

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

No. E(NG)II/2015/RC-1/Genl./2

New Delhi, dt. 23.04.2015

The General Manager(P),  
All Indian Railways &  
Production Units.

Sub: Appointment on compassionate grounds – Clarifications –  
regarding.

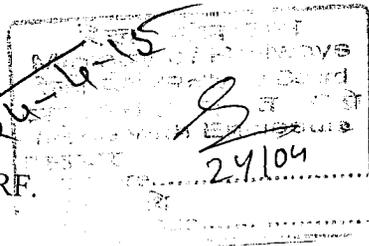
Attention is invited to this Ministry's letter of even number dated 14.09.2012 issued under RBE No. 102/2012. Some of the Zonal Railways have sought clarification as regards to the allowances and benefits allowed to a trainee under Board's letter dated 14.09.2012(RBE No. 102/2012) should be given to a trainee appointed against a working post where it is mandatory for persons being appointed to clear the entire training period before joining a working post.

The matter has been examined in Board's office and it is clarified that in terms of one of the recommendations of the 6<sup>th</sup> Central Pay Commission, as accepted by the Government of India, candidates not possessing the minimum qualifications of Matric could not be recruited in the Government service. At the same time, Commission also recommended that in exceptional circumstances like appointment on compassionate grounds, Government might need to provide employment opportunities to certain classes of persons not immediately meeting the minimum educational standards and Government could recruit them as "trainees" who would be given a regular pay band and Grade Pay only on acquiring the minimum qualification prescribed under the Recruitment rules.

Thus, it is amply clear that Board's instructions dated 14.09.2012 applies exclusively in cases, where candidate being considered for appointment on compassionate grounds are not meeting the minimum qualification for entry into the Government service that is, in Grade Pay ₹ 1800/- and the word 'trainees' have been coined only for this limited purpose. It has nothing to do with trainees (who get stipend and not salary) in various posts of Grade Pay ₹ 1900 & above, where it is mandatory for persons to complete the training successfully, before joining a working post.

—Please acknowledge receipt.

Copy to: GS/NFIR & GS/AIRF.



(Lily Pandeya)  
Director Estt. (N)II,  
Railway Board.