GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(Trg)94(28)/1 New Delhi, Dated, 17.04.2000.

General Managers

All Indian Railways and
Production Units
Core/Allahabad

Chief Administrative Officers

Diesel Component works/Patiala
COFMOW/New Delhi

Director General/RDSO/Lucknow

Principal
RSC/Vadodara

Directors

IRICEN/Pune
IRISET/Secunderabad
IRIMEE/Jamalpur
IRIEEN/Nasik

Subject : ***Incentives for acquiring higher qualifications.***

Reference this Ministry's letter No. E(Trg)94(28)1 dated 5.7.95 regarding grant of incentives to Group 'B' officers for acquiring higher qualifications and letter No. E(NG)I-93/IC2/5 dated 2.1.96 read with their letter dated 12.9.97, regarding grant of incentives to Gr. 'C' Railway employees for acquiring higher qualifications.

2. The question of review of above instructions including addition of fresh qualifications to the existing ones has been under consideration of the Ministry of Railways in consultation with the Deptt. of Personnel & Training. It has now been decided to amplify the list of qualifications the acquisition of which will entitle the individuals to grant of lump sum incentives as shown in the Annexure to this letter.

3. The revised scheme of incentives will be effective from the date of issue of this letter. In other words the qualifications specified in the Annexure acquired on or after the date of issue of this letter will qualify for the amount of specified lump sum incentive.

3.1 However, the individuals who were eligible for grant of lump sum incentives in terms of existing instructions, will be entitled to grant of lump sum incentive on the old scale in respect of qualifications acquired up to the day preceding the date of issue of this letter.

3.2 For the purpose of paras 3 and 3.1 above the date of acquiring the qualifications will be the last date of the prescribed examination and not the date of publication of the results.

4. The revised scheme will apply to officers and staff in Group 'A', 'B' & 'C'.

5. The following conditions will apply to the grant of lump sum incentive:-

(i) Incentive should be allowed only for the qualifications, the acquisitions of which is directly related to the functions of the post held by the Railway servant or the functions to be performed in the next higher post and the qualifications should contribute to the efficiency of the Railway servant. In the case of qualifications being useful in the discharge of functions in the next higher grade the grant of incentive may be considered on actual promotion to the higher grade.

(ii) No incentive would be allowed for purely academic or literary subjects and accordingly incentives need not be considered for qualification like Degree in Humanities.

(iii) The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.

(iv) The quantum of incentive will be uniform for all posts irrespective of their classification or grade or the department.

(v) The incentive will not be admissible where the government servant is sponsored by the government or he avails of study leave for acquiring the qualification. Only those officials who have acquired the higher qualification fully at their own cost and where the Railways have not borne any part of the expenses therefor will be entitled for grant of incentives.

(vi) The incentive would be given only for higher qualification acquired after induction into service and not for possession of higher qualification at the time of entry in service.

(vii) No incentive would be admissible if an appointment is made in relaxation of the educational qualifications. No incentive would be admissible if the employee acquires the requisite qualification for such appointment at a later date.

(viii) The qualifications meriting grant of incentive should be recognised by the All India Council for Technical Education, Department of Electronics, Deemed University, University or recognised by the Government.

(ix) Officials acquiring more than one prescribed qualification will be entitled for incentives for all such additional qualifications.

(x) Officials who avail the incentives should remain in service for at least three years after acquiring higher qualifications.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

Please acknowledge receipt.

Encl: Annexure

(VIJAYANAND)
DEPUTY DIRECTOR (TCP)
RAILWAY BOARD.

No. E(Trg)94(28)/1 New Delhi, dated 17.04.2000

Copy to the FA&CAOs of All Indian Railways/Production Units and Director (Finance)/RDSO for information and necessary action.

(Vijayanand)
Deputy Director (TCP)
Railway Board

No. E(Trg)94(28)/1 New Delhi, dated 17.04.2000

Copy to Principal Directors of Audit, All Indian Railways for information.

(R.P. Singh)
for Financial Commissioner/Rlys

Copy forwarded to:-

1. The General Secretary, All India Railwaymen Federation, 253, Rail Bhavan, New Delhi (35 copies).

2. The General Secretary, National Federation of Indian Railwaymen, Room No.256-E (with 35 spares).

3. All Members, Departmental Council and National Council and secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares).

4. The Secretary General, Federation of Railway Officers Association, Room No. 256-A, Rail Bhavan, New Delhi (with 5 spares).

5. The Secretary General, Indian Railway Promotee Officers Association, Room No. 268, Rail Bhavan, New Delhi (with 5 spares).

(Vijayanand)
Deputy Director (TCP)
Railway Board

Copy to:-

PSs to MR,MSR(B),MSR(D)

PPSs to CRB, FC,MS,MM,MT,ML,ME.

PPSs to OSD (MS), AM(S), DG/RHS, DG/RPF

PSs to EDE, EDV, EDE(N), EDE(Res), EDA, EDE(IR), EDE(RRB), EDPC-I & II, D(MPP), DPC, DE(Res), JDE(R)-I & II, JDE(Rep), JDE(D&A), JDPC, JDE(L), DDE(R) I & II, DD(Code Revision), DDE(LR)I, DDE(N)I & II, E(NG)I & II, E(O)III, E(GR)II, E(Rep)I, II & III, E(SCT)I & II, F(E)II, ERB-I, E(O)I, E(GR)II, E(MPP), SEC(E), PR Branch,E(G)with two spares, AC-III(with 15 spares), Code Revision Cell (with 5 spares).

Railway Board Secretariat Class-II Officers Association, Railway Board Ministerial Staff Association, Railway Board, Rail Bhavan, New Delhi.

JS (G)/Railway Board with a request that if incentives are granted for acquiring higher qualification, the officers should be posted in the Directorates where their additional knowledge will be of use.

IRPOF, Room No.301, Annexe Building, Baroda House, New Delhi.

The Pay & Accounts Officer, Railway Board.

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Annexure to Board's letter No. E(Trg)94(28)/1 dated 17.04.2000 regarding grant of lump sum incentive for acquiring higher qualifications.

S. No.	Deptt.	Higher Qualification	Amount of lump sum Incentive
1.	Accounts Deptt. + RBSS	i) On passing Part-1 or 'A' or Intermediate or pre-final Exam. of ICWAI/ Institute of Chartered Accountants of India/ Institute of Chartered Financial Analysts of India.	Rs. 4000
		ii) On passing Part-II or 'B' or final Exam of ICWAI/ Institute of Chartered Financial Analysts of India/ Institute of Chartered Financial Analysts of India.	Rs. 8000
		iii) On passing Intermediate Exam. of the Institute of Company Secretaries of India.	Rs. 2000
		iv) On passing Final Exam. of the Institute of Company Secretaries of India.	Rs. 4000
2.	All Technical Deptts. Including Stores	i) AMIE Section 'A' in the relevant discipline.	Rs. 3000
		ii) AMIE Section 'B'/Final in the relevant discipline.	Rs. 5000
		iii) Degree in Engg. (B.E./B.Tech) directly in the relevant discipline.	Rs. 8000
		iv) Post Graduate degree or equivalent in Engg. in respective discipline.	Rs.10000

3A	Stores Deptt. + Stock verifiers in the Accounts Deptt.	i) Diploma in Engg. or Studentship course in Materials Management (SMM) of Indian Institute of Material Management.	Rs. 4000
		ii) Graduate Diploma in Materials Management (GDMM) from Indian Institute of Material Management.	Rs. 5000
3B	Stores Deptt.	iii) PG Diploma in Materials Management from Institute/University/ Deemed University etc. recognised by the All India Council for Technical Education/ Govt. of India.	Rs. 6000
4.	Chemical & Metallurgical Organi-sation.	On passing an examination equivalent to a degree in Metallurgy by Chemists in Railway Laboratories and Research Assistants doing Metallurgical work if they were possessing a Degree in Chemistry at the time of recruitment.	Rs. 8000
5.	Personnel Deptt. + RBSS.	On acquiring Post Graduate Diploma in Personnel Management or Industrial Relations conducted by a recognized University or any other recognized Institution.	Rs. 6000
6.	Traffic Transportation and Commercial Deptt.	i) Diploma in Marketing and Business Development.	Rs. 4000
		ii) Diploma in Transport Economics.	Rs. 4000
7.	General.	i) Ph.D in the field relevant to the functions of the Govt. servant.	Rs.10000

ii) Diploma or equivalent in Computer Science/ Computer Applications/ Information Technology relevant to the functions of the government servant.	Rs. 4000
iii) PG Diploma in Computer Science/ Computer Applications/ Information Technology relevant to the functions of the Govt. servant.	Rs. 6000
iv) Degree in Computer Science/Computer Applications/ Information Technology relevant to the functions of the Govt. servant.	Rs. 8000
v) Post Graduate Degree in Computer Science/ Computer Applications/ Information Technology relevant to the functions of Govt. servant.	Rs.10000
vi) Multi skill diploma in relevant fields.	Rs. 4000

(Vijayanand)
Dy. Director (TCP)
Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.E(Trg)94(28)/1 New Delhi, dated 21.09.2000.

The General Managers
All Indian Railways and
Production Units
Core/Allahabad

Chief Administrative Officers
Diesel Component Works/Patiala
COFMOW/New Delhi

Directors
IRICEN/Pune
IRISET/Secunderabad
IRIMEE/Jamalpur
IRIEEN/Nasik

Director Generals
RDSO/Lucknow
RSC/Vadodara

Sub: Incentives for acquiring fresh higher qualifications.

Reference Board's letter No.E(Trg)94(28)/1 dated 17.04.2000 enclosing therewith a list of higher qualifications, acquiring of which would qualify officers/officials of Indian Railways for grant of incentives.

2. Deptt. of Personnel & Training have clarified/instructed that item 7 (vi) of the list, viz. 'Multi skill diploma in relevant fields' would contain the following qualifications :-

Deptt.	Higher Qualification	Amount
PR Deptt. (Gr. A, B & C)	Post Graduate Diploma in Public Relations	Rs.4,000/-
Personnel Deptt (Gr. A, B & C)	Post Graduate Diploma in Human Resource Development	Rs.4,000/-
All Deptts. (Gr. A, B & C)	Diploma in Financial Management/Operational Management	Rs.4,000/-
Gr. C of Statistical Deptt	Diploma in Statistics	Rs.4,000/-
Commercial Deptt (Gr. A, B & C)	Diploma in Marketing & Sales Management	Rs.4,000/-

3. All other terms and conditions as envisaged in letter dated 17.04.2000 will remain the same.

....2/-

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways, Railway Board.

(VIJAYANAND)
Deputy Director (TCP)
Railway Board.

No.E(Trg)94(28)/1 New Delhi, dated 21 .09.2000.

Copy to Principal Directors of Audit, All Indian Railways with 10 spares for information.

for Financial Commissioner / Rlys.

No.E(Trg)94(28)/1 New Delhi, dated 21 .09.2000.

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(VIJAYANAND)
Deputy Director (TCP)
Railway Board.

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(VIJAYANAND)
Deputy Director (TCP)
Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No.E(Trg)94(28)/1

New Delhi, dated 27.04.2001.

The General Managers
All Indian Railways and
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Chief Administrative Officers
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IRICEN/Pune
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Director Generals
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RSC/Vadodara

CORRIGENDUM

Sub: Incentives for acquiring fresh higher qualifications.

Reference this Ministry's letters No.E(Trg)94(28)/1 dated 17.04.2000 and 21.09.2000 regarding grant of incentives to Railway officers/staff for acquiring higher qualifications.

2. Higher qualifications under Item No.5 of the annexure to Ministry's letter dated 17.04.2000 should be read as :-

"On acquiring Post Graduate Diploma in Industrial Relations and/or Personnel Management/Human Resource Management/Human Resource Development conducted by a recognized University or any other recognized Institution" in place of "On acquiring Post Graduate Diploma in Personnel Management or Industrial Relations conducted by a recognized University or any other recognized Institution".

3. Consequently, the qualification "Post Graduate Diploma in Human Resource Development" appearing on para 2 of Ministry's letter dated 21.09.2000 should be deleted.

4. The amount of lumpsum incentive for Post Graduate Diploma in Public Relations indicated in para 2 of Ministry's letter dated 21.09.2000 should be read as Rs.6,000/- in place of Rs.4,000/-.

5. All other terms and conditions as envisaged in letters of even number dated 17.04.2000 and 21.09.2000 will remain the same.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways, Railway Board.

(VIJAYANAND)
Deputy Director (TCP)

No.E(Trg)94(28)/1 New Delhi, dated 27.04.2001.

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for Financial Commissioner / Rlys.

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....3/-