

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

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No:IRTSA/CHq / 2012-19

Date: 14-9-2012

**MEMBER STAFF,
Railway Board,
Rail Bhawan, New Delhi.**

Dear Sir,

Sub: Fixation of Pay / Stipend of Apprentice JEs - selected through LDCE – as per cadre pay.

Ref: 1. Para 1905 (2), Chapter XIX of IREM.

Employees selected through LDC Examination for the post of Apprentice JEs in the Mechanical, Electrical, Engineering and S&T departments has to undergo training for the period of one year. The Pay during training of these Apprentice JEs, is to be fixed either as per their cadre Pay or stipend of (Rs.9300 + Rs.4200) Rs.13500, since as per para 1905 of IREM, Railway servants on appointment as apprentices in any category may be granted pay equivalent to the rate of stipend laid down for that particular category of Apprentices or their substantive pay as admissible to them from time to time whichever is beneficial.

Different Railways are following different methods in granting the cadre pay to the Apprentice JEs whose pay happen to be more than the stipend of (Rs.9300 + Rs.4200) Rs.13500.

- i. In some cases, Fixation of cadre pay was done to match the existing Basic Pay by reducing the Pay in the Pay Band with the new Grade Pay of Rs.4200 which is anomalous and is equivalent to reduction of pay.
- ii. In other cases, cadre Basic Pay of Rs.14000 is granted as Rs.11,200 pay in pay band + Rs.2800 Grade Pay, depriving the eligible Grade Pay of Rs.4200 to the Apprentice JEs.

When the Grade Pay of Rs.4200 is fixed for the post of Apprentice JEs then the Administration cannot arbitrarily alter the same. The spirit behind the rule cited in reference allowing either the existing Basic Pay or the stipend of the post whichever is higher - to protect his emolument in the old system of Pay structure.

But in the post SCPC scenario, since there are no different pay scales to identify the post, the Grade Pay is the identity for every post and for Apprentice JEs it is fixed as Rs.4200. The new basic pay in the pay band fixed now is the pay in the pay band (i.e. equivalent to the basic pay in the pre-revised Sixth Pay Commission scale) plus the Grade Pay. If at all the pay is to be protected, it is necessary to protect the pay in the pay band. For ensuring this pay, denial of Grade Pay applicable to this post amounts to unjust reduction of Grade Pay.

It is, therefore, requested that - keeping in view of the spirit of the rule referred above - the Basic Pay of Apprentice JEs may be fixed with their existing pay in the pay band and the Grade Pay applicable to this post which is Rs.4200.

Copy for information & favourable consideration to:

1. Additional Member / Staff, Railway Board, New Delhi.
2. Advisor Industrial Relations, Railway Board, New Delhi.
3. Secretary (Establishment), Railway Board, New Delhi.
4. Executive Director Pay Commission, Railway Board, New Delhi.
5. Director Pay Commission, Railway Board, New Delhi.

Yours faithfully,

**Harchandan Singh,
General Secretary, IRTSA**

CHAPTER XIX Apprentices

1901. The rules applicable to apprentices other than those governed by the Apprentices Act, 1961, recruited on the railways are contained in the following paragraphs.

1902. An Apprentice means a person deputed for training in a trade or business with a view to employment in Government service, who draws a stipend at monthly rates from government during such training but is not employed in or against a substantive vacancy in the cadre of a department (Rule 103 (4) RI).

1903. Recruitment - Recruitment of Special Class Apprentices on the railways is made through the union Public service Commission. Recruitment of all other Apprentices (other than trade apprentices) is made through the Railway Recruitment Board. The rules regarding the recruitment of apprentices other than special class Apprentice on railways are contained in Section B of Chapter I.

1904. Training - Apprentices are required to undergo a prescribed course of training and to pass such examinations as may be laid down in their respective syllabi. They do not become eligible for appointment to working posts until they have successfully completed their training.

1905. Stipend.- (1) During the period of training apprentices are entitled to such stipend and allowances as may be prescribed for them from time to time.

(2) Permanent and temporary railway servants, who fulfill the terms and conditions of recruitment to various categories of apprentices as applicable to outsiders, may be allowed to compete for appointment as apprentices along with outsiders but no relaxation of educational qualifications will be made in their favour. Relaxation in respect of age may, however, be allowed upto a ceiling limit of 30 years. However, in posts for which a Degree or Diploma in the Engineering is prescribed as basic qualification, the upper age limit will be raised by 5 years. (Bd's No. E(NG) 141-73 RR 1-3 of 10/12-4-73). They will not be required to sever their connection with the railway before taking up the apprenticeship. **Permanent Railway servants on appointment as apprentices in any category may be granted pay equivalent to the rate of stipend laid down for that particular category of Apprentices or their substantive pay as admissible to them from time to time whichever is higher.** Temporary railway servants on appointment as apprentices in any category may be granted pay equivalent to the rate of stipend drawn by the Apprentices in their category. Both permanent and temporary railway servants appointed as apprentices will also be granted house rent and compensatory (city) allowances during the period of their apprenticeship on the basis of their pay as apprentices.

For this purpose, the place from where they proceeded on training should be treated as their headquarter. House rent allowance will be given even if they have been given Hostel accommodation at their place of training. This will be with reference to place from where he went on training. HRA with reference to place of training or 3/4th the normal rate may be given if they rent accommodation for their family at that place, if otherwise admissible.

(Bd's No. E (Trg) 1-67 TR1/144 Date 13.11.(68)

(3) Apprentices selected from amongst working Railway employees continue to remain railway servants during apprenticeship so long as they hold lien on a permanent or temporary post. If such apprentice is suspended during apprenticeship in terms of rule 1706-RI, he should be deemed to be reverted to his post and subsistence allowance paid to him as per rules applicable to such Railway servant.

(Rly. Bd's No. E(D&A)67 RG 6-5 dt 5.9.68).