CHAPTER IV
PAY AND ALLOWANCES

Civil Service in the modern State is a career service. Its members earn their living by it and look to the remuneration attached to it for meeting their family and other responsibilities. Remuneration or pay constitute the most important single factor among the attractions of public service, a factor about which the employees are most sensitive.

There are some principle on the basis of which the pay structure and other allowances of the employees are fixed. Main principles are the following:

1. On the very basis of classification of positions and as the primary goal in settling compensation level - it was felt that equal pay for equal work". Its significance may be pointed to the constitutional sanction on the basic of socialistic economic set up of the country.

2. There should be a proper relationship between salaries in Govt. services and pay rates for similar types of work and
industry and private profession.

3. Salaries in Government services should also bear relationship with the cost of living. So there should be provision for revision and adjustment of pay rates.

4. There should also be sufficient flexibility in the compensation plan to allow administration to give some employees double or triple increment and to permit the appointment of recruits within a pay range rather than necessarily at the bottom step. This system is implemented in case of direct recruits—particularly in case of highly qualified or experienced doctors/medical officers recruited in the Rlys. on recommendation of U.P.S.C. (1) only.

5. A fifth principle which has been debated and insisted upon in India is that the pay scales of services should be related to the means or the per capita income of the country. Another principle advocated by some witnesses before the Central Pay Commission (2) that

(1) Rly. Board's letter No.80E(GR)II/7/40 dt. 12-10-79
salaries for the various posts should be so fixed as to promote the democratic principle of equality as far as possible.

The basic structure of salaries in India for about thirty years prior to 1947-48 continued to conform to the pattern of recommended by the Royla Commission on the Public services in India presided over by Lord Islington. (1912-1915). The scales of pay that were introduced first are now commonly known as 'Pre-31' scales of pay. The world wide recession of late twenties required drastic axing of expenditure all round and accordingly, new scales of pay (known as scale - 1934) were introduced. These scales were in force, till they were replaced by prescribed scales in 1947 in terms of recommendations made by the Varadachari Commission (i.e. First Central Pay Commission 1951). But on certain issues of the recommendations of the commission, controversy arose and consequently the resentment in the public services the question of revision of pay scales had been felt necessary. An enquiry Commission under the Chairmanship of Sir Justice Jagannath Das was set up during 1957-59 to examine the existing pay scales. A new pay scale as

(1) Amba Prasad - Indian Railways, a study in Public Utility Administration - P.119.
recommended by this commission was introduced with effect from 1-7-59 which is known as 'Authorised Scales'. The Commission suggested to set up Pay Commission at an interval of five years with the changing situation. But the authorised scale continued for next ten years which was not at all coping with the situation and price hike, causing a general resentment among the public servants. However, another Enquiry Commission (Third Pay Commission) was set up in 1970 which recommended a revised scale of pay to the Govt. servants. The recommendation of this Commission was accepted and a 'revised scales' were introduced with effect from 1-1-73 in cases of railway servants of all classes of services, excepting in scales of pay of posts which have been upgraded to Rs.3,000/- (fixed) or above and which took effect from 1-5-74.

The pay structure of Railway servants has been fixed on the basis of the worth of duty charge (nature of job) within the framework of the recommendations of the Central Pay Commission. Different units of Railway administrations have no power to revise the scale of pay.

The pay of a railway servant is fixed at the minimum of the scale of pay to which he is recruited at the time of initial appointment. In special cases, pay may be fixed at a higher level by the administrative

(1) Ibid.
authority by consulting FA & CAO of the Railway.
But generally the scale of pay is fixed on the basis
of the revised pay scale recommended by the Central
Pay Commission. Special pay is granted either in lieu
of a separate, higher scale or in lieu of deputation
allowance, for specific addition to duty, arduous
nature of duties or on account of unhealthiness of
the localities to which an employee is posted. The
rate of special pay granted to different categories of
staff is not a fixed one and subject to amendment from
time to time (1). In the N.F.Railway special pay is
drawn by some categories of staff such as Inspectors of
Training Schools/Units/Centres and some of the
Nursing staff. An instructor, drafted from the same
or other department of this Railway are entitled to draw
pay of the post or the pay which would have been drawn
by him from time to time if he had been on duty to
his parent line plus special pay at the following rate,
whichever will be more beneficial to him. (2)

<table>
<thead>
<tr>
<th>Pay in parent line in Revised scale</th>
<th>Rate of special pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Rs.260-400 to Rs.380-560</td>
<td>10% of the pay subject to a minimum of Rs.30/- only.</td>
</tr>
<tr>
<td>2. Rs.455-700 &amp; below but above Rs.380-560/-</td>
<td>12% of pay subject to a maximum of Rs.75/- only.</td>
</tr>
<tr>
<td>3. Rs.700-900/- and below but above Rs.455-700/-</td>
<td>12% of pay subject to a maximum of Rs.100/- only.</td>
</tr>
</tbody>
</table>

(1) Rly.Board's letter No.PCIII/74/SP/1(Rly.s) dt.16-5-78 and No.PCIII/74/CA/1 dt. 3-6-78.
(2) Rly.Board's letter No.PCIII/76/SP/1 dt. 1-6-76.
Generally the Instructors drafted from the department of other departments continues for a period of four years when he will draw the special pay mentioned above. He may, however, be deputed again as Instructor in administrative interest after a minimum spell of two years of work in his parent cadre (1). But staff directly recruited as Instructors have no connection with any other post and will continue as same.

There are as many as 80 pay scales in the N.F. Railway system. The pay scales of different categories (from Class I to Class IV) can be divided into two groups (a) Gazetted and (b) Non-gazetted, the highest being Rs.3,000/- to the lowest Rs.196/- (basic) per month. Some of them are appended:

<table>
<thead>
<tr>
<th>Class -I</th>
<th>Pay Scale(Basis)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. General Manager</td>
<td>Rs.3000/- --- 3500/-</td>
</tr>
<tr>
<td>2. Addl. General Manager</td>
<td>Rs.2500-2750 +250 Spl.Pay</td>
</tr>
<tr>
<td>3. H.O.D (or Sr. Administrative Officers)</td>
<td>Rs.2500-2750/-</td>
</tr>
<tr>
<td>4. Sr. Administrative grade</td>
<td>Rs.2250-2500 (Level I)</td>
</tr>
<tr>
<td>5. Jr. Administrative grade</td>
<td>Rs.1800-2250/- (Level-II)</td>
</tr>
<tr>
<td>6. Divisional Superintendent</td>
<td>Rs.1800-2250/- (Level II)</td>
</tr>
<tr>
<td>7. Sr. Scale in Medical deptt.</td>
<td>Rs.1100-1800/-</td>
</tr>
<tr>
<td>8. Chemist &amp; Metallurgist(Sr. Scale)</td>
<td>Rs.1100-1800/- (2)</td>
</tr>
</tbody>
</table>


(2) Some of these posts have been upgraded to Jr. Administrative grade by the Rly. Board. In N.F. Railway the post of Marine Supdt/Pandu has been upgraded to this grade.
9. Chief Cashier (Sr. Scale) Rs. 1100-1800/-

10. Supdt. Printing & Stationery (Sr. Scale) Rs. 1100-1800/-

11. Principal of Higher Secondary/Multipurpose School & Inter College (1) Rs. 1100 - 1600/-

12. Sr. Scale in other deptts. Rs. 1100 - 1600/-

13. Jr. scale in Medical Deptt. Rs. 700-1600/-

14. Jr. Scale in other deptt. Rs. 700-1300/-

CLASS -II

1. Posts in Accounts Deptt. Rs. 840-1200/-

2. Station Superintendent Rs. 840-1200/-

3. Shop Supdt. (Principal Foreman) Rs. 840-1200/-

4. Principal/Headmaster/Head Mistress (High School)/Head of Technical staff Rs. 650-1200/-

5. Posts in other deptts. Rs. 650-1200/-

CLASS -III

Non-Gazetted Posts Pay Scale (Basic)

1. Matron Grade -I 650-1200/-

2. Chief Controller Grade-I Rs. 840-1200/-

3. Shop Superintendent (Foreman Gr. A) Loco Foreman Gr. 'A' etc. Rs. 840-1040/-

(1) No college is sponsored/managed by N.F. Railway so far.
   Rs. 700-900/-

5. Chief Claims Inspector,
   Chief Commercial Inspector
   Rs. 840 - 1040/-

6. Office Supdt/Chief Inspectors of 6 different departments
   Rs. 700 - 900/-

7. Inspector output Supdt, Data Processing Supdt., Chief Cashier
   Rs. 700-900/-

8. Accountants/Inspectors of Station Accounts & Stores Accounts
   Rs. 500-900/-

CLASS - IV

9. All the posts in different scales of pay falls in between Rs.196-900/-

Significance may be noticed in some of the pay scales of the Class IV categories of staff of N.F.Rly.
Such as, Gestetner Machine Operator is in the pay scale of Rs.210-270/- in almost all the departments, having training on the line. But in the General Administrative department, the Gestetner machine Operator is in the pay scale of Rs.260-350/- per month. It is learnt that the scale is higher for the difference in the types of Gestetner machine i.e. the 'Bravco' machine - which is different from the general type of machine. Again there

(1) Rly. Board's letter No. PCIII/73/Schedule/52 dt. 6-1-75 may be referred to in this respect.

(2) Rly. Board's letter No. PCIII/73/Schedule/30 dt. 27-7-74 may be referred to in this respect.
are some posts with various pay scales which are not operated in the N.F.Railway system. A few of them are mentioned below with the pay scales -

<table>
<thead>
<tr>
<th>Posts</th>
<th>Pay Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Estate Supervisor</td>
<td>Rs.550-750/-</td>
</tr>
<tr>
<td>2. Safety Counsellor</td>
<td>Rs.700-900/-</td>
</tr>
<tr>
<td>3. Rate Fixer</td>
<td>Rs.550-750/-</td>
</tr>
<tr>
<td>4. Rate Fixer</td>
<td>Rs.425-700/-</td>
</tr>
<tr>
<td>5. Confidential Supdt.</td>
<td>Rs.650-960/-</td>
</tr>
<tr>
<td>6. Sports Organiser/Supervisor</td>
<td>Rs.550-750/-</td>
</tr>
<tr>
<td>7. Cine Cameraman</td>
<td>Rs.330-480/-</td>
</tr>
<tr>
<td>8. Progress Chaser</td>
<td>Rs.425-600/-</td>
</tr>
</tbody>
</table>

These posts carry the pay scale of Supervisory cadre. N.F.Railway being a small Zonal Railway has no scope to employ these officers though some of the allied works are managed by other designated staff.

The initial substantive pay of a railway servant is fixed on certain principles prescribed by the Railway administration.

1. If the staff holds a lien on a permanent post, other than a tenure post, or would hold a lien on such a post had his lien not been suspended -

(a) When appointment to the new posts involves the assumption of duties or responsibilities of greater importance than those attached to the
permanent posts - the staff will draw as initial pay at the stage of time scale next above his substantive pay in respect of the old post i.e. next in amount above his substantive pay, although the time scale of the new post may carry biennial increments. (1)

This clause is applied in all cases of staff from Class IV to Class I services of the Railway.

Certain conditions must be observed in fixing the pay of the railway employees. They were formulated when the administration faced difficulties from time to time. So far pay scale and other allowances are concerned, the regulation prescribed by the Railway Board is observed by the N.F.Railway. If, however, any discrepancy arises in fixing up the pay scale other than the prescribed scale - a clarification is sought from the Railway Board.

Now let us see the conditions of fixation of pay in substantive or officiating posts in the Railway as per rule laid down in the IREM (2). If a Railway servant holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a similar capacity

(1) Rly.Board's letter No. F(E)II-75/FR/1/1 dt. 14-1-76.
(2) Rule 2018-B(FR22c)R-II. IREM.
to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him—his initial pay in the scale of the higher post shall be fixed at the next stage of pay that may be arrived at by increasing his pay by giving one increment at the stage which such pay is accrued. This rule however, will not apply in cases of promotions from Class I to another Class I post subject to the following:

(1) If a railway servant either (i) has previously held substantively or officiated in the same post or a permanent post other than a tenure post or a temporary post or—

(2) is appointed substantively to a tenure post on a time scale identical with that of another tenure post which he has previously held substantively or in which he has previously officiated (1) shall apply in the matter of initial fixation of pay. Prior to 1-11-73, an employee drawing pay at the maximum of the scale in the lower post would be fixed, on promotion to a higher scale, at the stage in that time scale next above such maximum in the lower scale.

(1) Rule 2017 F.R. 22 ibid.

(2) This provision has later been amended vide Rly. Board's letter No.PC III/74/FP/2 dt. 26-4-74.
The conditions of fixation of pay on promotion to senior scale officers post are the following:

(1) An Officer of the Junior scale when appointed to officiate in the senior scale his pay is fixed at the corresponding senior scale stage. There is a concordance table provided by the Railway Board on the basis of which revised Junior scale and Senior scale are fixed. The concordance table is appended to have a clear idea about the same.

<table>
<thead>
<tr>
<th>Stage</th>
<th>Pay in Junior Scale</th>
<th>Pay in Sr. Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>₹700</td>
<td>₹1100</td>
</tr>
<tr>
<td>2nd</td>
<td>₹740</td>
<td>₹1100</td>
</tr>
<tr>
<td>3rd</td>
<td>₹780</td>
<td>₹1100</td>
</tr>
<tr>
<td>4th</td>
<td>₹820</td>
<td>₹1100</td>
</tr>
<tr>
<td>5th</td>
<td>₹860</td>
<td>₹1100</td>
</tr>
<tr>
<td>6th</td>
<td>₹900</td>
<td>₹1100</td>
</tr>
<tr>
<td>7th</td>
<td>₹940</td>
<td>₹1150 ₹1100</td>
</tr>
<tr>
<td>8th</td>
<td>₹980</td>
<td>₹1200 ₹1150</td>
</tr>
<tr>
<td>9th</td>
<td>₹1020</td>
<td>₹1200 ₹1200</td>
</tr>
<tr>
<td>10th</td>
<td>₹1060</td>
<td>₹1300 ₹1250</td>
</tr>
<tr>
<td>11th</td>
<td>₹1100</td>
<td>₹1350 ₹1300</td>
</tr>
<tr>
<td>12th</td>
<td>₹1150</td>
<td>₹1400 ₹1350</td>
</tr>
<tr>
<td>13th</td>
<td>₹1200</td>
<td>₹1450 ₹1400</td>
</tr>
<tr>
<td>14th</td>
<td>₹1250</td>
<td>₹1500 ₹1400</td>
</tr>
</tbody>
</table>

......
In the case of promotions of Junior scale Officers while at 7th or higher stage or of promoted class II Officers whose pay in Jr. scale is notionally fixed at the 7th or higher stage, their pay will be fixed in senior scale according to the concordance table, provided, they have completed 6 years of service in pre-revised or revised scale. This condition will apply for the present in respect of promotions made to senior scale from 1-1-73 to 31-12-78 or until further orders are issued in the matter, whichever is earlier (1).

With a view to avoid a Junior scale officer in revised scale on his promotion to revised senior scale after 1-1-1973, becoming entitled to more pay than his seniors promoted earlier the application of the above concordance table shall be modified in accordance with the rule. It is observed that the directly recruited officers, appointed to a service on or after 1-1-1973 - on their promotion to senior scale up to the 4th stage, are allowed a special pay of Rs.150/- over their pay in the revised junior scale. At the fifth and sixth stages or on promotion while at these stages they are given the maximum minimum of senior scale.

(1) Rly. Board's letter No. PC-74/RSI-1/28 dt. 25-8-78
It is also noticed that the directly recruited officers appointed to a service prior to 1-1-73 who have not completed 4 years of service on their promotion to senior scale after 1-1-73, are also allowed a special pay of Rs.150/- over their pay in the revised junior scale. On their completion of 4 years or on promotion after 4 years of service they are given - in the 5th year - the minimum of senior scale. But it is seen that, with effect from 29-12-78 in supercession of earlier rules, a junior scale officer will be eligible for promotion even before completion of 5 years service (including the period of probation) as per Railway Board's letter No.E(O)III-74/PM6/165 dt. 29-12-78. Quite natural, the question of granting special pay of Rs.150/- on promotion before five years of service will not arise, and the Officer's pay may be fixed up at the corresponding stage in the senior scale. In this way - there is the provision of granting benefit of Rs.200/- in appropriate cases of fixation of pay scale to an officer who have completed six years of service in the junior scale subject to approval of the General Manager.

(2) A permanent or officiating officer of Class II service, when appointed to officiate in a senior scale, his pay will be fixed in the junior scale for the purpose of fixation of pay at the corresponding stage in senior scale. Pay will be fixed in accordance with the
terms as already discussed above and in case of promotion to senior scale miscellaneous posts (such as chemists, statistical officer, chief cashier, printing supdt, or security officers) the pay on promotions to senior scale will be regulated as per FR 22-C/2017/2018-B -R II provided in the Establishment Manual.

Fixation of pay in administrative grade are made under normal rules provided in the Manual which is followed by the N.F.Rly. If a senior scale officer appointed to junior Administrative grade on ad-hoc basis prior to formal empanelment, will be paid upto a maximum of Rs.150/- per month as special pay, over and above their pay in senior scale subject to the condition that their pay plus special pay does not exceed Rs.1500/- per month. (1)

Now, anomalies may arise naturally, in the fixation of pay in different categories of staff by the Railway Administration. How to avoid them: Anomalies arises out of fixation of different pay scales are removed by applying rules provided in the Establishment Code or asking clarification from the Railway Board. In the N.F.Rly. system, not many cases are recorded in this respect. Whatever may be the anomalies, it will be avoided by the existing rules or referring to Railway Board. In this respect Rly. Board from time to time issued clarification.

(1) Railway Board's letter No.78/289-B/Secy/Admn.dt. 17-10-78
Apart from the basic pay, the Railway servants are entitled to different allowances. Allowances are the additional amounts paid to the Railway administration at different rate and time scale. Dearness allowances is one of the most important one, which has been fixed on the grade and scale of pay of the Railway servant as per recommendation of the Pay Commission.

Dearness Allowance was first granted to the Railway servant during the first World War due to the rise in the price index. The principles governing grant of dearness allowances was revised by the two Pay Commissions and later by the Dass Commission. Still later - the principles have been revised by the Gajeradkar Commission of the Third Central Pay Commission in 1973.

The scale of dearness allowances have been revised according to the principles adopted by the above Commissions. As recommended by earlier Pay Commissions a portion of the dearness allowance was merged in the scales of pay and lately, as recommended by the Third Pay Commission, the amount of dearness was taken as one of the items of existing emoluments at the time of coming over to the revised scales of pay. As recommended by this commission, dearness allowances shall be payable to railway employees drawing pay upto 2260/- per month at the rates of 3% (4% of pay in case of employees in
in pay ranges upto 300/- per month) subject to a minimum of Rs.12/- and maximum of Rs.27/-, when twelve monthly average of the all India working class Consumer Price Index for Industrial workers (General) (taking 1960 as the base year equal to 100) goes up by 8 points.

i) For the first 8 points increase employees drawing revised pay upto Rs.900/- will be covered.

ii) On the Index average rising by 16 points, officers in the pay range Rs.900/- 1600/- will also be covered.

iii) On the Index average rising by 24 points, officers in the revised pay range of Rs.1600-2250/- will further be covered.

iv) Pay plus dearness allowance should not in no case exceed Rs.2400/- per month.

Dearness allowance is admissible to the railway employees on the basis of pay, personal pay and special pay. This will be drawn by a railway servant (irrespective of gazetted or non-gazetted) subject to the following condition:

(a) During Leave: The rate of dearness allowance will be based on the leave salary actually drawn. The portion of leave salary
representing running allowance is excluded for calculation of the amount of dearness. The allowance is not admissible during extra ordinary leave or during L.P.R. except for the first 180 days of L.P.R. is spent in India and if spent outside India the allowance is not admissible. (1)

(b) **During study leave** - The D.A. is admissible on the basis of leave salary sanctioned during such leave.

(c) **During deputation/Training abroad**: D.A. is admissible in such cases during the first 6 months of stay in any one country at the rate at which the trainee would have drawn had he not proceeded on training and thereafter, the rate will be equal to the dearness pay, if any, appropriate to the pay during deputation. After six months, D.A. may be admissible if the deputation is more than in one country and the period of stay of the officer in any country does not exceed six months. (2)

Compensatory (city) and House rent allowances are granted to give relief to Rly.employees in view of

(1) Ibid
(2) Ibid
higher cost of living and higher rent that they are
supposed to pay for private accommodation for non-
availability of Railway quarters in big cities. For
the purpose of drawal of these allowances, cities/
towns have been classified under 4 classes viz.
'A', 'B-1', 'B-2' and 'C' Class on the basis of
population. Eligibility of these allowances are
determined with reference to the place of duty for
the purpose of drawing these allowances - the
limitations of the locality shall be those of the
constituent units of named urban agglomerations as
shown in the Table IV of Census of India 1971 (serial
1 India paper 1 of 1972 - Final population) along with
the Appendix, issued by the Registrar General and Census
Commissioner of India. Or if the named place is not
an urban agglomeration the named Corporation or
Municipality should be taken as the unit of limitation.
Prior to 26-10-77, house rent allowance was admissible
to railway staff working within the limits of qualified
city alone and not the urban agglomeration, but with
effect from 26-10-77 this allowance is also admissible
to that area (1). Urban agglomeration and cities
where C.C.A. admissible (2) are -

'A' class cities/urban agglomerations - Bombay,
Calcutta, Delhi, Madras, Hyderabad, Ahmedabad and A

Rly. Board's letter No. PC(3) 73/HRA dt. 13-6-74
(2) No. PC(3) 73/HRA dt. 26-12-77.
'B-1' class cities - Nagpur, Pune, Kanpur City & Lucknow City.

'B-2' Class cities - Trivandrum, Cochin, Patna, Dhanbad, Jamshedpur, Surat etc. (In the N.F. Railway none of the cities/town have been included in the above three list).

'C' Class cities - there are more than 250 towns under this group. Gauhati & Siliguri in the N.F. Railway come under this list. The staff residing in Assam area also entitled to 'Assam Compensatory Allowance' as per recommendation of the Pay Commission. Apart from the above - Hill allowance are admissible to the Railway staff residing in the hill areas of the N.F. Railway. The rates of compensatory(city) allowance and house rent allowance admissible to the staff with effect from 1-1-73 are appended:

<table>
<thead>
<tr>
<th>Class of City/Towns.</th>
<th>Pay</th>
<th>Rate of CCA</th>
<th>Rate of House rent allowance.</th>
</tr>
</thead>
<tbody>
<tr>
<td>'A' Class</td>
<td>Below ₹250/-</td>
<td>6.5% of pay with a minimum of ₹12/-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>₹250/- &amp; above</td>
<td>6% of pay with a minimum of ₹16.50 and max. ₹75/-</td>
<td>15% of pay subject to a limit of ₹400/- per month</td>
</tr>
<tr>
<td>'B-2' class</td>
<td>Below ₹750/-</td>
<td>3.5% of pay max. of ₹10/-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>₹750/- &amp; above</td>
<td>Amount by which pay falls short of ₹759/-</td>
<td></td>
</tr>
<tr>
<td>Class of City / Towns</td>
<td>Pay</td>
<td>Rate of CCA</td>
<td>Rate of House rent allowance</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----</td>
<td>-------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>'B-1' Class</td>
<td>below Rs.330/-</td>
<td>5% of pay</td>
<td>15% of pay subject to a limit of Rs.400/- per month</td>
</tr>
<tr>
<td></td>
<td>Rs.330/- &amp; above</td>
<td>4.5% of pay with a minimum of Rs.16.45 and max. Rs.50/-</td>
<td></td>
</tr>
<tr>
<td>'C' Class</td>
<td>Nil</td>
<td>7½% of pay subject to a max. of Rs.200/- per month.</td>
<td></td>
</tr>
</tbody>
</table>

Railway staff - those, who reside in the hill areas are entitled to hill (compensatory) winter allowance along with the house rent allowance.

House rent allowance is admissible to railway staff on certain conditions only. Railway servants drawing pay upto Rs.750/- per month (Revised scale) is eligible for house rent at the rates prescribed (even if they share Railway/Government accommodation with other allottee). Payment of the allowance are made without reference to the quantum of rent paid or contributed by them. Railway servant provided with a Railway accommodation automatically ceases to draw the house rent allowance. It is also paid to the staff, who is living in his own house or in a house in which he is a co-partner, provided his pay is not more than Rs.750/- per month.
Travailing allowance are admissible to the Railway staff proceeded on official duty outside the Headquarters or place of duty. Different kinds of travelling allowance drawn by the staff on certain conditions (regulated by the T/A rules) are:

a) Daily allowance
b) Mileage (Kilometerage)
c) Consolidated travelling allowance
d) Conveyance allowance
e) Actual cost of travelling.

Daily allowance is paid to the Railway staff who is not in receipt of a consolidated travelling allowance, on any day on which he proceeds on duty tour—beyond a radius of 8 k.m. from his headquarters or returns to his headquarters from a similar distance. There are three rates of daily allowance—one for ordinary localities other than for certain specified expensive localities. Daily allowance at a higher rate is admissible for an expensive locality for halt more than 12 consecutive hours while on official tour. Daily allowance is admissible at the following rate:

i) If absent for more than 6 hours but less than 42 hours = 70% of the daily allowance
ii) If absent for more than 12 hours, full daily
allowance. This allowance is allowed for a halt of less than 30 days at any one place. (full daily allowance for halts more than 30 days may be allowed by the competent authority on satisfaction of certain condition.)

Now let us see what are the rates of daily allowance admissible to the railway staff. Rate of D.A. is not equal in each case and varies according to category and pay scales of the staff.

<table>
<thead>
<tr>
<th>Grade/Pay</th>
<th>Ordinary localities</th>
<th>Cities &amp; Towns classified 'B-1' for grant of compensatory (city) allowance (<em>Darjeeling in N.F.Rly.</em>)</th>
<th>Cities/Towns classified as 'A' for grant of compensatory (city) allowance.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
</tr>
<tr>
<td>Rs.</td>
<td>Rs.</td>
<td>Rs.</td>
<td>Rs.</td>
</tr>
<tr>
<td>Staff drawing -</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rs.260 &amp; below</td>
<td>5.60</td>
<td>8.25</td>
<td>11.25</td>
</tr>
<tr>
<td>Rs.260-330/-</td>
<td>7.80</td>
<td>10.00</td>
<td>15.00</td>
</tr>
<tr>
<td>Rs.331-515/-</td>
<td>9.75</td>
<td>14.25</td>
<td>19.50</td>
</tr>
<tr>
<td>Rs.516 -800/-</td>
<td>11.25</td>
<td>16.50</td>
<td>22.50</td>
</tr>
<tr>
<td>Rs.801 and above but below sr.scale</td>
<td>13.50</td>
<td>21.00</td>
<td>24.00</td>
</tr>
<tr>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
</tr>
<tr>
<td>----------------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>Spl. class apprentice</td>
<td>9.75</td>
<td>14.25</td>
<td>19.50</td>
</tr>
<tr>
<td>Casual labour/</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>unskilled/skilled etc.</td>
<td>5.60</td>
<td>8.25</td>
<td>17.25</td>
</tr>
<tr>
<td>Highly skilled</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>casual labour</td>
<td>7.50</td>
<td>10.00</td>
<td>15.00</td>
</tr>
<tr>
<td>Sr. scale officer</td>
<td>15.00</td>
<td>21.00</td>
<td>26.00</td>
</tr>
<tr>
<td>Jr. Administrative Officer &amp; Divl. Supdt.</td>
<td>18.75</td>
<td>22.50</td>
<td>30.00</td>
</tr>
<tr>
<td>Sr. Administrative Officer (including GM)</td>
<td>22.50</td>
<td>25.00</td>
<td>30.00</td>
</tr>
</tbody>
</table>

TA/DA at higher rate will be admissible only when the halt at an expensive locality is more than 12 consecutive hours.

Staff/Officers claiming TA/DA (on the approved tour programme by competent authority) has to submit a bill in the prescribed form after a gap of alternative month to the competent authority for approval/sanction. TA/DA for the local jurisdiction can be sanctioned by the Senior scale officer in case of Class III & Class IV staff of the railway. TA/DA for a tour on foreign railways i.e. other than the N.F.Rly. shall have to be approved and sanctioned by the controlling officer not below the Deputy rank on certification by the immediate senior scale officer. TA/DA for Class II Assistant rank officer are generally sanctioned by the HUD on
prior approval. In case of Senior scale officer and above, TA/DA are sanctioned by the GM on prior approval of their tour programme.

Messing/Daily allowance to all Railway servants (other than local trainees unless they stay in the school/institution/hostel) irrespective of gazetted or non-gazetted attending courses other than initial course (such as refresher courses etc.) in Rly. Training Schools/Institution— where messing is compulsory, are provided with free food and in addition 20% of the daily allowance is admissible under normal rules.

No TA/DA is allowed to probationers who join training institutions direct on first appointment, to Railway service. But who are already in railway service or who first join the railways of their posting and then proceed to training institutions are allowed TA as on tour approved by the competent authority.

Mileage (kilometerage) allowance is admissible to the running staff of the railway particularly who have to travel frequently by train on duty. Such as Engine drivers, Fireman, Assistant, Guard, Brakesman etc. are entitled to draw mileage in
addition to their pay/salary. For this purpose their services are divided into 4 grades (in terms of pay scales) and certain percentage is fixed on definite journey performed on duties by them. Running allowance is granted to railway servants whose duties are in running trains or engines and are connected with the charge of moving trains or engines.

Consolidated travelling allowance (actual cost of travelling) or permanent travelling allowance is granted to the Railway staff whose duties require him to travel extensively (for more than 20 days a month in an average).

Conveyance allowance is admissible to staff for occasional journey undertaken on duty at or within a radius of 8 kms. from his headquarters subject to certain conditions.

Apart from the above mentioned allowances, some more allowances are admissible to the certain categories of employees.

Washing allowance is granted to certain class IV staff who are provided with uniforms and are required to keep their dress neat and clean. Class IV staff attached to Railway Schools, Peons in the Offices,
staff in hospitals and dispensaries and class IV
R.P.F. staff etc. are entitled to this allowance
@ Rs.3/- per month. Railway ambulance car drivers and
dressers (Medical) are also entitled to this allowance.
This allowance, however, is not paid or proportionately
paid to the above mentioned staff on leave for more
than 15 days at a time.

Night duty allowance is admissible to all class
III & Class IV staff classified as intensive, continuous
and essentially intermittent (†) under Hours of
Employment Rules, Class III and Class IV workshop staff
including supervisory staff, sister-in-charge working
on regular shifting duty and class III staff working in
confidential capacity and gets weightage at the rate of
10 minutes for every hour of night duty between 22 hours
to 06 hours and are paid night duty allowance at the
prescribed rate.

National holiday or other holiday allowance is
admissible to non-gazetted railway staff on pay range
upto Rs.750/- (Revised scale), who do not enjoy public
holidays and considered to three National Holidays.
All these staff who cannot be relieved of their duties
on those days, are compensated for working on those days
by grant of additional payment at the prescribed rate.
in terms of pay scales. The rates (1) are -

<table>
<thead>
<tr>
<th>Pay</th>
<th>Rate of monetary compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upto Rs.232/-</td>
<td>Rs.7.65</td>
</tr>
<tr>
<td>Rs.232 to Rs.273/-</td>
<td>Rs.9.15</td>
</tr>
<tr>
<td>Rs.273 to 334/-</td>
<td>Rs.10.40</td>
</tr>
<tr>
<td>Rs.334 to 348/-</td>
<td>Rs.14.80</td>
</tr>
<tr>
<td>Rs.348 to Rs.424/-</td>
<td>Rs.16.75</td>
</tr>
<tr>
<td>Rs.424 to 474/-</td>
<td>Rs.18.80</td>
</tr>
<tr>
<td>Rs.474 to 750/-</td>
<td>Rs.22.55</td>
</tr>
</tbody>
</table>

R.P.F. staff working round the clock and not entitled to public holidays and R.P.F. inspectors (even though not working round the clock) are also entitled to this payment as per normal rules.

Survey and Construction (Compensatory) allowance to open line staff employed on survey and construction projects are paid at the prescribed rate. All gazetted staff below senior administrative rank and non-gazetted staff employed on survey construction projects (for new lines, restoration on surveys for opening new lines) are granted this allowance at the following rate:

<table>
<thead>
<tr>
<th>Pay/Grade</th>
<th>Rate /Quantum</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Jr. Administrative Gr.</td>
<td>Rs.150/-per month subject to the condition that his pay does not exceed Rs.2000/-</td>
</tr>
</tbody>
</table>

(1) These rates are effective from 5-7-76 as per Railway Board's letter No.E(P&A)11-75/HL-1 of 5-7-76.
Pay/Grade | Rate /Quantum
---|---
2. Sr. Scale/Assistant Officer & non-gazetted staff drawing Rs. 701 and above | Rs.125/- per month
3. Other officers/non-gazetted staff drawing Rs. 601 to 700/- | Rs.100/- per month.
4. Non-gazetted staff drawing pay upto Rs. 600/- | 15% of basic pay.

Prior to the inception of separate construction organisation the open line staff was engaged/opted to survey work of -

a) Guwahati - Burnihat (B.G.)
b) Dharmanagar - Kumarghat (M.G.)
c) Silchar - Jiribum (M.G.)
d) Lalabazar - Bairabi (Sairong) (M.G.)
e) Balipara - Balukpong
f) Amguri - Tuli.

Though there is the provision of paying survey (Compensatory) allowance to the employees engaged for this purpose, but often, were not paid for certain obvious reason. Staff entitled for survey and construction allowance have to wait till the sanction is received from the Railway Board after the concurrence of FA & CAO of N.F. Railway. Generally, the allowance
are sanctioned for new lines, restoration or survey works. Once the Board approves a project of the allowance— it is paid from the date of commencement of the project. But, cases are there in the N.F. Railway, for non-compliance of late compliance for various reasons. Reason stated in this respect by the N.F. Railway authority is, either sanction of Railway Board was not received or this allowance is not admissible in localities where compensatory (house) rent allowance are paid. Whatever, may be the reason, it is apparent that the person posted/opted for survey/construction work are given benefit by way of a grade or more higher in his position.

Allowance to the Nursing staff of the Medical department are granted (known as Uniform and Laundry allowance) at a prescribed rate. The rates are:

<table>
<thead>
<tr>
<th>Allowance</th>
<th>Matrons including sister-in-charge of hospitals</th>
<th>Nursing sisters &amp; other Nurses</th>
<th>Midwives and health visitors</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Uniform</td>
<td>Rs. 200/- per annum</td>
<td>200/- per annum</td>
<td>200/- per annum</td>
</tr>
<tr>
<td>2. Laundry</td>
<td>Rs. 15/- per month</td>
<td>15/- per month</td>
<td>Rs. 15/- per month</td>
</tr>
</tbody>
</table>

Running staff (Guard, Drivers, Fireman, Brakesman etc.) are entitled for 'Allowance in lieu of mileage'
at the prescribed rate for each day or part thereof, for performing other than running duties, whether at their Hq's. or at outstation. This allowance is granted to running staff with a view to compensate them for the loss of mileage which they would have normally earned on running duty but for their being engaged on non-running duties (1).

Outstation (detention) allowance is admissible to the running staff detained at outstations for more than 16 hours from the time they 'sign off' duty.

Accident Allowance is admissible to running staff when trains are held up at any station other than at Headquarters (due to accident and subsequent detention for a period excluding 8(eight) hours at prescribed rate.

Transfer allowance is admissible to a gazetted or non-gazetted staff when transferred from one station to another at the prescribed rate under certain condition.

Apart from the aforesaid allowances, there are some more allowances admissible to the railway staff (not in general) on certain conditions. Breakdown

allowance, allowance in lieu of running room facilities, Breach of rest allowance, waiting duty allowance etc. which are admissible mostly to the running staff of the railways on certain conditions laid down in the Establishment Manual.

In course of study it is noticed that the Ministerial staff of the N.F.Railway (Indian Railways in general) are not entitled to any allowance other than TA/DA at the prescribed rate. If, however, they have to perform the overtime duty, they are compensated by compensatory casual leave - sanctioned by the appropriate authority. So, it is apparent that other than Medical staff no allowances (except TA/DA) is paid to the staff in general.

Although much cannot be said about the entitlement of TA/DA and compensatory (city) and house rent allowance admissible to the staff, these are fixed on the recommendation of the Pay Commission, yet a question may arise about the variation in rate where disparity exist in almost all cases. It is not understood how it would be possible for a Class III or Class IV staff to meet the expenditure from the TA/DA. A class III Rly. servant drawing pay upto Rs.330/- receives TA @ Rs.8.25 per day and a Class IV employee drawing pay upto Rs.260/- receives @ Rs.5.60 per day. It is not at all possible to have two meals a day with that amount, not to speak of other necessaries. Even

(1) The rate of TA has recently been changed with effect from 1.1.83 by the Railway Board for all categories.
the other employees drawing higher pay must be facing difficulties even though they are paid higher rate of TA/DA. The rate of TA/DA might have been fixed long ago considering the then market price which is increasing day by day. After the 3rd pay Commission a long span of 10 years elapsed and the prices of essential commodities increased enormously. There is resentment in the staff but no representation was made to the proper authority. The dearness allowance is rising with the rise of market price, considering the formulae suggested by the Pay Commission (raising to a slab per eight point market price recorded) from time to time. In the report of the 3rd Central Pay Commission nothing has precisely been suggested for the revision of TA/DA as in the case of dearness allowance.

Although no precise directives are in the report of the 3rd Pay Commission about the rate of TA/DA of Govt. employees yet in one place it was suggested by the Pay Commission that the rate of DA/TA should not be beyond the subsistence level in appropriate case. But this suggestion was not fully accepted by the Indian Railways on the plea that provision of free accommodation at different places was made and staff can take the advantage of stay there. Notwithstanding
the free accommodation provided by the Railway authority, it cannot be the yardstick of fixing such a lower rate of TA/DA to staff going on duty to this places. Moreover, the rate of standard meals supplied in the Railway trains and caterings are beyond the reach of a Class IV staff comparing to the TA/DA (Rs. 5.60) admissible to him. However, if this is not revised or certain measures taken in this respect forthwith, the refusal of duties on line will crop up in the consequence.

As regards dearness allowance to Central Govt. employees (including Railway) in service - the Third Pay Commission has recommended increase as and when the 12 monthly average of the National Price Index by 8 points. Accordingly the Dearness Allowances are increasing following the recommendation of the Pay Commission and the Railway employees are also receiving their share. But compared to other organisations, the Central Govt. employees are receiving less percentage of Dearness Allowance. Instance can be cited to the Nationalised Banks and other Central Govt. undertakings where the dearness allowance is much higher. In the Railways only about 75.5 percent (1) dearness allowance

(1) By a recent circular No. FC III/81/DA dt. 20-11-81 Railway Board has instructed the Zonal Rlys. to pay the increased rate of Dearness allowance (which comes on an average of 75.5 percent.)
is paid compared to 222 percent on an average in the LIC and about 95% on an average in the Nationalised banks. The announcement of the increase of Dearness allowance to the Central Govt. employees has immediate impact on the market price which is common in the knowledge of the Govt. itself. The question is, with the increase in the dearness allowance, how far it will meet the increasing market price—which has an ever increasing tendency. However, the only consolation may be from the staff side is that they are receiving some monetary benefit, however meagre the amount is.

As regards the compensatory (city) allowance and house rent—the Pay Commission recommended for continuance, but nothing about the rate. The City compensatory allowance or house rent paid to the staff is meagre. It is not understood as to why a city like Guwahati or Siliguri have not been included in the list of B-2 class cities. The N.F. Railway staff is allowed to draw the 'Assam Compensatory Allowance' and as such they are not entitled to city compensatory allowance. The A.C.A. is fixed at Rs. 10/- only per month and in no case can be at par with the percentage of city compensatory allowance admissible to the staff. The rate of house rent is also not consistent with the prevailing position in the area. Nor it can be compared
It is assumed that the Railway employees are entitled to unfurnished accommodation at a cheaper rate, if, however, allotted to him. But it is apparent from the N.F. Railway Headquarters at Maligaon, that for lack of sufficient quarters, the staff could not be provided with accommodation. It is also a known fact that the quarters are allotted to the staff as per priority list prepared on the basis of their first appointment in this Railway or first coming to this area. Staff appointed in the year 1959 could not be provided with the quarters even after 22 years of their service. This, of course, cannot be taken as a point of discussion, yet mention is needed when we talk about the house rent of the railway staff. The basis or principle on which the rate of house rent is paid, cannot be said as justified as in the fixing of pay scale.

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