



दक्षिण रेलवे/SOUTHERN RAILWAY

स./No.P(R)30/P/CGA

प्रधान कार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./ Dated:07-05-2015

पी बी सी सं/ PBC No: 52 / 2015

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list -'A')

विषय/Sub: Appointment on compassionate grounds – Clarifications -
regarding.

A copy of Railway Board's letter No.E(NG)II/2015/RC-2/Genl./2 dated
23-04-2015 on the above subject is enclosed for information, guidance and
necessary action.

Railway Board's letter dated 14-09-2012 (RBE No. 102/2012) referred
therein have been circulated under PBC No. 125/2012.

(V.SRINIVASAN)

वरिष्ठ कार्मिक अधिकारी/नियम
Senior Personnel Officer/Rules
कले मुख्य कार्मिक अधिकारी
For Chief Personnel Officer

प्रतिलिपि/Copy to :The Genl.Secy. SRMU
The Genl.Secy. AISCSTREA
The Genl.Secy. AIOBCREA

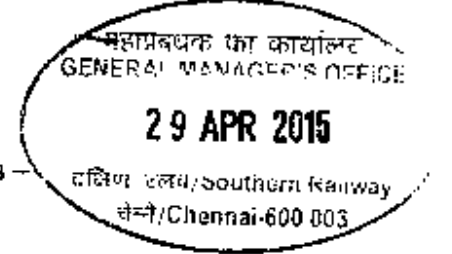
The Genl Secy NFIR

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 6th 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.


23.4.15
(Lily Pandeya)
Director Estt. (N)II,
Railway Board.