

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/ Memo / 2012/1

Date: 21-1-2012

Member Staff,
Railway Board,
Rail Bhawan, New Delhi

Respected Sir,

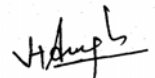
Sub: Counting of training period upgradation under MACPS

Ref: 1. O.M No. 35034/3/2008-Estt. (D) Dated 19th May, 2009 of DOP&T.
2. Railway Board's OM RBE No 101 dated 10.6.2009.
3. Railway Board's letter No. E(NG)I/90/IC1/1, Dated 04.02.1991.
4. Railway Board's letter No. E(NG)1-93/PM1/4 dated 18.01.93.

1. We would like to bring to your kind notice the following genuine demand of Technical Supervisors / Engineers on Railways for counting of Training period for financial upgradation under MACPS, denial of which puts them in a disadvantageous position vis-a-vis the non-technical employees without training in the same Scale of Pay / Pay Band.
2. Persons selected for regular appointment in Technical departments for the posts like **Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA , CMS** and other Technical posts are required to undergo training for a period of one year before being posted as JEs, SSEs, CMA , CMS etc. and formally taking charge thereof.
3. Non-technical employees who are not required to undergo any training even though recruited on the same date along with the Technical employees in the same Scale of Pay / Grade Pay earn their financial upgradation through MACPS well before the Technical Staff. This puts the technical employees in a disadvantageous position vis-a-vis the non-technical employees, since the period spent in the training by the technical employees are not counted for the purpose of financial upgradation under MACPS.
4. Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991 (Annexure-I) on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Railway servant has been selected for regular appointment and before formally taking charge of the post for which selected, the Government servant is required to undergo training, the training period undergone by such Railway servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.
5. Railway Board in its letter No.E(NG)1-93/PM1/4 dated 18.01.93 (Annexure-II) stated that time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing for departmental examination for promotion to Group-B.

6. These had been implemented for the purpose of drawing increments as otherwise the concerned employee, particularly the non-gazetted in technical departments, where the training period is a long one is put to perpetual disadvantage vis-a-vis the staff in non-technical jobs who are recruited along with technical staff in the same scale of pay.
7. More over, Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as Junior Engineers (JEs), Senior Section Engineers (SSEs) on Railways is not pre-appointment training in nature (unlike that of the Apprentices recruited under the Apprentices Act). The Stipend paid during the training period to them is from the Revenue Account and the Department of Personnel & Training (DOPT) had already decided earlier that the training period shall be counted for pensionary benefits, for issue of passes and drawal of increments, etc.
8. Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic sprit of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their annual increment, pensionary benefits, pass eligibility etc.
9. **It is, therefore, requested, that the training period of Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA , CMS on Railways be counted as regular service for the purpose of upgrading under MACPS.**

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Copy for information & favourable consideration to:

- i) **Shri. P. K. Sharma, Additional Member/Staff, Railway Board, New Delhi**
- ii) **Shri A. K. Nigam, Advisor Industrial Relations, Railway Board, New Delhi.**
- iii) **Executive Director Pay Commission-I, Railway Board, New Delhi.**
- iv) **Executive Director Pay Commission-II, Railway Board, New Delhi.**
- v) **Secretary (Establishment), Railway Board, New Delhi.**

Copy of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991

Subject: - Counting of training period for the purpose of drawing increments

Please find enclosed a copy of Department of Personnel & Training's O.M. No. 16/16/89-Estt (Pay-I) dated 22.10.90 on the above subject for information and necessary action. The instructions contained in this O.M. will be applicable to non-gazetted railway employees mutatis – mutandis w.e.f. 1.10.1990.

2. This issue with the concurrence of the Finance directorate of Ministry of Railways.
3. Please acknowledge the receipt.

Director, Establishment (N)
Railway Board

No.16/16/89-Estt (Pay-I)

Government of India

**Ministry of Personnel, Public Grievances and Training
(Department of Personnel & Training)**

New Delhi-110001, Dated the 22nd October-1990

Office Memorandum

Subject: - Counting of training period for the purpose of drawing increments – Clarification regarding.

The undersigned is directed to say that under FR 26 only duty in a post on time scale counts for increments in that time scale. As per FR 9 (6) (a) (i) the service as probationer or apprentice is treated as duty provided that service as such is followed by confirmation. As such, the training period during which a Government servant is not remunerated in the scale of pay attached to this post can not be treated as duty.

2. The staff side in the National Council (JCM) have raised a demand that the training period should be counted for the purpose of drawing increments as otherwise the concerned staff, particularly the non-gazetted in technical departments, where the training period is a long one is put to perpetual disadvantage vis-avis the staff in non-technical jobs who are recruited along with technical staff in the same scale of pay.
3. The matter has been considered in the National Council (JCM) and it has been decided that in case where a person has been selected for regular appointment and before formally taking over charge of the post for which selected, the person is required to undergo training, training period undergone by such Government servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.
4. These orders take effect from the 1st of the month in which this O.M.is issued.
5. Ministry of Finance etc, are requested to bring the above decision to the notice of all concerned.
6. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue with the concurrence of Comptroller & Auditor General of India.

---Sd---

(T.O.Thomas)

Under Secretary to Govt. of India.

Copy of Railway Board's letter No.E(NG)1-93/PM1/4 dated 18.01.93.

Sub: Initial Training Period – counting towards eligibility for appearing in departmental examination.

In terms of instructions contained in the Ministry's letter No.E(NG)I-81/ PM1/76 dated 25.4.81, the time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing in departmental examination.

2. It is clarified that the 'departmental examination' includes Limited Departmental Competitive Examination for promotion to Group 'B'.