



दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय
Office of the Principal Chief Personnel Officer
मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

PBC No: 251/2022

सं/No: P(R)436/P/AFS Award/Vol.I

दिनांक/Dated: 22.11.2022

All PHODs/DRMs/CWMs/CEWEs/CAO/CPM/PDA.Dy.CPOs/Sr.DPOs/Secy to GM,
Chairmen-RRBs/MAS, TVC; Additional Registrar/RCT/MAS; Secy/RRT/MAS,
Principals-MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD;
DPOs/SPOs/WPOs/APOs of HQ/Divisions/Workshops/Units

विषय /Sub: **Compilation of orders regarding grant of Accident Free Service Award (AFS Award) to eligible employees of Safety categories.**

Ref: **Railway Board's letter No.2022/Safety(DM)/AFSA Policy dt 26.10.2022**

Railway Board vide above reference (copy enclosed), has clarified that as per instructions contained in Board's letter dated 06.07.1998, staff of specified categories are eligible for grant of Accident Free Service Award at the time of retirement based on the period of qualifying service rendered in eligible Safety categories irrespective of the post held by such staff at the time of retirement, and further this Award is required to be worked out based on the last basic pay drawn in the eligible category.

In this regard, a copy of the Guidelines for processing of Accident Free Service Award issued vide this office letter **No.P(B)500/AF Award/Safety dated 05.10.2018**, is enclosed herewith. The vetting of qualifying service of eligible employees in categories prescribed for claim of AFS Award may be obtained from the Associate Accounts two months prior to retirement, in co-ordination with Department Officers concerned ie., Sr.DOM, Sr.DEE and Sr.DME, in order to avoid delay in the sanction of the award to deserving employees.

The existing instructions issued by Railway Board regarding grant of Accident Free Service Award to deserving employees of eligible Safety Categories at the time of retirement are reiterated for information and necessary action.

(A) Eligibility for award:

- A scheme of granting awards for accident free service to meritorious Railway employees was initiated in 1973. In terms of the latest liberalized scheme circulated vide RBE 69/97 (No. E(G)82/AWI-12 dated 26.03.1987, the accident free service awards are given on completion of specified number of years of excellent, accident free service.
- The Board has directed that besides an accident free service record, only such of the employees who have an excellent service profile should be considered for such awards.

- The underlying principle is that a generally careless, negligent, indisciplined or recalcitrant worker should not be considered for an award even if he has an accident free record. On the other hand, an otherwise outstanding employee, who may have undergone minor punishment for an honest lapse not connected with safety in train operations, may not be debarred from consideration outright.
- Thus, the employee's overall assessment in terms of character, integrity, diligence and contribution to building the Railway's image should be an important guiding factor in addition to an accident free service record.
- However, as it is not feasible to legislate for each variant, the Zonal Railways should exercise constructive judgment and discretion in determining the eligibility of each employee for the grant of the award. **(RBE 189/88 dt 19.08.1988)**

(B) Safety Categories eligible for Accident Free Service Award:

(i)	Loco Pilots/Motormen;	RB No.86/Safety-I/24/35 dt 06.07.1998
(ii)	Pointsmen/Cabinmen/Switchmen	
(iii)	SMs/Dy.SS/SS performing train passing duties	RB No.2016/Safety-(DM)/18/1 dt 22.05.2018

(C) Counting of service towards grant of AFS Award and quantum of Award:

- (i) Staffs of specified categories are eligible for grant of above award at the time of retirement based on the period of qualifying service rendered in eligible Safety categories irrespective of the post held by such staff at the time of retirement.
- (ii) The AFS award is required to be worked out based on the last basic pay drawn in the eligible category.
- (iii) In order to calculate the length of qualified service of SMs in train passing duty, suitable entries may be made in the Service Record of the employee.
- (iv) The entire length of service of the staff should be viewed in totality for the purpose of granting of this award. The quantum of award will vary, depending on the total length of service in all the eligible categories combined. If the staff has been promoted from one eligible category to another eligible category, then the total length of his service span in all such eligible categories combined is to be counted.

Category of staff	Qualifying length of service for award	Amount in cash (Basic pay without allowances)
Loco Pilots/Motormen	Upto 7 years' service	20 days
	Upto 15 years' service	40 days
	Upto 23 years' service	60 days
	Above 23 years' service	90 days
SMs (performing train passing duties), Pointsmen/ Cabinmen/ Switchmen	Upto 7 years' service	15 days
	Upto 15 years' service	30 days
	Upto 23 years' service	45 days
	Above 23 years' service	60 days

(RB No.86/Safety-I/24/35 dt 06.07.1998 and RB No.2016/Safety-I/9/3 dt 19.03.2018)

- (v) The service rendered in Assistant Pilot/ Shunter grade may be included in the qualifying service for granting AFS Award to Loco Pilots/Motormen subject to the following conditions:
- The time spent on 'foot-plate' duty may only be included;
 - The time spent on stationary and other non-driving duties may be excluded at the time of sanctioning award. These instructions will be effective prospectively from 22.05.2007.

(RB No.86/Safety-I/24/35 dt 22.05.2007)

(D) Grant of Accident Free Service Award:

- Board have decided to grant accident free service award in favour of widow spouse or legal heir of the employee in case of his death while in service; and
- Staff who have taken voluntary retirement in addition to superannuation;
- The Accident Free Service Award for the retired staff should be given to them in a retirement/specially organised function, which would boost the morale of the staff.

(RB Nos.86/Safety –I/24/35 dated 11.09.2007 and 2016/Safety I/9/3 dated 01.06.2018)

(E) Effect of DAR on grant of AFS Award:

- Any staff who has been punished with a major penalty either in an accident case or in a case related to violation of safety rules and safety norms will be debarred permanently.
- Any staff who has been punished with a major penalty in connection with any other case also will not be eligible for the award.
- Any staff who has been punished with a minor penalty either in an accident case or in a case relating to violation of safety rules and safety norms, will be given the award at a reduced scale as follows:

Punishment	Percentage award amount to be reduced
For one minor penalty	30%
For two minor penalties	70%
For three or more minor penalties	No award

(RB No.86/Safety-I/24/35 dt 06.07.1998)

Railway Board letter No.2018/Safety(DM)/18/1 dated 11.11.2019 has been circulated as PBC 278/2019, enclosing copies of Railway Board's letters dated 06.07.1998, 22.05.2007, 11.09.2007 and 22.05.2018.

Copies of RB letters dated 19.03.2018, 01.06.2018, 22.03.1990, 12.02.1990, 19.08.1988 are enclosed for reference.

NOTE: While referring to this Circular, the original letters referred to herein should be read for a proper appreciation. This circular is only a consolidation of the instructions issued so far and should not be treated as a substitution to the originals. In case of doubt, the original circular

should be relied upon as authority. If any circular on the subject, which has not been superseded, has not been taken into consideration in preparing this consolidated letter, the said circular, which has been missed through oversight, should be treated as valid and operative. Such a missing circular, if any, may be brought to the notice of this office.

Encl: As above

Copy to: The General Secretary/SRMU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.



Digitally signed by
SENTHIL KUMAR
Date: 2022.11.22
15:29:28 +05'30'

**Deputy Chief Personnel Officer/ Co-ordn
for Principal Chief Personnel Officer**

P.L. Yadav



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)



No.2022/Safety(DM)/AFSAPolicy

New Delhi, dtd. 26.10.2022

General Manager
All Zonal Railways

Sub: Accident Free Service Award to the eligible category.

Ref: Board's letter No.86/Safety-I/24/35 dated 6.7.1998, 2.5.2000, 22.5.2007, 11.09.2007, Letter No.2016/Safety-I/9/3 dated 19.03.2018, 01.06.2018 and Letter No.2018/Safety(DM)/18/1 dated 22.05.2018, 11.11.2019 to all the Indian Railways

As per Board's letter No. 86/Safety-I/24/35 dated 06.07.1998 read with letter No. 2018/Safety(DM)/18/1 dated 22.05.2018 Drivers / Motorman / Pointsmen / Cabinmen / Switchmen and ASMs / SMs / Dy.SS / SS (performing train passing duties) are the safety categories eligible for Accident Free Service Award at the time of retirement. Other terms and conditions regulating grant of Award are laid down in letters under reference.

2. Representations have been received from some retired employees complaining that Accident Free Service Award has not been paid to them though they had worked in the eligible safety categories before being promoted / posted to non-eligible categories such as Traffic Inspector / Controller / Power Controller / Group-B post etc.

3. Position has already been clarified in this regard to some specific Zonal Railways in response to their queries. Accordingly, it is clarified to other Railways also that as per instructions contained in Board's letter dated 06.07.1998, staff of specified categories are eligible for grant of above award at the time of retirement based on the period of qualifying service rendered in eligible Safety categories irrespective of the post held by such staff at the time of retirement. Further, the Accident Free Service Award is required to be worked out based on the last basic pay drawn in the eligible category. Various other terms and conditions as in force will continue to apply.

This issues in consultation with Finance directorate of Railway Board.

o/c

K.P. Yadav

(K.P. Yadav)
Exec. Director/Safety-II
Railway Board

✓ Copy to: PCSOs/All Zonal Railways.
Director/Admn., Railway Board



सं. 2022/ सेफ्टी (डीएम)/एएफएसए पॉलिसी

नई दिल्ली, दिनांक 26.10.2022

महाप्रबंधक

सभी क्षेत्रीय रेलें

विषय: पात्र कोटि को दुर्घटना मुक्त सेवा अवार्ड।

संदर्भ: सभी भारतीय रेलों को संबोधित बोर्ड के दिनांक 6.7.1988, 2.5.2000, 22.5.2007, 11.09.2007 के पत्र सं. 86/सेफ्टी-1/24/35, दिनांक 19.03.2018, 01.06.2018 का पत्र सं. 2016/सेफ्टी-1/9/3 और दिनांक 22.05.2018, 11.11.2019 का पत्र सं. 2018/सेफ्टी(डीएम)/18/1.

बोर्ड के दिनांक 22.05.2018 के पत्र सं. 2018/सेफ्टी(डीएम)/18/1 के साथ पठित दिनांक 06.07.1998 के पत्र सं. 86/सेफ्टी-1/24/35 के अनुसार ड्राइवर/ मोटरमेन/ पॉइंट्समेन/ कैबिनमेन/ स्विचमेन और एसएम/एसएम/उप एसएस/एसएस (जो ट्रेन पासिंग इयूटी कर रहे हैं) वह संरक्षा कोटियाँ हैं जो सेवानिवृत्ति के समय दुर्घटना मुक्त सेवा अवार्ड के लिए पात्र हैं। अवार्ड प्रदान करने को नियमित करने वाले अन्य नियम एवं शर्त संदर्भाधीन पत्रों में निर्धारित हैं।

2. कुछ सेवानिवृत्त कर्मचारियों से अभ्यावेदन प्राप्त हुए हैं जिनमें यह शिकायत की गई है कि उन्हें दुर्घटना मुक्त सेवा अवार्ड प्रदान नहीं किया गया है हालांकि उन्होंने यातायात निरीक्षक/ नियंत्रक/ पावर नियंत्रक/ गुप बी पद आदि जैसी अपात्र कोटियों में पदोन्नति / तैनाती से पहले पात्र संरक्षा कोटियों में कार्य किया है।

3. इस संबंध में कुछ विशिष्ट क्षेत्रीय रेलों को उनके प्रश्नों के प्रत्युत्तर में पहले ही स्थिति स्पष्ट कर दी गई है। तदनुसार, अन्य रेलों को भी यह स्पष्ट किया जाता है कि बोर्ड के दिनांक 06.07.1998 के पत्र में अंतर्विष्ट अनुदेशों के अनुसार ऐसे कर्मचारी द्वारा सेवानिवृत्ति के समय धारित पद पर ध्यान दिये बिना पात्र संरक्षा कोटियों में की गई अर्हक सेवा अवधि के आधार पर सेवानिवृत्ति के समय विशिष्ट कोटियों के कर्मचारी उक्त अवार्ड के लिए पात्र हैं। इसके अलावा, दुर्घटना मुक्त सेवा अवार्ड पात्र कोटि में लिए गए अंतिम मूल वेतन के आधार पर निर्धारित किया जाना अपेक्षित है। अन्य विभिन्न लागू नियम एवं शर्तें जारी रहेंगे।

इसे रेलवे बोर्ड के वित्त निदेशालय के साथ परामर्श से जारी किया जा रहा है।



(के.पी. यादव)

कार्यपालक निदेशक/संरक्षा-II

रेलवे बोर्ड

प्रतिलिपि प्रेषित: पीसीएसओ/सभी क्षेत्रीय रेलें,

निदेशक/प्रशासन, रेलवे बोर्ड

SOUTHERN RAILWAY

Headquarters Office
Personnel Branch
Chennai - 600 003

NP/B/500/A-7 Award/safety

Dated. 05/10/2018

Guidelines for Processing of Accident Free Service Award

Sub: Guidelines for Processing of Accident Free Service Award

As per Railway Board's letter No.86/safety-1/24/35 dated 06/07/1998 and subsequent directives issued vide Board's letters dated 02.05.2000, 22.05.2007, 11.09.2007, 06.06.12, 23.07.2012, 10.09.2012, 17.02.2014, 28.04.2015, 10.09.2015, 14.09.2016, 19.03.2018, 11.04.2018 and 01.06.2018 with regard to the grant of Accident Free Service Award: Railway staff working in certain essential Safety categories are eligible for the grant of such award and the same is to be paid at the time of their retirement.

The guidelines which are to be followed henceforth, in this regard are detailed below:

Accident free service award is meant for essential safety categories of staff whose work continuously expose them to the possibility of committing mistakes due to momentary lapse which can culminate into an accident.

1. Safety Categories of Staff who are Eligible for grant of Accident free service award.

Staff who have worked/working in the category of Drivers /Motormen (Loco pilots), Assistant Station Masters/Station Masters/ Pointsmen / Cabinmen /Switchmen are covered under this scheme. No other Categories/Staff is eligible for accident free service award.

2. Quantum of award and the Minimum Qualifying Service.

The Quantum of award and the Minimum qualifying service which is to be considered for the grant of Accident free service award is as follows:-

A	For Drivers and Motor Men	
	Qualifying length of service for award.	Amount in cash- Basic pay without any allowances.
	Up to 7 years of service	20 days
	Up to 15 years of service	40 days
	Up to 23 years of service	60 days
	Above 23 years of service	90 days

	For ASMs/SMS/ Points men /Cabin men/ Switch men.
Up to 7 years of service	15 days
Up to 15 years of service	30 days
Up to 23 years of service	45 days
Beyond 23 years of service	60 days

3. Criteria for Consideration of Award.

1. For considering the grant of accident free Service award the entire length of service of the staff in eligible Safety Category should be viewed in totality. The quantum of award will vary, depending upon the total length of service in all the eligible safety categories combined.
2. If the staff is promoted from one eligible category to another eligible category then the total length of service rendered in all such eligible categories will be accounted.
3. The time spent on 'foot plate' duty while rendering the service in the grade of Assistant Loco Pilot/Shunter is only to be included for counting the qualifying service for Drivers/Motormen for the grant of the accident free service award. It is to be ensured that the time spent in the stationary and other non-driving duties in the grade of Assistant Loco Pilot/Shunter are excluded at the time of sanctioning the Award.
4. In order to calculate the length of qualifying Service of SMs in Train Passing duty, suitable entries are to be made in the Service Register of the concerned employee.
5. The staff who has been punished with a major penalty either in an accident case or in a case related to violation of safety rules and safety norms will be debarred permanently from the grant of Accident Free Service Award.
6. The underlying principle is that a generally careless, negligent, indisciplined or recalcitrant worker should not be considered for an award even if he has an accident-free record.
7. (a) Any staff who has been punished with a Major penalty in connection with any other case also will not be eligible for the award.
 (b) Any staff who has been punished with a Minor penalty either in an accident case or in a case related to violation of safety rules and safety norms will be given the award at a reduced scale as detailed below:-

SN	Punishment	Percentage of award amount to be reduced
1	For One Minor penalty	30%
2	For Two Minor penalties	70%
3	For Three OR more Minor penalties	No award.

3. Staff, who have already been covered under earlier schemes should be covered under the present Scheme for the remaining period of service at the time of retirement.
4. Station Superintendent/ Yard Master/ Traffic Inspector / Shuntman / Shunting Janedar and Gateman are not eligible for the Award

5. Staff will be eligible for Accident Free Service Award for having rendered minimum number of years of prescribed service in the eligible categories, no matter of these staff being promoted to some other categories. For example if a staff renders 7 years of accident free service in the eligible categories, he will be entitled for 7 years of Accident Free Service Award on retirement.

6. Accident Free Service Award is to be granted to the Widow/Spouse or legal heir of an eligible employee in case of his death while in service and also to the staff who have taken voluntary retirement.

7. Accident Free Service Award is required to be worked out on the last pay drawn by the employee in the eligible category and not on the last Pay of the post drawn in any other category from which the employee retires.

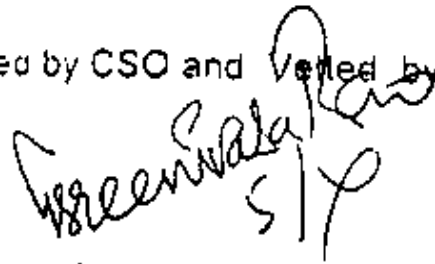
4. Plan of Action

1. During the first week of the Penultimate month of retirement of such employees, the list along with copy of the Service Register (Hard Copy or digital form) is to be handed over to the concerned department by Personnel Department.
2. The list of safety category staff who are found to be eligible for the grant of Accident Free Service Award are to be furnished by the respective Branch officers of the Division to the Personnel department.
3. (a) Payment towards Accident Free Service Award is to be budgeted and charged under Demand No.12- Abstract 'K'-681 and the budget controlling authority of the Zonal Railway for this purpose is Chief Safety Officer of the Zonal Railway.

(b) Funds requirement for the purpose of grant of Awards to the eligible categories of Railway staff for Accident Free Service has to be ensured well in advance by the Branch officer concerned of the respective departments to which the eligible categories of safety staff belong while projecting the requirements to the Budget controlling authority viz., Divisional Safety Officer at Divisional level and Chief Safety Officer for the consolidated position at Zonal Railway level. Projection of Funds have to be made for the ensuing financial year during the Budget Estimates Stage and as well as in every periodical Review. The responsibility of ensuring Budget provision to meet the expenditure towards grant of Accident Free Service Award to the eligible staff, fully vests with the concerned departments viz., Operating /Electrical/Mechanical. The respective Branch officer in Divisions shall co-ordinate with Sr.DSO for release of funds before the issue of sanction memorandum.

4. The Working sheet for the claims made for the grant of Accident Free Service Award to the staff have to be submitted to the Associate Accounts Officer concerned for scrutiny by the Personnel department during the last week of the preceding month of retirement of such employees, duly furnishing the details of the Qualifying Service rendered by the staff in the eligible safety category and the quantum of award proposed to be claimed in co-ordination with the Branch officers concerned v.z. Sr DOM, Sr DFE & Sr DME. The Associate Accounts Officer should communicate Verdict within 7 (seven) working days for the same. Thereafter, the claim is to be processed for the Sanction of Competent Authority.
5. Personnel department/bill drawing authority will draw the bill for the claim towards Accident Free Service Award to such of those eligible staff of safety categories and the same is to be paid at the time of their retirement. In terms of Board's Letter No 2016/Safety-I/9/3 dt 01/06/2018, Railway Board has decided that Accident Free Service Award for the retired staff should be given to them in the retirement function organised by the Railway Administration.
6. The bill claimed towards payment of Accident Free Service Awards to the staff of eligible safety categories is to be charged to the Allocation 12 581-99.

The above guidelines have been Approved by CSO and Voted by Finance.



CPO/Admn

For Principal Chief Personnel Officer

Secty to GM, PCPO, PCOM/MAS, PCCM /MAS,
 PFA/MAS FA&CAO/Pension/MAS, CSO/MAS
 DRM/MAS, SA, PGT, TVC, MDU & TPJ
 Sr DSO/ MAS, SA, PGT, TVC, MDU & TPJ
 Sr DFM/MAS, SA, PGT, TVC, MDU & TPJ
 Sr DPO/MAS, TVC, DPO/SA, PGT, MDU, TPJ
 Sr DOM/MAS, TVC, DPO/SA, PGT, MDU, TPJ
 Dy CPO/Gaz. M&E&T, Engg. R&T, IR
 Secy to CPO, SPO/Rules, SPO/Gaz., APO/W
 APO/Gl. Engg, M&E APO/GM Cell.
 AFA/NPS/HQ, AFA/Pension/HQ

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.2016/Safety-I/9/3

New Delhi, dated: 19.03.2018

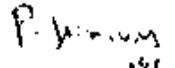
**General Managers,
All Zonal Railways.**

**Sub:- PNM/NFIR item No. 56/2016 regarding GRANT Accident Free
Service Award – implementation of extant instructions.**

The issue of grant of Accident Free Service Award to SMs performing Supervisory duties was rised in the Forum of PNM/NFIR. Arising out of the discussion in these meetings it is clarified that the SMs performing train passing duties are eligible for Accident Free Services Award.

2 In terms of the instructions contained in Board's letter No 86/Safety-I/24/35 dated 06.07 1998, ASMs/ SMs are amongst the eligible categories for grant of Accident Free Service Award at the time of their retirement in recognition of having rendered an accident free service.

3 It is desirable that in order to calculate the length of qualified services of SMs in train passing duty, suitable entries be made in SR of the employee


(P. Srinivas)
Director Safety-III,

**Copy to : (i) Secretary/NFIR for information.
(ii) E(LR) Branch.**

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.2016/Safety-I/9/3

New Delhi, dated: 01.06.2018

**General Managers
All Zonal Railways and
CMD/KRCL**

Sub: Award to Railway Staff for Accident Free Service.

Ref:- PNM/NFIR item No. 9/2018

During PNM meeting with NFIR on 26th & 27 April, 2018, the Federation raised the issue of granting awards to Railway staff for accident free service and urged upon the Railway Board to issue clear instructions to Zonal Railways to ensure granting Accident Free Service Awards in a specially organized function, which would boost the morale of the staff.

Railway Board has decided that Accident Free Service Award for the retired staff should be given to them in a retirement function. Board desires that Zonal Railways shall strictly adhere to these instructions

P. Srinivas
(P. Srinivas)
Dir.Safety-III,
Railway Board.

Copy to: GS/NFIR for information, E.D.(R).

R.B.E. No. 189/88

Subject : Rewards and Awards to Railway staff for accident free service.

No. E(G) 82 AW/12, dated 19-8-1988

A scheme of granting awards for accident free service to meritorious Railway employees was initiated in 1973. In terms of the latest liberalised scheme circulated vide Railway Board's letter No. E(G) 82/AWI-12, dated 26-3-87, the accident free service awards are given on completion of specified number of years of excellent, accident free service.

2. In view of clarifications sought by certain Zonal Railways regarding eligibility criteria for the grant of 'Accident Free Service Awards', the matter has been reviewed by the Board.

3. The Board have directed that besides an accident free service record, only such of the employees who have an excellent service profile should be considered for such awards. The underlying principle is that a generally careless, negligent, indisciplined or recalcitrant worker should not be considered for an award even if he has an accident free record. On the other hand, an otherwise outstanding employee, who may have undergone minor punishment for an honest lapse not connected with safety in train operations, may not be debarred from consideration outright.

4. Thus, the employee's overall assessment in terms of character, integrity, diligence and contribution to building the Railway's image should be an important guiding factor in addition to an accident free service record. However, as it is not feasible to legislate for each variant, the Zonal Railways should exercise constructive judgment and discretion in determining the eligibility of each employee for the grant of the award.

Subject : Rewards and Awards to Railway Staff for accident free service.

No. E(G)82 AW 1-12, dated 12.2.1990

Reference Railway Ministry's instructions issued from time to time regarding the scheme of grant of rewards and awards to Railway Staff for accident free service ; the last ones having been issued vide their letter of even number, dated 7.12.1989 [see *Bahri's Rly. Bd. Order 1989, Vol. II, p. 410*].

2. The Ministry of Railways wish to emphasise that the grant of the award for accident free service is confined to those categories of staff whose work constantly exposes them to the possibility of committing errors due to momentary lapse. The underlying principle, therefore, is that more risky the job, the more deserving is the employee who renders accident free service. In all fairness, therefore, it is necessary that only those staff who continually work in the nominated categories are considered for the award under the scheme.

3. In view of the above position the Ministry of Railways have further decided that the awards at the three stages mentioned under the revised scheme set forth in their letter of even number, dated 7.12.1989 are to [see *Bahri's Rly. Bd. Order, 1989, Vol. II, p. 410*] be given to the staff in the select/entitled categories on completing the following minimum number of years :

- (a) Award for unbroken accident free service for 10 years—this award should be given only to those staff who have completed 10 years of service in the categories eligible for the award.
- (b) Award for unbroken accident free service for 20 years will be given only to those staff who have served in the eligible categories for at least 15 years.
- (c) Award for accident free service on retirement should be given only to those staff who have rendered minimum service for 20 years in the eligible categories.

The above provisions are meant to ensure that only those staff who have rendered bulk of the service in the field posts connected with train passing and running duties actually get the awards.

Subject : Manufacture of gold medals to be awarded on retirement for accident free service.

No. B(G) 82 AW 1-12, dated 22.3.1990

Under the present scheme of rewards/awards to railway staff for accident free service, a Certificate plus Rs. 3,000 and a gold medal is required to be given to the employce on retirement. A photocopy of the design of the gold medal approved by Board is enclosed. The wording on the edge of the reverse side should 'for accident free service'. In the centre the following wording should be there, 'Awarded on retirement to-----'. The weight of the medal will be 15 gms. of 9 (nine) Ct. gold.

2. The question of manufacture of the gold medals to meet the requirements of the various Railways has been examined by the Ministry of Railways in consultation with the India Government Mint, Alipore, Calcutta, and it has been decided that the required quantity of gold for the manufacture of the gold medal for the Railways will be supplied to them by the Railways and the gold medals after their manufacture will be collected by the Railways from the Mint. The India Government Mint, Alipore, Calcutta, had also intimated this Ministry vide their letter No. 8300/13073, dated 19th February, 1988, that about 6 gms of standard gold would be required to manufacture each 9 ct medal weighing 15 gms.

3. The Ministry of Railways have also decided that the Eastern Railway will co-ordinate action in respect of getting requirements of the gold medals from the various Zonal Railways once every six months ; placing an indent for the manufacture of the required number of gold medals on the India Government Mint/Calcutta after obtaining permission from the Gold Control Authority for the quantity of gold for the required number of medals and to deposit the same with the Mint ; to collect from the mint the gold medals manufactured by them, and to supply the medals to the various Zonal Railways to meet their requirement and to make payment to the Mint for manufacturing cost only and debit the same alongwith the cost of the gold to each Railway accordingly.

4. Action taken report will be sent by the Eastern Railway to the Ministry of Railways once every six months for information.
