GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

NO.E(MPP)94/13/4 NEW DELHI DT. .8.95
20.9.95

THE GENERAL MANAGER(P)

CENTRAL RAILWAY	BOMBAY
EASTERN RAILWAY	CALCUTTA
NORTHERN RAILWAY	NEW DELHI
NORTHEAST FRONTIER RLY.	GUWAHATI
SOUTHERN RAILWAY	MADRAS
SOUTH CENTRAL RAILWAY	SECUNDERABAD
SOUTH EASTERN RAILWAY	CALCUTTA
WESTERN RAILWAY	BOMBAY

SUB: Monetary incentive in the form of Training Allowance to faculty members deputed to Group'C' & 'D' Technical Training Centres.

Kindly refer to this Ministry's letter No.E(MPP)90/13/3 dated 25/2/94 wherein sanction of the Ministry of Railways was communicated for grant of training allowance to the various training institutes.

2. The Ministry of Railways had been considering the question of extending the benefit of grant of training allowance to the Faculty Members of other training institutes. It has now been decided that faculty members, both gazetted and non-gazetted, drawn on deputation from the field for the purpose of imparting training in the following 23 training institutes/centres may be granted Training Allowance @ 15% in terms of extant orders.

RAILWAY	NAME OF THE TRAINING CENTRE
CENTRAL RAILWAY	1. DTTC/NEW KATNI JN.
	2. S&T TRG. CENTRE, BYCULLA
EASTERN RAILWAY	3. DTLTC/PATRATU
	4. ELTC/ASANSOL
NORTHERN RAILWAY	5. WDM2 LOCOS DTC, TUGHLAKABAD
	6. DTC/LUDHIANA
	7. DTC/MGS
	8. DTC/SHAKURBASTI
	9. DTC/AMV
	10.ETTC/GHAZIABAD
	11.DTC/BGKT

NORTHEAST FRONTIER RAILWAY	12. DTTC/SILIGURI JN. 13. DTTC/NEW GUWAHATI
SOUTHERN RAILWAY	14. DIESEL LEARNING CENTRE/PONMALAI
SOUTH CENTRAL RAILWAY	15. DSL.TRACTION TRG. CENTRE/GTL AT DSI 16. ELECT.STC/LALLAGUDA 17. S&T TRG.CENTRE/MOULALI/SECUNDERABAD 18. RPF.TRG.CENTRE/MOULALI
SOUTH EASTERN RAILWAY	19. ALL INDIA CENTRAL TRG.CENTRE (TRD)/CHAKRADHARPUR
WESTERN RAILWAY	20. DTC/BANDRA 21. DTC/ABE ROAD 22. DTC/SBI(MG)/RAJKOT 23. DTC/RTM

3. Training Centres being managed by SR.DME/DME/AME/AEE/ASTE should be in the first instance be redesignated as Principals and since management of training institutes is a full time job it is necessary that the incumbent of the post of principals should be put exclusively on these assignments. Principals of these centres would, therefore, be eligible for grant of training allowance after these posts are held by them on full time basis and after the selection is made in the manner as detailed in para 5(g) below.

4. With a view to enable the Principals of these training institutes to give due attention to training and to exercise a proper supervision, it is also necessary that these Principals should be physically located in these institutes. The grant of 15% training allowance to the faculty is subject to the SR.DME/DME/AME/AEE/ASTE assuming full administrative charge of the training centres. They will in effect relieve the Chief Instructor of all administrative functions who will then carry out direct training to staff.

5. The following guidelines should be observed for sanction of the Training Allowance:-

(a) Faculty members, both gazetted and non-gazetted, who are drawn on deputation from the field and whose duty is to impart training/education to the trainees may be granted "Training Allowance" at the rate of 15% of the basic pay in the revised scales of pay;

(b) Consequent to the grant of "Training Allowance" as mentioned in para (a) above, the existing training allowance, special pay, deputation pay and allowances thereon will not be admissible to the faculty members drawn on deputation to these training centres/schools.

(c) Faculty members recruited directly and specifically for the training institutions are not eligible for this "Training Allowance".

(d) Faculty means "An employee" of the Government who joins a training institute meant for training government officials as a faculty member and whose work is to impart training/teaching. This will also include the principals of these training institutes.

(e) Staff, whether on deputation from the field or transferred or locally recruited, who are not directly engaged in imparting training/education will not be eligible for the "Training Allowance".

(f) Training Allowance will be admissible to the faculty members without any ceiling and will not form the part of pay as defined in FR(9)(21)(2003(21))-R-II, but however, will count for purpose of leave salary.

(g) The admissibility of the allowance in each individual case will be examined by a Committee at appropriate level to be constituted as per Board's letter No.E(MPP)94/3/14 dated 23.8.94. These committees would adopt a strict selection process to find excellent trainers for such appointments. The guidelines for such selection should not only take into account the outstanding service records but also good training capability and aptitude for the job. Regard should also be given for participation in trainers training course, keenness of interest taken by the officials in providing requisite training to their subordinates in the various jobs held by them and to their performance in their earlier assignment, if any, in posts relating to training. The above instructions should be read with Board's letter No.E(MPP)86/13/2 dated 16.11.1990. It should be ensured that before the training centre/school and trainers are sanctioned this allowance, they must satisfy the above guidelines. The trainers not recommended by the Committee should be repatriated to their respective parent cadres. Adhoc appointees will not be allowed this Training Allowance till they are regularised.

(h) Deputation period of Faculty members shall not exceed five years in any case and under any circumstances.

6. These orders will take effect from 1.8.95.

7. It is further clarified that until such time the screening is done and the Faculty Members not found fit are repatriated to their respective parent cadres, such persons who have worked as Faculty Members on deputation may be allowed Training Allowance from the date of joining or 1.8.95, whichever is later, till the date of reversion.

8. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

(Pani Ram)
Joint Director Estt.(RRB)
Railway Board

No.E(MPP)94/13/4 NEW DELHI DT. .8.95 20.9.95

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for FINANCIAL COMMISSIONER/RLYS.

NO.E(MPP)94/13/4 NEW DELHI DT. .8.95 20.9.95

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(Pani Ram)
Joint Director Estt.(RRB)
Railway Board

No.E(MPP)94/13/4 NEW DELHI DT.20.9.95

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V. Subramanian
for SECRETARY/RAILWAY BOARD

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