



दक्षिण रेलवे / SOUTHERN RAILWAY

No.P(R)524/P/Fixation/Vol.VIII

प्रधान कार्यालय / Headquarters Office
कार्मिक शाखा / Personnel Branch
चेन्नै / Chennai - 600 003
दि. . Dated: 09-09-2020

आर वी ई सं/RBE No. 70 / 2020

पी बी सी सं/ PBC No: 155 / 2020

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:Protection of pay in respect of candidates from PSUs,
Universities, autonomous bodies etc., on their
appointment to Central Government posts on Direct
Recruitment basis – reg.

A copy of Railway Board's letter No. 2020 / F(E)II/3/2 dated
25-08-2020 alongwith DOP&T's Office Memorandum No. 5/2/2012-Estt. (Pay-
I) (Vol.II) dated 09-09-2020 on the above subject is enclosed for information
guidance and necessary action.

Railway Board's letter dated 08-01-1992, 16-07-1992, 11-09-2015
and 02-11-2017 referred to therein have circulated as PBC No. 209 / 2017
and Railway Board's letter No. 12-03-1999 and 12-02-2001 referred to
therein has been circulated as PBC No. 52 / 1999 and PBC No. 34 / 2001
respectively

(T.R.MUKUNTHAN)

वरिष्ठ कार्मिक अधिकारी/नियम

Senior Personnel Officer/GAZ.

For Principal Chief Personnel Officer

संलग्न: Encl: as above

प्रतिलिपि: Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
The Genl Secy / AIOBCREA
The Genl Secy / NFIR
Ch.S&WI / System to upload in the website

**Government of India
Ministry of Railways
Railway Board**

RBE No. 70/2020

No. 2020/F(E)II/3/2

dated 25.08.2020

The General Manager
All Indian Railways and Production Units
(As per standard list)

Subject Protection of pay in respect of candidates from PSUs, Universities, autonomous bodies, etc. on their appointment to Central Government posts on Direct Recruitment basis -reg.

Reference is invited to Board's circulars No. F(E)II/91/PA/1/1 dated 08.01.1992, 16.07.1992, 12.03.1999, 12.02.2001 and No. 2017/F(E)II/3/1 dated 11.09.2015 & 02.11.2017 on the above subject. DoP&T vide their O.M. No. 5/2/2012-Estt.(Pay-I) dated 13.08.2020 have issued clarification regarding Guidelines for fixation of pay of candidates working in Public Sector Undertakings etc., recommended for appointment by the Commission by the method of recruitment by selection through interview or open competitive exam or combination of both. A copy of which is forwarded for information and guidance. Instructions contained therein would be applicable mutatis mutandis to Railway Employees also.

2. This order takes effect from 13.08.2020.
3. Please acknowledge receipt.


(G. Priya Sudarsani)
Director, Finance(Estt.)
Railway Board

DA: DoP&T's O.M. (2 pages)

F. No. 5/2/2012-Estt (Pay-I)(Vol.II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 13th August, 2020

OFFICE MEMORANDUM

Subject: Protection of pay in respect of candidates from PSUs, Universities, autonomous bodies, etc. on their appointment to Central Government posts on Direct Recruitment basis -reg.

The undersigned is directed to refer to this Department's OM No. 12/1/88-Estt.(Pay-I) dated 07.08.1989, OM No. 12/1/88-Estt.(Pay-I) dated 28.02.1992, OM No. 12/1/88-Estt.(Pay-I) dated 08.06.1993, OM No. 12/1/96-Estt.(Pay-I) dated 10.07.1998, OM No. 12/3/2009-Pay-I dated 30.03.2010 and OM No. 12/03/2017-Estt.(Pay-I) dated 28.07.2017 on the subject cited above, whereby guidelines for fixation of pay of candidates working in Public Sector Undertakings etc. including Central Public Undertakings, State Government Undertakings, Universities, Semi-Government Institutions, Autonomous Bodies and Nationalised Banks including State Bank of India and Reserve Bank of India, on their appointment as Direct Recruits, on selection, through a properly constituted agency including Departmental authorities were issued.

2. On receipt of certain cases seeking clarification as to the exact scope of this Department's OM dated 07.08.1989 and the conditions under which the benefit under that OM is admissible, this Department vide OM No 12/1/96-Estt. (Pay-I) dated 10.07.1998 clarified that the pay protection under the above orders is available, only if, the selection is through interview and not through an open competitive examination.

3. However, in the light of various court judgments and references received from various quarters, the above mentioned policy of pay fixation of the candidates coming from field sources (PSUs, Universities etc) referred to in para 1, has been reviewed.

4. The President is pleased to decide that notwithstanding the mode of selection, henceforth, the benefit of pay protection will be available to Direct Recruits appointed in Central Government to those posts for which the relevant Recruitment Rules prescribe a requirement of minimum number of years of experience in a specified area from the field sources (autonomous bodies, PSUs etc.) for appointment under the method of direct recruitment. The benefit will be allowed irrespective of whether the post is filled by the recruiting agency on the basis of interview or open competitive exam or combination of both.

5. This OM will be effective from the date of its issuance.

6. In their application to the employees of Indian Audit and Accounts Department, these orders are issued after consultation with the Comptroller & Auditor General of India, as mandated under Article 148(5) of the Constitution

7. Hindi version will follow.



(A. K. Jain)

Deputy Secretary to the Government of India

To