



**J. R. Bhosale**  
General  
Secretary

# Western Railway Employees' Union

Central Office: Grant Road Station Building (East), Mumbai-400007

P&T: 23083813 Rly. 43662, 43663 Website: [www.wreuindia.in](http://www.wreuindia.in)  
E-mail: [wreuhq@rediffmail.com](mailto:wreuhq@rediffmail.com); [gs wreuhq@gmail.com](mailto:gs wreuhq@gmail.com)

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To

GM (E) – CCG

Sub:-Fixation of pay of disabled/medically unfit running staffs on being appointed against alternative post (stationary) in revised (7<sup>th</sup> CPC) pay structure, implementation of Railway Board order-regarding.

Ref.: -Railway Board's letter No. E(NG)I-2018/RE-3/3 dt. 14/10/2019.

It has been brought to our notice by our local union Ahmedabad Division that Rly. Board's instruction issued time to time after implementation of 6<sup>th</sup> & 7<sup>th</sup> CPC have not correctly implemented on W.Rly. , ADI Division. It is also complained that no exhaustive instructions have been issued by GM (E) CCG on the subject.

The fact of the complaint is narrated below.

Up to and including 5<sup>th</sup> CPC pay regime the pay scales had fixed stages and the appointment against alternative post and method of fixation of pay of disabled/medically unfit running staff was governed in terms of Para-1307 and 1308 of Railway Board's letter No. E(NG)I/96/RE3/9(2) dated 29.04.1999 (RBE No. 89/1999). However, consequent upon implementation of revised pay structure under 6<sup>th</sup> CPC recommendations, said provisions have been amended vide Railway Board letter No. E(NG)I-2008/RE-3/4 dated 30.04.2013 (RBE No. 41/2013). Accordingly, while determining Pay in Pay Band for the purpose of fixation of pay of medically unfit running staff in alternative post, an amount equal to such percentage of basic pay (pay in Pay Band + Grade Pay) representing pay element of running allowance was being added to the existing pay in Pay Band and resultant figure was the pay in Pay Band in the alternative post with no change in the Grade Pay of substantive post, in a suitable post.

Consequent to implementation of the 7<sup>th</sup> CPC recommendations, the fixed and defined pay intervals in the form of distinct cells within each pay level pay matrix have been restored w.e.f. 01.01.2016. As a result, Railway Board vide letter No. E(NG)I-2008/RE-3/3 dt.14.10.2019 (RBE No. 171/201), circulated under W.Rly P.S. No. 154/2019 16.10.2019, issued revised order in the subject matter. Accordingly, the pay of medically decategorised running staff in an alternative stationary post would now be governed in terms of earlier provisions of Para-1307 and 1308 of Board's letter No. E(NG)I/96/RE3/9(2) dated 29.04.1999 (RBE No. 89/1999), as was in force during up to and including 5<sup>th</sup> pay regime.

Therefore union is of the considered view that

1. As per Para-1307, the identical pay scale in 7<sup>th</sup> CPC of medically decategorised running staff calculated as under:

	<b>Level-2</b>	<b>Level-4</b>	<b>Level-5</b>	<b>Level-6</b>
Min-Max of pay scale	19900-63200	25500-81100	29200-92300	35400-112400
To add 30% pay element in lieu of running allowance in Min-Max of pay scale of running staff	19900+5970= 25870 63200+18960 =82160	25500+7650=331 50 81100+24330=10 5430	29200+8760=37 960 92300+27690=1 19990	35400+10620=4 6020 112400+33720= 146120
Pay Scale after adding 30% pay element Min-Max of pay scale	25870-82160	33150-105430	37960-119990	46020-142400
To be posted in equivalent existing scale of pay	Level-4 (2500-81100)	Level-5 (29200-92300)	Level-6 (35400-112400)	Level-7 (44900-142400)

2. As per Para-1308, if basic pay arrived after adding the pay element to the basic pay does not correspond to any stage in the absorbing grade, the pay may be fixed at the stage just below and the difference allowed as Personal Pay to be absorbed in future increment.

WREU ADI represented that running staff on being medically decategorised, the provisions contained in Para-1307 and 1308 of Board's letter mentioned above is not being followed. Thereby, the rank and pay both are reduced by way of alternative post in same Level of pay matrix and ignoring difference allowed as Personal pay to be absorbed in future increment. It is further noticed that pay of some such employees fixed at maximum of existing Level, resulting pay is stagnated and employee is not granted annual increment. Despite representation of our local union, divisional administration is not taking corrective action. Our enquiry reveals that the aforesaid Board's orders, dt. 30.04.2013 have not been implemented over other divisions of W.Rly. as well. The copy of the order issued by ADI Division and CPO (A) C.Rly. administration on the subject is enclosed herewith for your ready reference.

In view of as said above, union is of the view that a comprehensive clarification may be issued by HQ office in terms of Railway Board letter cited under reference to all divisions for implementation of Board's order and to take corrective action in case of

running staff those who are medically decategorised after 01.01.2016 and erroneously appointed on lower post and fixation of their pay thereon.

General Secretary

Encl:- As above