

Government of India
Ministry of Railways
(Railway Board)

No.E(MPP)/86/13/2

New Delhi, dated 28 -3-1989

The General Managers(P)
All Indian Railways including Production Units.

Subject: Monetary incentives in the form of
'Teaching Allowance' to Faculty
Members employed in Zonal & System/
Technical Training Schools.

Please refer to Railway Ministry's letter of even number dated 11.5.1988, wherein instructions have been issued for granting teaching allowance to non-gazetted faculty members employed in the various centralised railway training Institutes.

2. The Railway Ministry had been considering the question of granting similar benefits to faculty members, both gazetted and non-gazetted, employed in the Zonal Training Schools and System/Technical Training Schools. It has now been decided that faculty members, both gazetted and non-gazetted, drawn on deputation from the field for the purpose of imparting training in the nine Zonal Training Schools, nine System Training Schools on the nine Zonal Railways and three Technical Training Schools in CLW, DLW and ICF may also be granted the incentives as detailed below:

- (a) Faculty members, both gazetted and non-gazetted, who are drawn on deputation from the field and whose duty is to impart training/education to the trainees may be granted 'Teaching Allowance' at the rate of 30% of the basic pay in the revised scales of pay;
- (b) Consequent to the grant of 'Teaching Allowance' as mentioned in para (a) above, the existing training allowance, special pay, deputation pay and allowances thereon will not be admissible to the faculty members drawn on deputation to these schools.
- (c) Faculty members recruited directly and specifically for the training institutions are not eligible for this "Teaching Allowance."

- (d) Faculty means 'an employee of the Government who joins a Training Institute meant for training Govt. officials as a faculty member and whose work is to impart training/teaching'. This will also include the Principals of these training institutes.
- (e) Staff, whether on deputation from the field or transferred or locally recruited, who are not directly engaged in imparting training/education will not be eligible for the 'teaching allowance';
- (f) Training allowance will be admissible to faculty members without any ceiling and will not form part of pay as defined in FR(9)(21) (2003(21)-R-II, but however, will count for purpose of leave salary.
- (g) The admissibility of the allowance in each individual case will be examined by a Committee at appropriate level to be constituted by the General Manager in consultation with his FA&CAO.

The Committee will screen the existing incumbents drawn on deputation and would complete the process expeditiously. Only those who are outstanding and have good training capabilities would be recommended for sanction of teaching allowance and retained; the others should be repatriated to their respective parent cadres. Ad-hoc appointees will not be allowed this teaching allowance till they are replaced by suitably selected candidates. However, the existing instructors who are not found suitable for retention and adhoc appointees will be entitled to the training allowance, etc. as was previously admissible to them till they are repatriated/replaced by duly selected suitable candidates.

- (h) deputation period of Faculty members shall not exceed five years in any case under any circumstances.

3. The orders will take effect from 1.4.1989.

4. Para 2 above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

R.D. Lakhanpal
(R.D. Lakhanpal)
Director, Establishment (T&MPP)
Railway Board.

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Director, Establishment (T&MPP)
Railway Board.

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K. Subramanian
for Secretary/Railway Board.

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