sub.—**Rate of stipend /pay and allowances admissible to serving railway servants during apprenticeship/training.

A copy of Railway Board's letter No.E(S)63CPC/45, dated 29-3-1966 is forwarded for information and guidance.

*Copy of Railway Board's letter No. E(S) 63CPC/45, dated 29-3-1966.*

**Sub.—**As above.

The following clarification is made regarding admissibility of stipend/pay and allowances to the serving railway servants during the period of apprenticeship/training :—

- (1) In cases where serving railway servants apply as direct recruits through Railway Service Commissions and have to undergo the same period of training as is given to outsiders, they would be governed by the provisions of Rule 2018-A (F.R. 22B)-R.II.
- (2) In cases where serving railway servants are taken as departmental candidates and where the period of training is not the same as for outsiders but is less than the period prescribed for direct recruits, they should be treated as railway servants under training and their pay and allowances during the training period would be regulated under Rule (2015 F.R.-20)-R.II.

**Serial No. 3414.—Circular No. 3-E/162 (Adj), dated 28-4-1966.**

**Sub.—**Overtime to staff employed in Electric Traction, Electric Car Sheds and Diesel Sheds beyond 48 hours.

A copy of Railway Board's letter No. E(LWA)66RG/1/1, dated 1-4-1966 is sent herewith for information and necessary action.

*Copy of Railway Board's letter No. E(LWA)66RG/1/1, dated 1-4-1966.*

**Sub.—**Overtime to staff employed in Electric Traction, Electric Car Sheds and Diesel Sheds beyond 48 hours.

In accordance with Board's extant orders, overtime is admissible at  $1\frac{1}{2}$  of time the ordinary rate of pay for hours worked in excess of 48 hours per week to the staff employed in Loco Running Sheds, Carriage and Wagon Depots & Sick Sidings and staff of the Electrical Department working side by side in C&W