GOVERNMENT OF INDIA भारत सरकार
MINISTRY OF RAILWAYS रेल मंत्रालय
RAILWAY BOARD रेल्वे बोर्ड

New Delhi, dated 08-10-15

No.E(G)2013/EM 1-5

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

Sub: Fixation of pay of ex-servicemen re-employed on the Railways –
clarification reg.

The issue regarding fixation of pay of ex-servicemen re-employed on the Railways was
taken up by NFIR in the PNM. It was pointed out that the policy instructions on the issue
were not been implemented on the Zonal Railways in their proper perspective and there was
a lot of confusion in the matter. They had requested for issue of suitable guidelines/clarification
in the matter.

2. As the Railway administration are aware, fixation of pay of ex-servicemen
re-employed on the Railways is done on the basis of instructions contained in Railway Board’s
E(G)86/EM 1/8 dated 21/1/87 and the clarificatory instructions issued vide letter No.

3. It may be stated that para 3 (iv) of the DOP&T’s OM dated 05.04.2010 as circulated vide
Board’s letter No. E(G)2010/EM 1/2 pt. Dated 12.12.2011 is applicable in respect of persons
re-employed prior to 01.01.2006 and were in re-employment as on 01.01.2006. Thus, for this
category of persons, pay would have been already fixed as per V CPC provisions as on
01.01.2006. Para 3(iv) prescribes manner of pay fixation/migration to VI CPC scales, in case of
PBOR persons, Commissioned Officers etc.

4. Para 3(v) of the OM dated 05.04.2010 prescribes manner of pay fixation/migration to VI
CPC scales, in case of PBOR persons, Commissioned Officers etc., who retired prior to
01.01.2006 and have been re-employed after 01.01.2006 and before issue of the OM dated
05.04.2010.

5. Thus, the Paras 3(iv) and 3(v) have detailed provisions for pay fixation/fitment as per
VI CPC rates, for all ranks of re-employed pensioners who retired prior to 01.01.2006 and re-
employed as on and after 01.01.2006 and before issue of the OM dated 05.04.2010 respectively.

6. It may also be stated that the Orders make a clear distinction between fixation of pay of
those who were Commissioned Officers and those who were non-commissioned. In the case
of Commissioned Officer, non-ignorable pension is deducted, but last pay drawn (with Grade Pay in the re-employment post) is allowed, in terms of para 2 of OM dated 05.04.2010.

7. In the case of non-commissioned officers, pension is not deducted and pay is allowed only at the Entry pay in the revised pay structure of the re-employed post applicable in the case of Direct Recruits appointed on or after 01.01.2006 as notified vide section II of First Schedule to RS(RP) Rules, 2008, in terms of para 2 of the OM dated 05.04.2010.

8. As regards the Federation's demand that MSP will have to be reckoned for fixation of pay, the provision is already there vide DOP&T's OM No. 3/19/2009-Estt. Pay-II dated 8/11/2010 which was circulated to the Railways vide Board's letter No. E(G)2013/EM 1-4 dated 24/7/2013 which stipulates that all defence officers/personnel whose pension contains an element of MSP, that need not be deducted from the pay fixed on re-employment.

9. Please acknowledge receipt.

10. Hindi version will follow.

(D. Joseph)
Dy. Director Estt. (Genl.)

No. E(G) 2013/EM 1-5
New Delhi, dated 18.10.2015

Copy (with 40 spares) forwarded to the Deputy Comptroller and Auditor General of India (Railways), Room No. 224, Rail Bhawan, New Delhi.

for FINANCIAL COMMISSIONER/RAILWAYS.

No. E(G) 2013/EM 1-5
New Delhi, dated 08.10.2015

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2. The General Secretary, AIRF (with 35 spares)
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4. The Secretary General, FROA
5. The Secretary, RBSS, Group ‘A’ Officers Association
6. The President, Railway Board Group ‘B’ Officers’ Association
7. The Secretary General, IRPOF
8. The Secretary General, All India RPF Association
9. The Secretary, Railway Board Ministerial Staff Association
10. The Secretary, Railway Board Class IV Staff Association
11. Railway Board Promotee Officers Association, Room No. 341-C, Rail Bhawan

for Secretary/Railway Board.
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19. The Editor, 'Bharatiya Rail' Room No. 469, Rail Bhawan
20. The Editor 'Indian Railways', Room No. 411, Rail Bhawan
21. The Railway Accounts Officer, Ministry of Railways
22. The General Secretary, IRCA, DRM Office Complex, State Entry Road, New Delhi
23. The Commissioner, Railway Safety/Lucknow
24. The Editor, 'Rail Rajbhasha', Room No. 543, Rail Bhawan
25. Rail Vikas Nigam Ltd., C-2/10, Safdarjang Development Area, Aurbindo Marg, N.Delhi-16

(D. Joseph)
Dy. Director Estt.(Genl.)

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