

**Government of India
Ministry of Railways
(Railway Board)**

RBA No. 16 /2005

No.2003/AC-II/21/13 Pt

New Delhi, Dated 5/4/05.

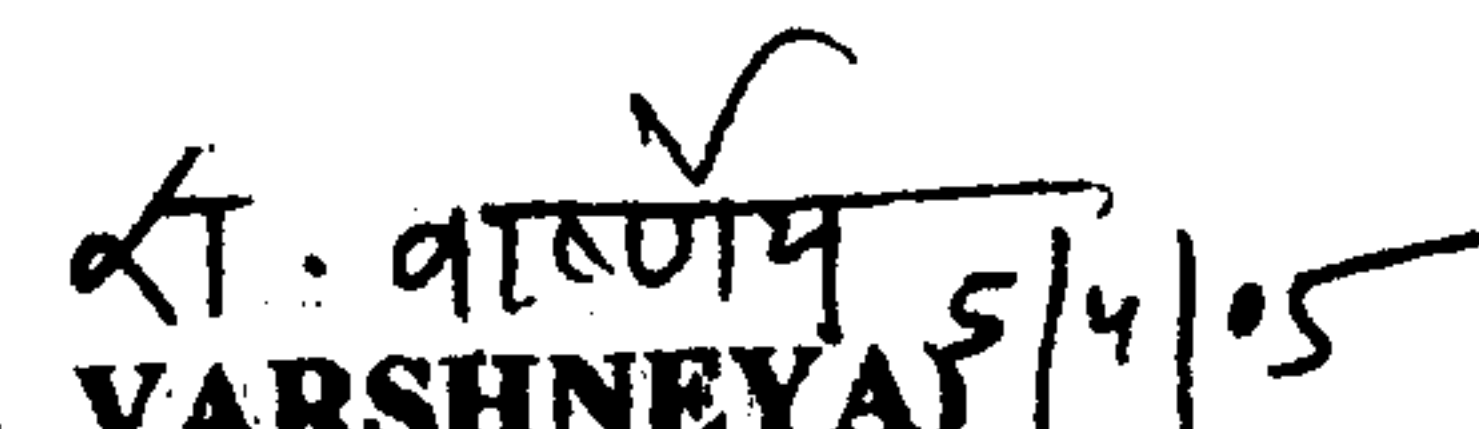
**General Managers/CAOs/CPOs/FA&CAOs,
All Zonal Railways, PUs etc.**

Sub: Payment of salary through cheque.

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Please connect Board's letter of even number dated 6/7/04, 17/8/04, 13/10/04 & 14/3/05 regarding Board's decision to extend the scheme of payment of salary through ECS/bank/cheques to Group C & D staff excluding those working in remote areas not having adequate banking facilities and handicapped staff.

The instructions ibid envisage target date of 30/9/04 for coverage of Group C and 31/12/04 for Group D staff. However, a review of feedback received from the Railways has revealed that barring a few Units, coverage of Group C & D staff under the scheme is abysmally low (copy enclosed). It is, therefore, advised that an action plan may be formulated to cover the staff under the above scheme in a time bound manner and progress monitored at your level periodically. Simultaneously, it must also be ensured that staff does not face any problem in receiving payment under the above scheme, by maintaining close liaison with banks and putting in place a sound grievance redressal mechanism on your Railway. If required, staff side may also be requested to cooperate allaying their apprehensions, if any, with regard to the scheme.

DA: As above


(R.S. VARSHNEYA) 5/4/05
Member Staff
Railway Board

Position of salary payment through cheque/Bank received up to Feb'05.

Railways	No of Staff (A&B)	No of Staff (C&D)	Covered (A&B)	Covered (C&D)	% Coverage (A&B)	% Coverage (C&D)
1 CR	978	122470	967	55677	98.88	45.46
2 ER	989	131483	989	14325	100.00	10.89
3 NR	1380	160772	1380	13270	100.00	8.25
4 NER	627	64952	627	12906	100.00	19.87
5 NFR	760	69058	760	11654	100.00	16.88
6 SR	1085	105826	1085	83761	100.00	79.15
7 SCR	977	94259	970	68355	99.28	72.52
8 SER	725	92819	697	37519	96.14	40.42
9 WR	1079	114280	1078	24914	99.91	21.80
10 ECR	711	82400	711	27299	100.00	33.13
11 NWR	509	58900	509	12908	100.00	21.92
12 NCR	581	78881	581	10811	100.00	13.79
13 ECOR	471	44100	464	29901	98.51	67.80
14 SWR	**	**	**	**	**	**
15 WCR	478	61616	478	24006	100.00	38.96
16 SECR	419	44381	419	23798	100.00	53.62
PU's & Other Units						
17 RDSO	354	2604	354	2136	100.00	82.03
18 CORE	133	1944	133	1944	100.00	100.00
19 DLW	163	5721	163	4038	100.00	70.58
20 CLW	192	5124	192	3028	100.00	59.09
21 DCW	84	3666	84	3666	100.00	100.00
22 METRO-KOLKATA	101	3121	101	1393	100.00	44.63
23 METRO-MUMBAI	19	223	19	132	100.00	59.19
24 METRO-CHENNAI	23	357	23	287	100.00	80.39
25 RWR	87	2248	87	2248	100.00	100.00
26 ICF	167	13159	167	13159	100.00	100.00
27 RCF	138	6629	138	6629	100.00	100.00
28 COFMOW	24	144	24	116	100.00	80.56
Total	13254	1370637	13200	489880	99.59	35.74

**Report not received.

% Coverage (A&B)	99.59%
% Coverage (C&D)	35.74%



सत्यमेव जयते

S.M. Singia



150 गौरवपूर्ण वर्ष

KDA 19.2004
सदर कामिद, रल बा
पत्र, सीचद, भारत सरका
रल मंत्रालय

नई दिल्ली-990 009
MEMBER STAFF, RAILWAY BOARD
&
EX-OFFICIO SECRETARY,
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
NEW DELHI-110001

dated 6/7/04

D.O. No. 2003/AC-II/21/13

My dear (General Managers),

Sub: Payment of salary through cheque.

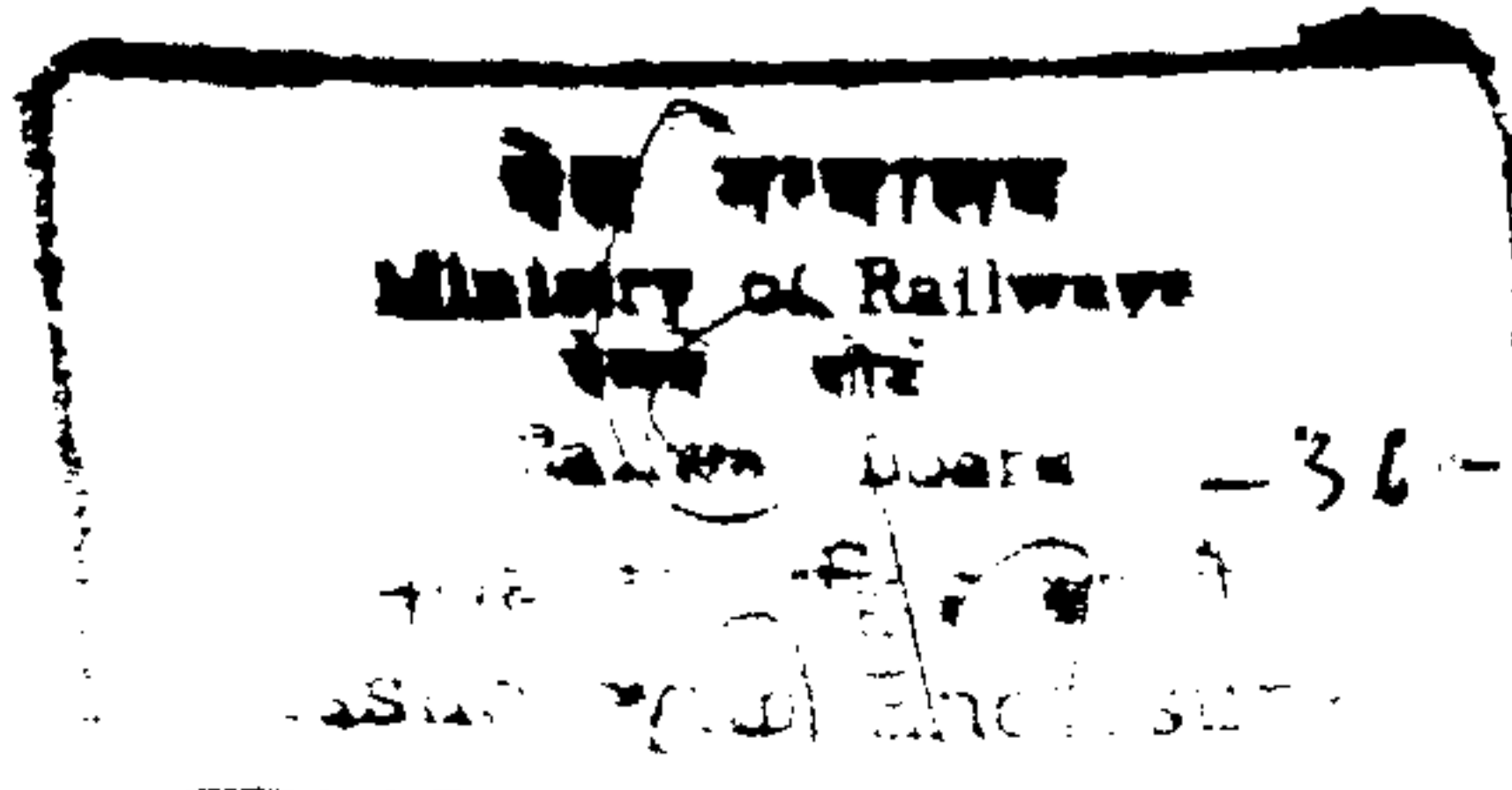
As you are aware, Board have taken a decision to gradually switch over to the scheme to disburse salary through cheque/banks in order to reduce cash handling and its consequent risks to the employees drawing the cash as also those disbursing it. In the first phase, salary payment through cheque/banks has been made compulsory for Group A and B Officers w.e.f. 31/1/2000 vide D.O. letter No.98/AC-II/21/3 dated 19/11/99. Simultaneously, a drive was launched to educate the remaining staff of the benefits of the scheme to persuade them to opt for the scheme.

In the meanwhile, RBI has also emphasized on use of banking facility and ECS in arranging staff payments due to perceived security risk in heavy cash handling at one point, especially on salary days. Further in a recent directive received from CVC, it has been desired to switch over to ECS system wherever available for salary and other payments by 31st December 2004. Moreover, recently RPF has been assigned with the responsibility of 'law and order' duties on Railways, necessitating redeployment of their personnel from cash escorting to 'security' duties. In view of the above, it has been decided to extend the scheme of salary payment through cheque/bank on Group C & D staff (with the consent of staff covered under Payment of Wages Act) as per following action plan:

Coverage of staff	Target Date
All Group C staff	30/09/04
Group D staff	31/12/04

The ensuing months must be devoted towards making arrangements for achieving the above targets. These would inter-alia involve:

- As desired by CVC, wherever ECS facility is available, the same may be availed for making such payments through bank. The modalities may be discussed with the accredited banks. A copy of guidelines issued by Reserve Bank of India on this subject is enclosed for guidance.



b) Wherever ECS facility is not available, the distribution of cheques may be done suitably in advance of the stipulated date of payment to the banks/employees to enable them to actually draw salary on the due date by allowing 2/3 days as bank processing time. As an alternative to handing over cheques individually to employees, a list of employees alongwith the salary amount can be sent to the bank for crediting on the last day of the month, in the respective bank account.

c) Liaison with banks for opening extension counters and installing ATMs wherever required and feasible, help the employees in opening individual accounts/obtaining the details of their accounts, finalizing dates for handing over salary details to banks for crediting the same to employee's accounts etc.

d) CPOs will coordinate with the HODs concerned to get the particulars of bank accounts/mandate form for ECS from the staff and furnish a copy thereof to FA&CAO.

e) Providing for adequate cheques, computerization of cheque printing and increasing deployment of officers for signing cheques.

I hope you will take personal interest in the matter and ensure that the payment of salaries to all employees is made through ECS/bank/cheque according to the target dates indicated above.

Kindly acknowledge receipt.

DA;As above

Yours sincerely,


(S.M. Singla)

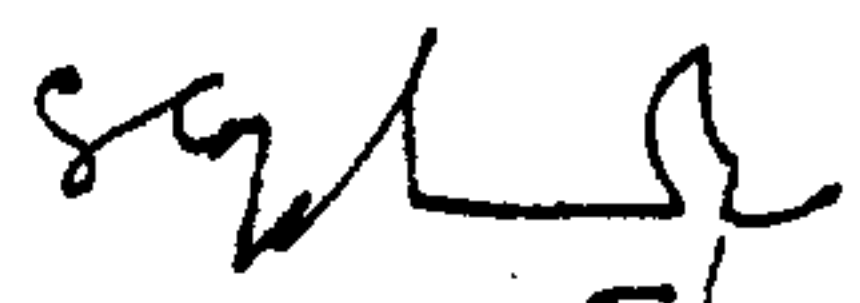
General Managers/DGs/CAOs,
All Railways/PUs etc.

Copy to:

1. CPOs / FA&CAOs for information and necessary action. They may report the steps taken to achieve the targets ibid along with the progress made through their MCDOs to MS/FC.

2. General Secretary, AIRF, 4, State Entry Road, New Delhi.

3. General Secretary, NFIR, 3, Chelmsford Road, New Delhi.


(S.C. Manchanda) 5/7/04
Adviser Staff
Railway Board

SAO-cca / 199

