

Government of India (भारत सरकार)
Ministry of Railways (रेल मंत्रालय)
(Railway Board/रेलवे बोर्ड)

No. E(P&A)I-2013/FE-2/4(Pt)

New Delhi, dated: 04.02.2022

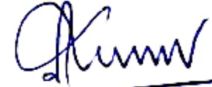
✓ The General Secretary,
AIRF,
4, State Entry Road,
New Delhi-110055.

**Sub:- Payment of Special Allowance to Traffic Gatemen deployed to work on
LC Gates – PNM/AIRF item No. 24/2013.**

The undersigned is directed to refer to the minutes of the PNM/AIRF Meeting with Board held on 17th & 18th November, 2021 regarding item No. 23/2013 wherein it was decided to re-submit the matter to Ministry of Finance and a copy of the reference to MoF would be sent to AIRF. Accordingly, the proposal for extending the benefit of Special Allowance to Traffic Gatemen deployed to work on LC Gates has been resubmitted to MoF vide ID note No. E(P&A)I-2013/FE-2/4 dated 02/12/2021 requesting them to concur with the proposal. A copy of the same is enclosed herewith.

DA: As above.

Yours faithfully,



For Secretary, Railway Board. 04.02.22

Copy to DDE(LR)I

Sub:- Consolidated proposal for submission to MoF in respect of payment of Special Allowance to the Traffic Gatemen deployed to work on Level Crossing Gates (LC Gate) and grant of Qualification Pay to Appendix-II & III qualified staff of Cash and Pay Deptt.

In terms of para 8.2.5 of the Report of the 7th CPC, any allowance not mentioned in the Report (and hence not referred to the Commission) shall cease to exist immediately. In case there is any demand or requirement for continuation of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of Ministry of Finance and should be put in public domain.

2. Accordingly, a consolidated proposal in respect of (i) Grant of Special Allowance to Traffic Gatemen deployed to work on LC Gates and (ii) Grant of Railway Accounts Examination Allowance (erstwhile Qualification Pay) to Appendix-II & III qualified staff of Cash and Pay Deptt. is submitted herewith for MoF(DoE)'s concurrence as follows:

2.1. Proposal for extending the benefit of Spl. Allowance to the Gatemen of Traffic Department deployed to work on Level Crossings Gates :-

On Indian Railways Gatemen (now re-designated as Track Maintainers) are posted to man the LC Gates from the Civil Engineering and the Traffic Departments. At present Special Allowance is admissible to Gatemen of the Civil Engineering Department. The Scheme for grant of Special Allowance was evolved in 1990 to compensate the staff monetarily for performing arduous duties at difficult Engineering gates and also to attract volunteers for posting to such gates. The number of such gates was restricted to 25% of total Engineering gates, which was subsequently enhanced to 50%. In September 2012 the benefit of Special Allowance was extended to all the Gatemen of Civil Engineering Department irrespective of their place of posting on the recommendations of the Joint Committee constituted to resolve the issue of Package and Career Progression of Trackmen.

It is stated that the nature of work of Gatemen, whether Engineering or Traffic is similar. Since Engineering Gatemen have been getting Special Allowance @ Rs. 375/- p.m. till 30.06.2017 (under the 7th CPC, the rate of Spl. Allowance is Rs. 1200/- & Rs. 1000/- depending on the pay level w.e.f. 01.07.2017), grant of Special Allowance at par is recommended for Traffic Gatemen as well. It is further stated that there are many Traffic gates having higher Train Vehicle Units (TVU) than Engineering gates. Also, during yard remodelling, a traffic gate may get declared as Engineering gate and vice-versa without any change in road traffic density (which is an external factor). Similar work should get similar allowance. Therefore, a similar allowance to Traffic gateman is recommended on grounds of parity & equality.

Contd.... 71/-

In this connection, it is stated that the VII Central Pay Commission vide para 11.40.98 has recommended for grant of Special Level Crossing Gate Allowance to Track Maintainers as per Cell R3H3 of the newly proposed Risk and Hardship matrix which for Level ≥ 9 ; 1200 and for Level ≤ 8 ; 1000. The Commission has made recommendations in respect of continuance and enhancement in the rate of Special Allowance in the case of Track Maintainers of Civil Engg. Deptt., only manning LC Gates as they are already in receipt of the same. However, Commission has not made any recommendations w.r.t. grant of Special Allowance in respect of Gatemen manning Traffic Gates as they were not receiving this allowance earlier.

S.No. 15

The Ministry of Railways' proposal for extending the benefit of this Special Allowance to Gatemen of the Traffic Department in line with the admissibility of this Special Allowance to Track Maintainers of Civil Engg. Deptt. was approved by Board (MS & FC) and the same was sent to Implementation Cell (7th CPC), Department of Expenditure for consideration vide O.M. dated 17.08.2016. The Committee of Secretaries on Allowances was also requested to permit this allowance for Gatemen of the Traffic Department as the duties of both Gatemen are similar. However, the Committee was of the view that adding new category of beneficiary to any allowance is not under the purview of the Committee.

S.No. 22 (1)

S.No. 29

Min. of Finance, Deptt. of Expenditure vide its resolution No. 11-1/2016-IC dated 06.07.2017 conveyed the Government decision on acceptance of VIIth CPC's recommendations on Allowances. In accordance with the resolution *ibid*, Special Level Crossing (LC) Gate Allowance to Track Maintainers is to be paid as per cell R3H3 of the newly proposed Risk and Hardship Matrix. However, there is no mention about grant of this allowance to Gatemen of Traffic Department.

The number of beneficiaries & financial implications involved are as follows:

Total No. of Manned LC Gates (Traffic) = 5788 (figure available at S.No. 51)
Sanctioned Strength of Traffic Gatemen = 15768 (figure available at S.No. 54)

The rate of Spl. Allowance admissible to Gatemen deployed at Engg. Gates and proposed to be extended to Traffic Gatemen is:

Level ≤ 8 @ Rs. 1000/p.m.
Level ≥ 9 @ Rs. 1200/p.m.

As the break-up of number of Traffic Gatemen at different pay levels is not available for the purpose of arriving at a clearer picture of financial implication involved, a mean of the two rates i.e. Rs. 1000/-p.m. and Rs. 1200/- p.m., which is Rs. 1100/- p.m. is being multiplied with the total sanctioned cadre strength of Traffic Gatemen to calculate the annual financial implication which is:

Rs. $1100 \times 15768 \times 12$ = Rs. 20.81 Crores approx. p.a.

Board (MS & FC) have already concurred with the proposal.

2.2. Grant of Railway Accounts Examination Allowance (erstwhile Qualification Pay) to Appendix II & III qualified staff of Cash & Pay Deptt. -

The Accounts staff are required to qualify Appendix-II and Appendix-III examinations for progressing further in their cadre. However, after qualifying these exams, the Accounts staff are not promoted immediately. As such, till their promotion to the next higher post both the Appendix-II and Appendix-III qualified staff are being

allowed the benefit of Railway Accounts Examination Allowance under the 7th CPC (erstwhile Qualification Pay). The following categories of staff of Accounts Deptt. are granted Railway Accounts Examination Allowance at the rates mentioned thereagainst:-

Category	Existing Rates	
Clerks Gr.II (Accounts Clerks)/Typists on passing App-II Examination	₹ 270 pm	
Sr. Accounts Assistant/ Accounts Assistant/Stock Stock Verifier/Typist/ Stenographer on passing App-III Examination.	First Year	₹ 360 pm
	Second Year	₹ 630 pm

It is mentioned here that in terms instructions contained in Board's letter No. 2006/AC-II/20/10 dated 20.09.2006, staff of Cash & Pay department has also been made eligible to appear for Appendix II & III IREM Examination and Board had decided to extend the benefit of Railway Accounts Examination Allowance to Appendix II & III qualified staff of Cash & Pay Department subject to the following conditions:

- (i) The proposal will be effective prospectively from the date of issue of orders.
- (ii) The terms and conditions of Railway Accounts Examination Allowance as recommended by VIIth CPC will be applicable.
- (iii) The benefit of Railway Accounts Examination Allowance (erstwhile Qualification Pay) to Appendix II & III qualified staff of Cash & Pay Department at par with other eligible staff of Accounts Department will be extended to only such staff who opts for absorption with immediate effect in Accounts Department.

It is further stated that there are 123 cashiers and shroffs who fulfil the conditions required to draw the Allowance. As the separate figures in respect of cashiers/shroffs, who have passed Appendix-II and Appendix-III Exam. are not available and as the rates are different for the two categories which is evident from the following table, the financial implication has been calculated by taking the mean of the rates prescribed for Appendix-II and III Exam.

Category	Rates	
Clerks Gr.II (Accounts Clerks)/ Typists on passing App-II Examination	₹ 270 pm	
Sr. Accounts Assistant/ Accounts Assistant/Stock Stock Verifier/Typist/ Stenographer on passing App-III Examination	First Year	₹ 360 pm
	Second Year	₹ 630 pm

The average rate comes out to be Rs. 382.5. If we multiply this rate to the numbers i.e. 123, the annual financial implication will be Rs. 5.65 lakhs approx. p.a.

Board (MS & FC) have approved the proposal in principle.


3. The above mentioned proposals will require the approval of Min. of Finance in terms of para 8.2.5 of the 7th CPC Report, since it is proposed to extend the aforementioned allowances to a new category of staff. MoF(DoE) has further advised to send a consolidated proposal of all wings of the MoR on file (alongwith additional financial implications and number of beneficiaries) with the approval of the FC and Hon'ble MR.

4. In this regard it is stated that a Committee consisting of 3 SAG officers and two representatives of Federations (GS/AIRF and President/NFIR) was constituted to holistically examine the inclusion of fresh categories under the ambit of Risk & Hardship Allowance. The said Committee has not finalized its recommendations, which is expected to take longer to be finalised.

5. Further, the proposal mentioned in para 2.1 is a PNM item raised by both the Federations of Indian Railways. It was discussed in the recent PNM/AIRF meeting held on 17-18 Nov, 2021 and is again due for discussion in the PNM/NFIR meeting to be held on 01-02 Dec, 2021. In the meeting of 17-18 Nov, 2021 it has been decided to refer the proposals to MoF (DoE) again.

6. Therefore, Ministry of Finance (Department of Expenditure) is requested to concur with the abovementioned proposals.

7. The proposals have the approval of Finance Commissioner and Hon'ble Minister for Railways.


(N. P. Singh)
Joint Director/ Estt. (P&A)
Railway Board

Ministry of Finance, Department of Expenditure (7th CPC), North Block, New Delhi - 110001.

M/o Railways (Railway Board)'s ID Note No. E(P&A)I-2013/FE-2/4 dated 02/12/2021.