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Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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No.E(P&A)I-87/PS-5/PE-5 New Delhi, the 11th January, 1988

The General Managers,
All Indian Railways including C.L.W., D.L.W., I.C.F. &
DG/RDSO.

Subject: Revision of pay scales of school teachers.

The Ministry of Railways have, on the recommendations of the National Commission on Teachers, under the Chairmanship of Prof. D.P. Chattopadhyay, decided that the Revised (4th Pay Commission) scales and Selection Grades for teachers on the Railways should be further revised as in the Annexure attached.

2. It has also been decided to grant a Teaching Allowance of Rs.100/-p.m. to Primary School teachers, Headmasters of Primary Schools, Trained Graduate teachers, Headmasters of Middle Schools and Post-Graduate teachers. A special allowance of Rs.150/- p.m. will be payable to Vice Principals and Principals of Senior Secondary Schools and Headmasters of Secondary Schools. These allowances will not have any additive value for any purpose whatsoever and will also not be reckonable for fixation of pay purposes.

3. The revised pay scales, Teaching Allowance and Special Allowance will be applicable w.e.f. 1.1.1986. The arrears of pay for the period from 1.1.1986 to 31.3.1986, which will accrue, over and above the arrears of pay consequent upon the introduction of the revised scales pf pay on the recommendations of the 4th Pay Commission, vide this Ministry's letter No.PC-IV/86/IMP/Schedule/1 dated 24.9.1986, shall be deposited in the Provident Fund Accounts of the employees. Amendments to the Railway Services(Revised Pay) Rules 1986, regulating the fixation of pay in the newly introduced scales will follow separately.

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4. The allotment of the revised scales, as in the Annexure will be subject to the following conditions:-

i) While senior grade to Primary School teachers, Trained Graduate teachers/Headmasters of Primary Schools and Post-Graduate teachers/Headmasters of Middle Schools will be granted after 12 years in the basic grade, the selection grade(non-functional) will be granted after 12 years of service in the senior grade and will be further subject to the attainment of the prescribed level of qualification, viz. Trained-Graduate teacher's qualification in respect of Primary School teachers, and Post-Graduate teacher's qualification in respect of Trained-Graduate teachers. Both the conditions, viz. completion of 12 years service in the senior grade and acquisition of the prescribed level of additional qualification, must be satisfied for becoming eligible to the selection grade in these cases. For the ~~Vice-Principals~~/Headmasters of Secondary Schools, there will be only senior grade after 12 years and no selection grade.

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ii) The number of posts in selection grade(non-functional) for Primary School teachers, Trained-Graduate teachers/Headmasters of Primary School, Post-Graduate teacher/Headmaster of Middle School will be restricted to 20% of the number of posts in the senior grade of the respective cadre.

iii) The senior grade and selection grade(non-functional) shall be given only after screening regarding satisfactory performance by an appropriate Departmental Promotion Committee.

iv) Every teacher would be required to participate in an in-service training programme of at least 3 weeks duration before he/she passes an efficiency bar or is promoted to senior grade or selection grade, i.e. once in every six years; provided that, where arrangements for such training cannot be made, the appointing authority may exempt a category of teachers for a specific period of time. The Ministry of Railways would like it to be ensured that suitable in-service training programmes of the prescribed duration are introduced so that the need for a special dispensation will arise in the rarest of rare cases.

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v) Although for purposes of grant of selection grade, Primary School teachers and Trained-Graduate teachers will be required to obtain higher qualifications, they will not be required to shift to an institution of higher level.

vi) Appointment to the posts of Principals, (Vice-Principals) and Headmasters will be made in all schools on the basis of merit.

5. There will be no change in the classification and status of Trained Graduate teachers appointed to the selection grade of Rs.2000-3500 and Post-Graduate teachers appointed to the selection grade of Rs.2200-4000. Accordingly, their status will continue to remain as Group 'C' (Class III) and Group 'B' (Class II) respectively.]

6. Post-Graduate teachers in scale Rs.1640-2900, when appointed to the senior grade of Rs.2000-3500, will become eligible for Group 'B' (Class II) status. Accordingly, appointments to the scale of Rs.2000-3500 in the case of Post-Graduate teachers will be by selection by a Group 'B' (Class II) Departmental Promotion Committee.

7. Vice-Principals in scale Rs.2000-3500 Group 'B' (Class II) can be appointed to the senior grade of Rs.2200-4000 (Junior Scale Group 'A' (Class I) on the Railways), on completion of 12 years service, only after they have been duly screened by the Union Public Service Commission for initial appointment to Group 'A' (Class I - Junior Scale). Accordingly, all such proposals will be referred to the Railway Board for screening through the U.P.S.C.]

8. Ministry of Railways desire early implementation of these orders.

9. Kindly acknowledge receipt of this communication.

10. Hindi-version will follow.

(K. VENKATESAN)
DIRECTOR ESTABLISHMENT (P&A)
RAILWAY BOARD

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