

CENTRAL RAILWAY



Headquarters Office
Personnel Branch
Mumbai, CSMT

No: P/CR/HQ/ET/510/06-14.

Date: 11/11/2021.

DRM(P) BB SUR PA BSL NGP

Sub : Fixation of pay of disabled/medically unfit running staff on being appointed against alternative (stationary) posts in revised (7th CPC) pay structure.

Ref : Railway Board's letter No.E(NG)I-2018/RE-3/3 dated 14/10/2019 (copy enclosed).

It is advised that all the cases of disabled/medically unfit running staff being appointed against alternative posts in revised (7th CPC) pay structure may strictly be dealt with as per the instructions issued vide Railway Board's letter No.E(NG)I-2018/RE-3/3 dated 14/10/2019 (copy enclosed).

In Board's letter dated 14/10/2019, it is stated that in 7th CPC regime, the principles of pay fixation enunciated in Board's letter No.E(NG)I-96/RE-3/9(2) dated 29/04/1999 vide para Nos. 1307 & 1308 will hold good.

- a) **Para 1307 :** In order to determine the same scale of pay for the purpose of absorbing a disabled/medically decategorised running staff in the alternative employment, an amount equal to such percentage of pay in lieu of running allowance as may be in force may be added to the minimum and maximum of the scale of pay of the running staff. If the scale of Pay so arrived at is not identical with the scale of Pay already existing, the same may be replaced by the equivalent existing scale of pay.
- b) **Para 1308** Fixation of Pay : The pay of the disabled/medically decategorised Railway servants will be fixed on absorption in an alternative post at a stage corresponding to the pay previously drawn in the post held by them on regular basis before acquiring disability/medically decategorisation. For running staff, the fixation will be based on the basic pay plus a percentage of their basic pay, representing the pay element of running allowance as may be in force. If the basic pay so arrived at does not correspond to any stage in the absorbing grade the pay may be fixed at the stage just below and the difference allowed as Personal Pay to be absorbed in future increase in pay. Similarly, if the Pay so arrived at exceeds the maximum of the absorbing grade, the Pay may be fixed at the maximum and the difference may be allowed as personal pay to be absorbed in future increments/increases in pay. Other allowances such as Dearness Allowance, City

Compensatory Allowance and House Rent Allowance should be allowed on pay plus personal pay, if any, in the absorbing grade.

Both the Para may be read together for determining level of pay on alternative absorption of Running staff on medical decategorisation and then fixing his new basic pay within the new level of pay so arrived after adding 30% in minimum and maximum of existing scale as being done in 5th CPC. To ensure uniform implementation across the Central Railway, the calculation have been made at HQ Office and corresponding pay level at each level of Running staff is enclosed as annexure-I.

It may also be noted that pay fixation as per para-1307 & 1308 mentioned above will not apply for medical de-categorisation cases of 6th CPC regime, covered under Board's letter No.E(NG)I-2008/RE-3/4 dated 30/04/2013.

This policy is applicable to all the medically decategorised cases of running employees who have been declared medically decategorised for the post on or after 01/01/2016.

DA : As above.


(K.K.Thakur)
CPO(A) 11/11/2021

C/- PCOM	: for information, please.
C/- General Secretary,CRMS	: for information, please.
C/- General Secretary,NRMU	: for information, please.
C/- Zonal Secretary,AISCSTREA	: for information, please.

**Table showing posting of medically decategorised running staff in identical pay scale in 7th CPC
as per para 1307 of Railway Board's letter No.E(NG)/I/96/RE3/9(2) dated 29/04/1999**

	Level-2	Level-4	Level-5	Level-6
Min-Max of pay scale	19900-63200	25500-81100	29200-92300	35400-112400
To add 30% pay element in lieu of running allowance in Min-Max of pay scale of running staff	19900+5970 = 25870 63200 +18960 = 82160	25500+7650 =33150 81100+24330 =105430	29200+8760 = 37960 92300+27690 = 119990	35400+10620 = 46020 112400+33720 = 146120
Pay Scale after adding 30% pay element to Min-Max of pay scale	25870-82160	33150-105430	37960-119990	46020-146120
To be posted in equivalent existing scale of pay	Level-4 (25500-81100)	Level-5 (29200-92300)	Level-6 (35400-112400)	Level-7 (44900-142400)

Note : As para 1308 of Railway Board's letter No.E(NG)/I/96/RE3/9(2) dated 29/04/1999,

1. If basic pay arrived after adding the pay element to the basic pay does not correspond to any stage in the absorbing grade, the pay may be fixed at the stage just below and the difference allowed as Personal Pay to be absorbed in future increase in pay.
2. Similarly, if the pay so arrived at exceeds the maximum of the absorbing level, the Pay may be fixed at the maximum and the difference may be allowed as personal pay .

 11/11/2021

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

No. E(NG)I-2018/RE-3/3

New Delhi dated 14.10.2019

The General Manager (P)s
All Zonal Railways and Production Units
& RDSO etc.
(As per standard list)

Sub:- Fixation of pay of disabled/medically unfit running staff on being appointed against alternative (stationary) posts in revised (7th CPC) pay structure.

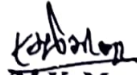
As the Zonal Railways are aware, pay of medically unfit Railway servants while absorbing them in alternative post is presently fixed as per instructions contained in Board's letter No. E(NG)I-2008/RE-3/4 dated 30.04.2013. These provisions provides that while determining pay in Pay Band for the purpose of fixation of pay of medically unfit running staff in alternative (stationary) post, an amount equal to such percentage of basic pay (pay in Pay Band + Grade Pay) representing pay element of running allowance as may be in force from time to time may be added to the existing pay in Pay Band and the resultant figure (ignoring the fraction of rupee, if any) rounded off to the next multiple of 10, would be the pay in the Pay Band in the alternative post with no change in the Grade Pay of substantive post, in suitable alternative post.

2. The above issue of pay fixation of medically disabled/unfit running staff on such circumstances in pursuance of the 7th CPC regime has been under consideration of Board. It is pointed out that upto and including the 5th CPC pay regime, the pay scales had fixed stages and method of pay fixation of such running staff was governed in terms of para Nos. 1307 and 1308 of Board's letter No. E(NG)I-96/RE-3/9(2) dated 29.04.1999. With the restoration of fixed and defined pay intervals in the form of distinct cells within each pay level in the 7th CPC pay matrix, it is clarified that the principles of pay fixation enunciated in Board's letter *ibid* which will now hold good. This means that while fixing the pay of a medically decategorised running staff in an alternative stationary post if the resultant pay (after 30% addition) does not correspond to any cell, in the same pay level, then the pay will be fixed in the next -below cell of the same pay level and difference in pay will be protected as personal pay which will be adjusted in future increment (s).

3. It may also be noted that pay fixation as per para - 2 above will not apply for medical decategorisation cases of 6th CPC regime, covered under Board's letter dated 30.04.2013 referred to at para 01 above.

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

Please acknowledge receipt.


(M.K. Meena)
Deputy Director Estt.(N)
Railway Board