Machine No. /PC-IV/90/02/121/15/

GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
( RAILWAY BOARD )

/219/

/RBE/S.No.132/90/

No.PC-IV/87/Increment/3 New Delhi, dated 7.8.1990

The General Managers,
All Indian Railways,
Production Units, etc.
(as per mailing list).

Sub:- Grant of ad hoc increment to employees stagnating at the maximum of their pay scale - Clarifications regarding.

Reference this Ministry's letter of even number dated 2.1.1989 on the above subject.

2. The matter has been examined further in consultation with Ministry of Finance. Clarification on two more points are given below which may be read in continuation of the earlier instructions contained in the letter of 2.1.1989, quoted above.

| Points of doubt | Clarification |
|---|---|
| 7. Whether the personal pay allowed to protect loss on account of stagnation increment(s) on promotion to higher posts which is to be absorbed in future increases in pay will be treated as pay for all purposes? | Yes |
| 8. The pay of government servants in receipt of special pay as well as stagnation increment(s) on promotion is fixed without taking into account these elements, the loss in pay fixed in promotional posts with reference to basic pay of lower post plus special pay plus stagnation increment(s) is protected as personal pay to be absorbed in future increases in pay. Since stagnation increment(s) is/ are treated as pay for all purposes, the point of doubt is what is the element of stagnation increment in personal pay on which all benefits like DA etc. are to be allowed. | The amount of personal pay will be arrived at first by taking into account the amount of stagnation increment(s), if necessary. All benefits like DA etc. will be admissible on the balance element on account of stagnation increment(s) so arrived at. (Illustrations are given in the enclosed Annexure). /special pay and then amount of |

N. Parthasarathy 8/8/90
(N.PARTHASARATHY)
Executive Director, Pay Commission-I,
Railway Board.

Encl: as above.

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ILLUSTRATIONS ANNEXURE

I. Shri 'A' was drawing pay of Rs.1500/- in the grade of Junior Clerk in the scale of Rs.950-20-1150-EB-25-1500 on 1.4.86 and was in receipt of special pay of Rs.40/- for working as Cashier. He was entitled to stagnation increment of Rs.25/-p.m. w.e.f. 1.4.88. He is promoted to the post of Senior Clerk on 1.6.88 in the pay scale of Rs.1200-30-1560-EB-40-2040. On his promotion to the post of Senior Clerk his pay is to be fixed as follows:

(i) Pay fixed as Senior Clerk w.e.f. 1.6.88 under FR 22-C with reference to the basic pay of the lower post of Junior Clerk without taking into account the special pay and stagnation increment. — Rs.1530/-

(ii) pay plus special pay plus stagnation increment drawn in the lower post of Junior Clerk. — Rs.1565/- (Rs.1500/- plus special pay of Rs.40/- plus stagnation increment of Rs.25/-)

(iii) Drop in emoluments on promotion to the post of Senior Clerk to be protected as personal pay to be absorbed in future increases in pay — Rs.35/- (Since special pay is to be adjusted first, protection will be Rs.10/- on account of balance amount of special pay and Rs.25/- on account of stagnation increment)

Personal pay granted to protect drop in emoluments on account of special pay will not earn any allowances and as such no allowance like DA, HRA, CCA are to be allowed on Rs.10/-. Protection allowed for drop in emoluments due to stagnation increment will earn all allowances. Hence, allowances like DA, HRA, CCA are to be allowed on Rs.25/- which is to be protected by grant of personal pay.

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II. Shri 'B' drawing pay of Rs.1500/- in the grade of Junior Clerk in the scale of Rs.950-20-1150-EB-25-1500 on 1.4.88 and entitled to stagnation increment of Rs.25/- w.e.f. 1.4.90. Promotion to the post of Senior Clerk w.e.f. 1.6.90 in the pay scale of Rs.1200-30-1560-EB-40-2040. On his promotion to the post of Senior Clerk his pay is to be fixed as follows:-

(i) pay fixed as Senior Clerk w.e.f. 1.6.90 under FR 22-C with reference to basic pay drawn in the lower post of Junior Clerk without taking into account the stagnation increment of Rs.25/- — Rs.1530/-

(ii) pay plus stagnation increment drawn in the lower post of Junior Clerk — Rs.1525/- (Rs.1500/- plus Rs.25/- on account of stagnation increment)

contd..../

| | |
|---|---|
| (iii) Drop in emoluments on promotion to the post of Senior Clerk | There is no drop in emoluments as pay fixed on the promoted post is more than the pay plus stagnation increment drawn in the lower post. Hence no allowances are to be given on the amount of stagnation increment drawn in the lower post as it has not been protected by grant of personal pay. |

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III. Shri 'C' drawing pay of Rs. 1500/- in the grade of Junior Clerk in the scale of Rs.950-20-1150-EB-25-1500/- on 1.4.86 and entitled to first stagnation increment of Rs.25/- w.e.f. 1.4.88 and second stagnation increment of Rs.25/- per month w.e.f. 1.4.90. His promotion to the post of Senior Clerk may be w.e.f. 1.6.90 in the pay scale of Rs. 1200-30-1560-EB-40-2040. On his promotion to the post of Senior Clerk his pay is to be fixed as follows:-

| | |
|---|---|
| (i) pay fixed as Senior Clerk w.e.f. 1.6.90 under FR 22-C with reference to basic pay drawn in the lower post of Junior Clerk without taking into account the stagnation increment | Rs. 1530/- |
| (ii) pay plus stagnation increments drawn in the lower post of Junior Clerk. | Rs. 1550/- (Rs. 1500/- plus Rs.50/- personal pay on account of two stagnation increments |
| (iii) Drop in emoluments on promotion to the post of Senior Clerk to be protected as personal pay to be absorbed in future increases in pay. | Rs.20/- (Since the balance amount of Rs.20/- which has been protected as personal pay is on account of stagnation increments, allowances are to allowed on this amount. |

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No.PC-IV/87/Increment/3 New Delhi, dated 7.8.1990

Copy(with 40 spares) forwarded to ADAI(Railways), New Delhi.

N.P.Sarathy

DA: as above. for Financial Commissioner(Railways).

No.PC-IV/87/Increment/3 New Delhi, dated 7.8.1990

Copy forwarded to-

1. The FA&CAOs-(a) All Indian Railways, (b) CLW, DLW, ICF & DCW ;
   (c) Metro Railway, Calcutta (d) [illegible] & Axle Plant, Bangalore;
   (e) MTP(R)- Delhi, Bombay & Madras
   (f) COFMOW, Railway Office Complex, Tilak Bridge, New Delhi.
   (g) RCF Project Office, Rly.Office Complex, Tilak Bridge, N.Delhi.
2. FA& CAO(Constn)-N.F.Rly., Guwahati& Southern Rly., Bangalore.
3. The Pay & Accounts Officer, Ministry of Railways, New Delhi.
4. The General Secretary, IRCA, New Delhi, for information.
5. The Commissioner, Railway Safety, Lucknow.
6. The Managing Directors-(a)RITES, New Delhi House, 27 Barakhamba Road, New Delhi & (b) IRCON, Palika Bhawan, Sector XIII, R.K. Puram, New Delhi.

N.P.Sarathy

DA:as above. ( N.PARTHASARATHY 8/8/90
Executive Director, Pay Commission-I, Rly.Board.

No.PC-IV/87/Increment/3 New Delhi, dated 7.8.1990

Copy forwarded to-(1) The General Secretary-(a)NFIR, 3-Chelmsford Road, New Delhi &(b) AIRF, 4-State Entry Road, New Delhi (with 35 spares each)..

(2) All the Members of the National Council, Departmental Council & Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi.

Jaidev Singh

DA: as above for Secretary, Railway Board.

Copy to-

1. The Rly.Bd.Class I Officers' Association, R.No.256-B.
2. The Rly.Bd.Sectt.Service Class-II Officers Assn., R.No.521.
3. The Rly.Bd.Ministerial Staff Association, R.No.359.
4. The Railway Bd. Class-IV Staff Association, R.No.7-C.
5. The Federation of Rly.Officers' Association, R.No.334.
6. The Indian Rly.Class-II Officers Assn., Rail Nilayam, Secunderabad

- CRB, FC, MS, MM, T MT, ML, Adv(S), Adv(F), DG/RHS, DG/RPF, Secretary,
- Executive Directors, Directors, Officers & Branches in Budget, Pay Commission, Finance(Estt.), Estt., Accounts, Management Services Directorates & Secretary's Branches.
- DDE(LR)I.