GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
RAILWAY BOARD (रेलवे बोर्ड)

RBE No.203/2017

No.E (MPP) 2017/3/30

New Delhi, dated: 20.12.2017

The General Manager(P),
All Indian Railways/PUs,
Metro Railway/Kolkata
Railway Electrification/Allahabad
DG/RDSO/Lucknow
CAO/DMW/Patiala
CAO/COFMOW/New Delhi

DG/NAIR/Vadodara,
The Directors,
IRIEEN/Nasik
IRITM/Lucknow
IRIMEE/Jamalpur
IRISET/Secunderabad
IRICEN/Pune
ED/CAMTECH/Gwalior

**Sub: REVISED Training Modules for Human Resource /Personnel Department of Indian Railways.**

In view of the changed job requirements of Human Resource /Personnel Department it has been decided to revise the existing training modules for employees of Personnel Department of Indian Railways as under:

- Induction Course for Clerks/Sr. Clerks - 21 days
- Refresher Course for Clerks/Sr. Clerks - 5 days every 3 years
- Refresher Course for OS/COS/S&WLI - 5 days every 3 years
- Induction Course for Law Assistant - 12 days

2. The Training Modules/detailed course contents are enclosed at Annexure I to IV.

3. All the trainees may be provided with comprehensive study material on each of the topics at the beginning of the training programme. The trainees are expected to read the material and come prepared for discussion. At the beginning of the class a diagnostic test may be conducted by way of objective questions on the day's topic which can be of 20 questions. However, no weightage will be given for marks obtained in these tests and would not be added in the marks scored for the final evaluation.

4. **The Training Module should be implemented w.e.f 1.1.2018**

5. Kindly acknowledge receipt.

DA: Training Modules

**(Manoj Pande)**
**Additional Member/Staff**
**Railway Board.**

Copy to: Principal, Personnel Training Centre, North Western Railway, Jodhpur.

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No.E(MPP)2017/3/30 .

New Delhi, dated: 20-12-2017

Copy to:

1) The General Secretary, NFIR, 3 Chelmsford Road, New Delhi for information with 35 spares

2) The General Secretary, AIRF, 4 State Entry Road, New Delhi for information with 35 spares.

3) The Secretary General, FROA, R.No.256-A, Rail Bhavan, New Delhi for information with 5 spares.

4) The Secretary General, IRPOF, R.No.268, Rail Bhavan, New Delhi for information with 5 spares.

5) All Members, Department Council & Secretary Staff side National Council 13-C, Ferozeshah Road, New Delhi with 90 spares.

6) The General Secretary, AIRPF Association, Room No.256-D, Rail Bhavan, New Delhi with 5 spares.

7) General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (15 copies).

**For Secretary/Railways**

No.E(MPP)2017/3/30.

New Delhi, dated: 20-12-2017

Copy to:

i) PS & ED(PG) to MR, MSR(A) & MSR(K)

ii) PSO/Sr.PPS to CRB, FC, ML, ME, MM, MS, MT, DG(RHS) & DG(RPF)

iii) Sr.PPS/PPS/PS to AM(Budget), AM(CE), AM(C&IS), AM(Comml.), AM(Elect), AM(Fin), AM(Mech.), AM(Plg.), AM(Project), AM(PU), AM(Sig.), AM(Staff), AM(RS), AM(T&C), AM(Tele), AM(Traffic), AM(Works), Adv.L(RS), Adv(Vig.), Adv.Fin(Exp), Adv(IR), Adv(Safety), LA, OSD(MIS).

iv) ED(Plg.), ED(Accts.), EDF(BC), EDCE(B&S), EDCE(G), EDCE(Plg.), ED(CHG), ED(CC), ED(C&IS), ED(E&R), EDEE(Dev), EDEE(G), EDE, ED(RRB), EDE(N), EDE(Res), EDF, EDF€, EDF(S), EDF(B), EDF(RM), EDF(X)I, EDF(X)II, ED(H), EDLM, ED(MIS), EDE(GC), ED(T&MPP), EDME(Chg.), EDME(Fr.), EDME(Tr.), EDME(TOT), EDME(Dev.), EDME(W), ED(PC)I, ED(PC)II, ED(PP), ED(Project), ED(Project)/DMRC, EDRE, ED(Safety), JS, JS(C), JS€, JS(P), IG./RPF(Hqs), IG/RS, ED(S9g.), ED(Stat&Econ.), EDRS(C), EDRS(G), EDRS(P), EDRS(S), EDRS(W), ED(TD), EDTT(M), EDT(MC), EDT(P), ED(T&C), EDCE(P), ED(PM), ED(PG), EDTC-I, EDTC(FM), EDTT(F), EDTT(FM), EDTT(S), EDV(A), EDVE, EDV(T), ED(W).

v) Chief Commissioner of Railway Safety, Lucknow.

vi) E(Trg.), E(NG)I, E(NG)II, E(G), F(E)I, F(E)II, F(E)III, E(SCT)I, E(SCT)II branches of Railway Board.

**ANNEXURE-I**

**Revised Training Module of- HR-O1**

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|---|---|---|
| DEPARTMENT | : | Personnel |
| ACTIVITY CENTRE | : | Personnel Training Centre |
| DESIGNATION | : | CLERK/ SR. CLERK |
| STAGE | : | INDUCTION |
| DURATION | : | 21 days |
| AIMS | : | 1. To provide inputs that facilitate integration of inductees with the organization's aims and objectives.<br>2. To provide basic knowledge of Establishment rules and procedures. |

| Revised Module No. | Description | Duration |
|---|---|---|
| 01/01 | **INTRODUCTION TO RAILWAYS-**<br>* organization structure, functions<br>* role of ministerial Staff in these<br>* Personnel Department - roles & functions.<br>* Future avenues of growth (AVC in the personnel Department).<br>* Basic introduction to Fundamental Rules & IREM (Vol.I&II), inrc (Vol.I&II) etc<br>* Safety and Disaster prevention - Office Safety, First Aid | 1/2 day |
| 01/02 | **OFFTCE SKILLS-**<br>Filing system<br>* Opening -closing of files & principles of putting file numbers<br>* Maintenance of files & other record<br>* Noting, drafting<br>* Diary; codes/manuals /policy circulars /monitoring systems<br>* Service record - opening, entries & maintenance<br>* Schedule of power<br>* Customer Care, ethics, interpersonal skills | 1 ½ day |
| 01/03 | **INFORMATTON TECHNOLOGY/ COMPUTER KNOWLEDGE-**<br>* Importance of Information Technology<br>* Introduction of computers - Hardware, software, operating system & applications<br>* Introduction to MS Office applications -(a) MS Word (b) MS-Excel (c) MS- access (d) MS - power point<br>* Communication - Internet, E Mail, Networking<br>* Hindi applications, printing<br>* computerization of office work including returns and statistics | (one hour daily along with other topics) |

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|---|---|---|
| 01/04 | **MANPOWER PLANNING-**<br>* Manpower inventory - book of sanction/monitoring systems<br>* Manpower optimization - techniques available and used _ benchmarking/work study /redeployment<br>* Procedures for creation of regular posts/ supernumerary posts/ surrender of posts/ transfer of posts<br>* Development of manpower skills/types of training - categories tor which training is mandatory- importance of training<br>* Cadre register, staff on roll register, roster & other registers | 1/2 day |
| 01/05 | **RECRUITMENT PTANNING-**<br>recruitment procedure of:<br>* Group "C' and erstwhile "D" services<br>* Substitutes.<br>* Various quotas-like Handicapped, Ex Servicemen, Sports, scout & guide, Cultural, GDCE, etc.<br>* Appointment on compassionate ground<br>*Assessment of requirements from open market with reservation quota.<br>* Procedure for preparation of indents- for RRB /RRC<br>* Medical norms for appointment.<br>* Verification of documents & antecedent<br>* General conditions of service<br>* Redeployment of surplus and medically de-categorized Staff<br>* Employment under Liberalized Active Retirement scheme for Guaranteed Employment for safety staff (LARSGESS) | 01 day |
| 01/06 | **PAYAND FIXATION OF PAY-**<br>* Introduction to compensation management in Government (pay Commission etc)<br>* RS (RP) Rules 2008, Pay Bands & Grade pay of different categories.<br>* Definition of pay & special pay and different allowances termed as pay<br>* Fixation of pay on<br>(a) appointment<br>(b) promotion & reversion<br>(c) on "own request'' transfers on bottom seniority to another seniority unit<br>(d) on promotion to ex cadre post C on reduction due to punishment<br>(f) on deputation<br>* fixation of pay of medically de categorized staff<br>* fixation under RS(RP) Rules 2008 & further clarifications therc under<br>* Option for fixation of pay under Fundamental Rules<br>* Increment<br>* Types of bills & preparation of bills (documents required and checks needed for passing salary bills) | 1/2 day |
| 01/07 | **SENIORITY-**<br>* On recruitment where initial training is necessary and not necessary<br>* On transfer/ promotion & reversion<br>* Integrated seniority/inter-se –seniority<br>* Seniority to medically de-categorized & surplus staff<br>* Seniority in case of reduction & re promotion due to punishment | 1/2 day |

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| | * Seniority to staff promoted by applying reservation | |
| 01/08 | **CAREER PROGRESSION-**<br>* Channels of promotion of various categories of staff<br>* Selection, Non Selection, Suitability, Trade Test<br>* Selection from GP 1800 (erstwhile Group 'D') to higher group 'C' posts<br>* Selections from Group "C" to Group 'B' (Gazetted selection)<br>* Procedure & eligibility for LDCE & GDCE<br>* Assessment of vacancies, reservation / roster<br>* Selection /Promotion under ACP /MACP scheme<br>* Panel, currency of panel & extension of currency of panel | 01 day |
| 01/09 | **LEAVE RULES-**<br>* Different kinds of leave, admissibility, limitation, competency regarding sanction<br>* Procedure for credit and debit of leave<br>* Maintenance of leave accounts<br>* Granting encashment of leave in various circumstances like Retirement, death, resignation, absorption in other department, in service leave encashment | 1/2 day |
| 01/10 | **CONDUCT RULES-**<br>*Applicability on railway servants, provisions about moveable, immoveable property, for commercial staff, sexual harassment, Dowry etc | 1/2 day |
| 01/11 | **LEGAL MATTERS-**<br>* Court cases<br>* Drafting of Para wise comments<br>* Filing of affidavits<br>*Appeals | 1/2 day |
| 01/12 | **INDUSTRIAL RELATIONS-**<br>* Recognition of unions, Associations, Staff councils<br>* procedure for opening of new branches<br>* Meetings - Informal, Non-payment, PNM, PREM,JCM<br>* Entitlements of union/Associations office bearers - special pass, special Casual Leave, Transfer etc.<br>* Facilities to union/Association - building, telephone, fax, computer, news papers etc.<br>* Dealing with demonstrations/dharanas /gherow by Unions/ Associations | 1/2 day |
| 01/13 | **PENSION RULES-**<br>* Superannuation, death, resignation, Voluntary/premature retirement<br>* Pension, DCRG, commutation, leave encashment, GIS, PF & DLI-calculation<br>* procedure of revision of pension, provisional pension<br>* delayed payment of settlement dues<br>* non vacation of Railway accommodation<br>* More than one claimant<br>* Ex gratia to widows/children of SRPF (contributory) & surviving retired SRPF (contributory) employees | 01 day |

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| | * New Pension System | |
| 01/14 | **VARIOUS ACTS- (AN TNTRODUCTTON)**<br>* Payment of Wages Act<br>* Minimum Wages Act<br>* Employee Compensation Act<br>* Factory Act<br>* Industrial Dispute Act<br>* **Right to Information Act 2005**<br>* Rights and Entitlements of persons with dis-abilities<br>* Contract Labour (Regulation & Abolition) Act, 1971<br>* Sexual Harassment of women at workplace (Prevention, Prohibition & Redressell) Act. 2013 | 1 ½ day |
| 01/15 | **AILOWANCES-**<br>* Various allowances, their calculations and conditions for drawl- (Transport, HRA, NHA, NDA, Training Allowance, DA/TA etc. including allowances for Running category employees.) | 01 day |
| 01/16 | **ADVANCES-**<br>*interest free and interest bearing advances (for conveyance, computer, on transfer, natural calamities, festivals, HBA etc.) -eligibility, conditions, recovery, etc.<br>* withdrawal and advance from provident fund -conditions, calculation and recovery | 1/2 day |
| 01/17 | **PASS RULES-**<br>* Kind of passes & PTOs, eligibility & entitlement<br>* Penalty/fines for misuse, loss of passes | 01 day |
| 01/18 | **WELFARE ACTIVITIES &STAFF BENEFIT FUND**<br>* staff benefit fund - aims and objects, formation of committees at various level, source, expenditure, competent authority, per capita annual grant<br>* Technical scholarship for dependent wards of railway employee, scholarship for higher education, hostel subsidy<br>* Holiday homes<br>* Railway institutes<br>* Handicraft centre<br>* Staff Canteen-statutory& non statutory<br>* Homoeopathy, Ayurvedic dispensary<br>* Medical benefits-liberalized health scheme<br>* quarter Policy. | 01 day |
| 01/19 | **DISCIPLINE AND APPEAL RULES-**<br>* Penalty- procedure for imposing minor & major penalties<br>* Disciplinary Authority, Enquiry officer, Defense Helper<br>* Ex parte action<br>* Entry of penalty in service records<br>* Procedure for implementing penalties<br>* Effect of penalty on service career<br>* Special provisions under rule 14<br>* Different forms used<br>* How to prepare a charge sheet | 1 ½ day |

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| | * Procedure for imposing penalty on retired persons<br>* Appeal against penalty<br>* Revision & Review | |
| 01/20 | **RAJBHASHA-**<br>* Introduction, provision under Constitution of lndia<br>* Official language act, Official language rules<br>* Monitoring committees on various level<br>* incentives, awards<br>* Check points etc. | 1/2 day |
| 01/21 | **RESERVATION POLICY-**<br>* Reservation of SC/ST/OBC in direct recruitment<br>* Reservation of SC/ST in promotion<br>* Maintenance of reservation roster register | 1/2 day |
| 01/22 | **PERFORMANCE APPRISAL-**<br>* ACR/APAR<br>* Conveying of adverse comments<br>* Effect on promotion<br>* Rewards/Awards | 1/2 day |
| 01/23 | **HOURS OF WORK AND PERIOD OF REST RULES**<br>* classification of posts<br>* duty hours of staff, period of rest, long on , short off.<br>* preparation of duty rosters.<br>* Job analysis<br>* overtime; etc. | 01 day |
| 01/24 | **STORE PROCUREMENT**<br>* Stock & non stock items<br>* indents for procurement<br>* Different forms used<br>* Local purchase | 1/2 day |
| 01/25 | **ACCOUNTS & AUDIT**<br>* Structure of Railway Accounts & working pattern<br>* Budget preparation & review<br>* Procedure of passing bills<br>* Allocation Head<br>* Canon of financial propriety<br>* Imprest<br>* Audit | 1/2 day |
| 01/26 | **GRIVANCES –REDDRESAL MACHANISM**<br>* Follow up of employee' s charter.<br>*monitoring of C.P.Gram<br>* monitoring of Nivaran<br>* holding of staff contact programme.<br>* Reddresal of complaints received through Toll-free Numbers, SMS, and GM/DRM/CWM interview cases.<br>* monitoring of ARPAN<br>* monitoring or IPAS | 1/2 day |
| 01/27 | Field visit to DRM's Office/ Workshop/ Store Depot. | 01 day |
| | **FINAL EXAMINATION** | **01 day** |

ANNEXURE-II

**Revised Training Module for - HR-O2**

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|---|---|---|
| DEPARTMENT | : | Personnel |
| ACTIVITY CENTRE | : | Personnel Training Centre |
| DESIGNATION | : | CLERK/ SR. CLERK |
| STAGE | : | REFRESHER (once in 3 years) |
| DURATION | : | 5 days |
| AIMS | : | 1. To refresh / improve knowledge<br>2. To build on the work experience<br>3. To provide further inputs in specific essential areas so as to enable development of analytical and problem solving abilities.<br>4. To encourage participants to share their experiences and removal of doubts through active participation, group assignments, projects, presentation etc. |

| Revised Module No. | DESCRIPTION | Duration |
|---|---|---|
| 02/01 | **MAN POWER PLANNING AND RECRUITMENT PLANNING**<br>*Manpower planning, surrender and creation of posts including work charged posts, temporary posts, supernumerary posts, vacancy bank, benchmarking, areas of redundant activities, areas of expansion, Multi skilling, Book of sanctions etc.<br>*Recruitment through RRB's, RRC's, recruitment against sports quota, apprentices, land losers quota, appointment on compassionate grounds, engagement of substitutes, and the Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARGESS). All aspects related to recruitment such as policy interpretation, vacancy assessment, preparation of indents, application of reservation in recruitment horizontal (both vertical reservation), maintenance of reservation roasters, conduct of written tests, interviews, formation of panels, notification, medical examination of successful candidates, character and antecedent verification, appointment, etc/ implementation of Apprentices Act in Indian Railway establishments and the absorption of medically de-categorized staff in alternative posts | ½ day |
| 02/02 | **COMPENSATTON MANAGEMENT (PAY & ALLOWANCES) AND ACCOUNTS & AUDIT.**<br>*Work relating to pay and allowances like monthly salary bills, processing and sanction for payment of various allowances including allowances to the running staff, processing & sanction of loans and advances to the Railway employees | ½ day |

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| | and recovery thereof, income tax liability, TDs, PF & GIS deductions, PLB payment, pay fixation in tase of appointment and promotion (functional and non functional promotions etc), dealing with instances of pay protection etc., reimbursement of tuition fees and legal expenses, TA & OT claims.<br>* Budget preparation & review, budget allocation, August review, Estimates, Audit, processing for purchase / maintenance of office equipments, Imprest | |
| 02/03 | **INDUSTRIAL RELATIONS, LEGAL ESTABLISHMENT MATTERS, INDUSTRIAL/LABOUR LAWS, STAFF GRIEVANCE REDRESSAL SYSTEM AND STAFF WELFARE .**<br>*Dealing with recognized trade unions, meetings- Informal, Non-payment, PNM, PREM, JCM, dealing with Industrial disputes, strikes, lockouts, dharanas, gheraos, provisions of Industrial Disputes Act, Labour Enforcement Officers and Labour courts. Dealing with unrecognized Trade Unions and Associations etc.<br>*All matters related to service law, dealing with establishment related cases filed in CAT, High Courts, Supreme Court. Effective handling of court cases, filling of review Petitions, SLP and related issues.<br>*Enforcement and compliance of various legislations viz, Factories Act, its applicability to Workshops and other Railway establishments, Special Rules for Workshop staff in Railways, Payment of Wages Act, Workmen's Compensation Act, ex-gratia payment, Contract Labour (Regulation & Abolition) Act, incentive bonus scheme, Minimum Wages Act, **Right to Information Act 2005**, Rights and Entitlements of persons with dis-abilities Act, Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal)Act, 2013 etc. *Hours of Employment Regulations, conducting of job analysis, payment of overtime, etc. * staff Welfare -various activities, Staff Benefit Fund, Consumer Co-op. Societies, medical assistance, educational assistance etc. | ½ day |
| 02/04 | **CAREER PROGRESSION AND PERFORMANCE MANAGEMENT-**<br>*Channels of promotion, Selection & Non Selection, Suitability, Trade Test, LDCE & GDCE, ACP/MACP scheme, Assessment of vacancies, reservation rules/roster, Panel, currency of panel, its extension. Appeal against Panel/select list/trade test, sealed cover procedure etc<br>*ACR/APARs, procedure, maintaining of records, their annual filling up by the employees, reporting officer, its review and acceptance, its use in selections/ postings, conveying of adverse remarks, its effect on promotion etc NBR, sealed cover procedure etc. | ½ day |
| 02/05 | **DISCIPLINE AND APPEAL RULES, IMPLEMENTATION OF ACTIONS ARISING OUT OF VIGILANCE MATTERS AND CONDUCT RULES-**<br>*All matters relating to Disciplinary & Appeal Rules, 1968 viz minor & major penalties, their procedure, Disciplinary Authority, Enquiry officer, Defense Helper, ex parte action, appeal against penalty, Revision & Review, effect of penalty on service career, procedure for imposing penalty on retired persons, application of rules to a case study etc.<br>*Railway Services Conduct Rules, 1966 and their applicability on Railway servants Schedule of Disciplinary Powers and matters arising out of vigilance action | ½ day |
| 02/06 | **LEAVE RULES, PASS RULES AND JOINING TIME-**<br>* Pass Rules, its interpretation and implementation, kinds of passes & PTOs, | ½ day |

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| | eligibility & entitlement, Penalty/fines for misuse etc<br>* Leave rules, different kinds of leave and their admissibility, limitation, competency regarding sanction, maintenance of leave accounts , leave encashment while in service, joining time etc. | |
| 02/07 | **SENIORITY AND RESERVATION POLICY-**<br>*Rules regulating determination of seniority, on recruitment where initial training is necessary and not necessary, on transfer, promotion, in case of reduction due to punishment & re promotion, inter-se seniority, seniority to medically de-categorized & surplus staff, seniority to staff promoted by applying reservation etc<br>* Provision of reservation for Schedule Caste and Scheduled Tribe employees, maintaining reservation roasters, other relaxations available to SC/ST candidates in safety and non-safety category posts, procedure for de-reservation of posts | ½ day |
| 02/08 | **MANAGEMENT OF POST RETIREMENT BENEFITS-**<br>* Interpretation & implementation of Pension rules (new and old), provident fund rules, leave encashment rules, Gratuity rules, sanction of retirement benefits to employees under different circumstances (superannuation, voluntary retirement, resignation, dismissal, technical absorption etc), impact of Disciplinary & Appeal Rules, penalties etc on retirement benefits, conduct of Pension adalats, timely settlement and Redressal of grievances related to settlement, Ex gratia to widows/children of SRPF (contributory) & surviving retired SRPF (contributory), New Pension System, application of rules to a case study | ½ day |
| 02/09 | **INFORMATION TECHNOLOGY & COMPUTER KNOWLEDGE**<br>* Importance of Information Technology<br>* Introduction of computers - Hardware, software, operating system & applications<br>* Introduction to MS Office applications -(a) MS Word (b) MS-Excel (c) MS-access (d) MS - power point<br>* Communication – Internet, E Mail, Networking<br>* Hindi applications, printing/<br>* Computerization of Office work including returns and statistics | (one hour daily along with other topics) |
| 02/10 | **GRIVANCES –REDDRESAL MACHANISM**<br>* Follow up of employee' s charter.<br>*monitoring of C.P.Gram<br>* monitoring of Nivaran<br>* holding of staff contact programme.<br>* Reddresal of complaints received through Toll-free Numbers, SMS, and GM/DRM/CWM interview cases.<br>* monitoring of ARPAN<br>* monitoring or IPAS | ½ day |
| 02/11 | **FINAL EXAMINATION** | ½ day |

**Revised Training Module - HR-03**

DEPARTMENT : Personnel

ACTIVITYCENTRE : Personnel Training Centre

DESTGNATION : OS /Chief OS /SWLI/CWLI

STAGE : REFRESHER (once in 3 years)

DURATION : 5 days

AIMS : 1.To provide inputs at the supervisory level for facilitating responsive and reliable decision making

2. To develop analytical and problem solving capabilities

3. This should be a combined program for OS and S&WLI so that Co-ordination between office and field is developed and information / experience shared

4. Discussion of case studies be used to comprehend issues better

| Revised Module No. | DESCRIPTION | Duration |
|---|---|---|
| 03/01 | **SUPERVISORY SKILL, LEADERSHIP, CHANGE AND ITS MANAGEMENT-**<br>* Role of Supervisor in Personnel and other Departments, Leadership styles, Motivation, Communication, Time Management, Stress Management, Interpersonal Skills, customer care, interaction with staff as well as retired staff and their families, teambuilding etc. | 1/2 day |
| 03/02 | **MANPOWER PLANNING, RECRUITMENT PLANNING AND COMPASSIONATE GROUND APPOINTMENTS-**<br>* issue, problems and analysis of data<br>* Examination of proposal for creation of post keeping in view yardsticks, bench marking, work study reports, vacancy bank, matching surrender, HOER, links (specially creation of running staff & other safety & operational categories posts), identification and redeployment of surplus staff including medically decategorized staff, multiskilling, Book of Sanctions<br>* All aspects related to rules, procedures, their interpretation and advance planning for recruitment- Recruitment through RRB's, RRCs, against sports quota, apprentices, land losers quota, appointment on compassionate grounds, engagement of substitutes, and the Liberalized | 1/2 day |

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| | Active Retirement scheme for Guaranteed Employment for safety staff (LARGESS). Application of reservation in recruitment including for people with disabilities. Implementation of Apprentices Act in Indian Railway establishments.<br>*conducting inquiry for C.G. appointment, preparation of case sheet for such appointment keeping in view the inquiry report, age limit, educational qualification, competency etc. | |
| 03/03 | **COMPENSATION MANAGEMENT (PAY & ALLOWANCES), ACCOUNTS & AUDTT AND STORE PROCUREMENT-**<br>issue, problems and analysis of data<br>* Rules and their interpretation relating to fixation under Rs (RP) Rules, 2008 & further clarifications there under, payment of various allowances including allowances to the running staff, loans and advances to the Railway employees and recovery thereof, income tax liability, TDS, PF & GIS deductions, PLB payment, pay fixation in case of promotion (functional and non functional promotions etc), pay protection, Stepping up, Next Below Rule (NBR),TA & OT claims.<br>* Budget preparation & review, budget allocation, August review, Estimates, Audit, processing for purchase / maintenance of office equipments, Imprest, establishment costs, construction organization, Dealing with Accounts inspection note, Audit para, Draft Para etc.<br>* Store Procurement, Stock & non stock items, indents preparation for procurement & drawl of Stores, inventory Control, Local purchase<br>* Works, preparation of proposals for works programme, Work charge estimates | 1/2 day |
| 03/04 | **INDUSTRIAL RELATIONS, LEGAL ESTABTISHMENT MATTERS, INDUSTRIAI/LABOUR LAWS, STAFF GRIEVANCE REDRESSAL SYSTEM AND STAFF WELFARE-**<br>* Dealing with trade unions, various kinds of meetings- PNM, PREM, JCM etc, dealing with industrial disputes, strikes, lockouts, dharanas, gheraos. Preparation of remarks/reply for the conciliation proceedings. Dealing with unrecognized Trade Unions and Associations etc.<br>*All matters related to service law, establishment related cases filed in CAT, High Courts, Supreme Court. Effective handling of court cases, filling of review Petitions, SLP and related issues. Dealing with RTI cases & citizen's charter & other related legislative measures affecting administration.<br>* Enforcement and compliance of various legislations viz, Factories Act, its applicability to Workshops and other Railway establishments, Special Rules for Workshop staff in Railways, Payment of Wages Act, Workmen's Compensation Act, ex-gratia payment, preparation of proposals for compensation under E C Act/Ex Gratia etc. Contract Labour (Regulation & Abolition) Act, incentive bonus scheme, Minimum Wages Act, **Right to Information Act 2005**, Rights and Entitlements of persons with dis-abilities Act, Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act, 2013 etc. Display of abstracts of Labour Laws at various Units.<br>* **HOER**- Analysis of rules & procedure for optimum utilization of | 1/2 day |

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| | manpower & to curtail overtime, job analysis for classification/reclassification of posts, examination of over time claims including rosters and links with a view to reduce over time claims. Booking of running, non - running and other travelling staff and preparation of links.<br>*Grievance Redressal mechanism, Checking of records and ensure compliance of Labour Laws during station inspection, complaint registers etc<br>* Staff Welfare - Colonies, Holiday Homes, Co-Operative Societies, Railway Schools, Handicraft Centre's, Canteens, Scout & Guides, cultural activities, SBF, Medical Facilities, RELHS<br>* Pass Rules<br>* Leave rules | |
| 03/05 | **CAREER PROGRESSION AND PERFORMANCE MANAGEMENT-**<br>* Analysis of rules and procedures related to Selection, Non Selection, Suitability, Trade Test, LDCE & GDCE, ACP/MACP scheme, Assessment of vacancies, reservation rules/roster, Panel, currency of panel, its extension Appeal against Panel/select list/trade test, sealed cover procedure etc<br>* ACR/APARs, procedure, maintaining of records, communication of adverse comments etc NBR, sealed cover procedure etc. | 1/2 day |
| 03/06 | **DISCIPLINE AND APPEAL RULES, IMPLEMENTATION OF ACIOTTS ARISING OUT OF VIGILANCE MATTERS AND CONDUCT RULES-**<br>* All matters relating to Disciplinary & Appeal Rules, 1968 viz minor & major penalties, their procedure, Implementation & combination of various penalties Disciplinary Authority, Enquiry officer, Defense Helper, speaking orders, schedule of Powers, ex parte action, appeal against penalty, Revision & Review, effect of penalty on service career, procedure for imposing penalty on retired persons, application of rules to a case study etc<br>*Railway services conduct Rules, 1966 and their applicability on Railway servants, granting NOC for passport & Ex-India Leave schedule of Disciplinary powers and matters arising out of vigilance action | 1/2 day |
| 03/07 | **SENIORITY AND RESERVATION POLICY-**<br>* Rules and their interpretation pertaining to determination of seniority, on recruitment where initial training is necessary and not necessary on transfer, promotion, reversion due to punishment & re promotion, integrated and inter-se seniority, seniority to medically de-categorized & surplus staff, seniority to staff promoted by applying reservation etc.<br>* Provision of reservation for schedule Caste and scheduled Tribe employees, maintaining reservation roasters, other relaxations available to SC/ST candidates in safety and non-safety category posts, procedure for de-reservation of posts | 1/2 day |
| 03/08 | **MANAGEMENT OF POST RETIREMENT BENEFITS-**<br>* Interpretation & implementation of pension rules (new and old), | 1/2 day |

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| | provident fund rules, leave encashment rules, Gratuity rules, cut in DCRG and its delayed payment, retention of railway accommodation, sanction of retirement benefits to employees under different circumstances (superannuation, voluntary retirement, resignation, death, dismissal, technical absorption etc), impact of Disciplinary & Appeal Rules, penalties etc on retirement benefits, conduct of Pension adalats, timely settlement and Redressal of grievances related to settlement, Ex gratia to widows/children of SRPF (contributory) & surviving retired SRPF (contributory), procedure in case of more than one claimant, anomalies in pension revision/fixation, New pension system, application of rules to a case study | |
| 03/09 | **GRIVANCES –REDDRESAL MACHANISM**<br>* Follow up of employee' s charter.<br>*monitoring of C.P.Gram<br>* monitoring of Nivaran<br>* holding of staff contact programme.<br>* Reddresal of complaints received through Toll-free Numbers, SMS, and GM/DRM/CWM interview cases.<br>* monitoring of ARPAN<br>* monitoring or IPAS<br>*Analysis of rules and procedures in a given topic (group activity) and identification of redundant areas or requirements for change /modification | 1/2 day |
| 03/10 | **INFORMATTON TECHNOLOGY/ COMPUTER KNOWLEDGE-**<br>* Importance of Information Technology<br>* Update on information technology usage- development of a monitoring program in EXCEL/ACCESS (group activity)<br>* computerization of office work including returns and statistics | (one hour daily along with other topics) |
| | **FINAL EXAMINATION** | **1/2 DAY** |

ANNEXURE-IV

**Revised Training Module – HR -04**

DEPARTMENT : Personnel

ACTIVITYCENTRE : Personnel Training Centre

DESIGNATION : Law Assistant/Chief Law Assistant.

STAGE : Induction/Refreshers

DURATION : 12 days (Initial induction or after every 5 year service.)

AIMS : 1.To provide inputs that facilitate integration of inductees with the organizations, aims and objectives.

2. Provide basic knowledge of establishment rules and procedures red for contesting court cases effectively.

| Revised Module No. | DESCRIPTION | Duration |
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| 04/01 | **INTRODUCTION TO RAILWAYS-**<br>* organization structure, functions<br>* Personnel Department - roles & functions<br>* Role of Law Assistant in these<br>* Future avenues of growth (AVC).<br>* Basic introduction to Fundamental Rules & IREM (Vol.I & II) IREC (Vol.I & II) etc.<br>* Safety and Disaster prevention - Office Safety, First Aid<br>*Office skills, noting, drafting, Monitoring of CP Gram/Nivaran etc. | 01 day |
| 04/02 | Polices, rules and procedures relating to recruitment, general conditions of service, career progression/promotion, seniority | 02 days |
| 04/03 | Polices, rules and procedures relating to Discipline and Appeal Rules and, Conduct Rules | 01 day |
| 04/04 | Polices, rules and procedures relating to Pay fixation, Allowances, advances and Pension | 01 day |
| 04/05 | Polices, rules and procedures relating to Reservation, Leave rules, Pass rules, HOER | 01 day |
| 04/06 | **VARIOUS ACTS- (AN INTRODUCTION)**<br>* Payment of Wages Act<br>* Minimum Wages Act<br>* Employee Compensation Act<br>* Factory Act<br>* Industrial Disputes Act<br>* Railway Act<br>* CAT Act<br>* Railway property unlawful possession Act | 02 days |

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| | * Consumer Act<br>* Tenancy Act<br>* Judicial stamp Act<br>* **Right to Information Act 2005**<br>* Rights and Entitlements of persons with dis-abilities<br>* Contract Labour (Regulation & Abolition) Act,1971,<br>* Sexual Harassment of women at workplace (prevention, prohibition & Redressal) Act, 2013 | |
| 04/07 | **LEGAL MATTERS-**<br>* Court Case<br>* Role of different courts<br>* Preparation of written statement<br>* Filling of Affidavits<br>* Appeals<br>* Nomination of Railway Advocates<br>* Briefing, chasing & monitoring<br>* Case contested by more than one office<br>* Contempt cases<br>* Vetting of Pleading<br>* Preparation of note for filling appeal/SLP before High Court or Supreme Court<br>* Arbitration & Conciliation matters<br>* NHRC matters<br>* D&A rules<br>* RCT Act.<br>* Court procedures in General | 02 days |
| 04/08 | Field visit to Labour Commissioner Court/CAT/High Court /Supreme Court | 01 day |
| 04/09 | Information technology usage + internet and networking Computerization of Office work including monitoring of court cases<br>* SPL LIMBS Searching of Judgments on various topics | 1 hr. daily along with other topics |
| **04/10** | **FINAL EXAMINATION** | **01 day** |