

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/ Memo – RB / 2012-5

Date: 26-3-2012

Member Staff,

Railway Board,
Rail Bhawan, New Delhi

Dear Sir,

Sub: Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other Technical non-gazetted staff for 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.

5. Railway Board's letter No.2009/Sec(E)/PM-2/6(MACP) Dated 28.03.2011 (Copy attached – Annexure I)

6. Our Memorandum No. No:IRTSA/Memo/ RB / 8-11 Dated 23-4-2011, (Copy attached – Annexure IV)

1. In continuation of our Memorandum dated 28.03.2011 cited above, we would like to bring the following additional facts to your kind notice regarding our long pending for counting of Training period for financial up-gradation under MACPS, denial of which puts the Technical Supervisors in a disadvantageous position vis-a-vis the non-technical employees who have not to undergo any training even though appointed in the same Scale of Pay / Pay Band.

2. **The initial training period of RPF cadre is counted for the purpose of financial benefits under MACPS Scheme through the Railway Board letter No.2009/Sec(E)/PM-2/6(MACP), dated 28.03.2011 (Copy attached – Annexure I).**

But no such orders have yet been issued in respect of counting of training period of Technical Supervisors etc., even though the staff 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 periods varying from one year to two years before formally taking charge.

3. **This is discriminatory and unjustified as both RPF Staff as well above said Technical Cadres undergo training after their regular appointment by the Railway Recruitment Board and are paid (Stipend) during training – from the General Revenue.**

4. **Training period is counted for Retirement benefits as qualifying service for Pension w.e.f. 22.12.1983 (vide Railway Board's letter No. F(E)III/79/PN 1/20 dated 17.04.1984, 27.07.1984, 13.10.1986). Payment of Stipend from the General Revenue – was the main reason due to which the Training Period was agreed to be counted as qualifying service for Pension – as per decision taken in the JCM / NC 7 orders issued by DOP accordingly.**

5. Rule 22 of CCS (Pension) Rules, 1972 and Government of India's Instructions issued on the subject from time to time provide that a period of training can be counted as qualifying service for the purpose of pensionary benefits if the training is immediately followed by appointment. Even if any interruption falls between the training period and regular appointment, that should not exceed the joining time admissible under the relevant rules.

6. **Training period is counted for the purpose of Increment (*vide Railway Board's orders No. No.E(NG)I/90/IC1/1, Dated 04.02.1991 (Annexure-II)*)**
7. Training immediately before appointment to service is counted as service for the purpose of appearing for departmental examination for promotion to Group-B vide Railway Board's letter No.E(NG)1-93/PM1/4 dated 18.01.93 (Annexure-III).
8. **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 MACPS – keeping in view the facts stated heretofore.**

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.**

Annexure-I

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.2009/Sec(E)/PM-2/6 (MACP)

New Delhi, dated: 28.03.2011.

The Chief Security Commissioners/RPF,
All Indian Railways.

The Chief Security Commissioner/RPSF,
Rail Bhavan, New Delhi.

The Chief Security Commissioner/RPF,
Integral Coach Factory, Perambur, Chennai.

The Chief Security Commissioner/RPF,
KRCL, Navi Mumbai, Belapur.

The Director, JR RPF Academy,
Alambag, Lucknow.


The Chief Security Commissioner/RPF,
RDSO, Lucknow.

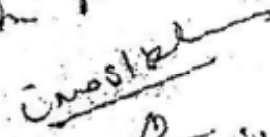
Sub: Counting of training period for the grant of financial
benefit under MACP Scheme.

It is to advise that initial training period shall be counted towards
eligibility for grant of financial benefits under MACP Scheme in terms of
Rule 63.1 of RPF Rules 1987.

This has the approval of DG/RPF.




28/3
(Apurva Agrahotri)
Jt. Director/Sec(E)

2 file

29.5.11

Annexure-II

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.

Annexure-III

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'.

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Harchandan Singh, General Secretary, IRTSA,
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No:IRTSA/Memo/ RB / 8-11

Date: 23-4-2011

Member Staff,
Railway Board,
Rail Bhawan, New Delhi

Respected Sir,

Sub: Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other Technical non-gazetted staff for financial upgradation under ACPS/MACPS - Request for kind intervention and immediate redressal.

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)/90/IC1/1, Dated 04.02.1991.

1. We would like to bring to your kind notice the following genuine demand of Technical Supervisors / Rail Engineers 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 periods varying from one year to two years before formally taking charge.
3. 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 (as 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.
4. 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 ACPS/MACPS well before the Technical Staff. This put 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.
5. Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991 on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Government

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 Government servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.

6. This 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. 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 spirit of Railway Board's letter No.E(NG)/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.
8. As stated in Para 3 above, 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 and drawal of increments, 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 ACPS / MACPS.**

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

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