

SOUTH EASTERN RAILWAY

Office of the  
Chief Personnel Officer  
Garden Reach, Kolkata-43

Estt.Srl.No.100/2016

RBE No.85/2016

No. SER/P-HQ/Ruling/O/31 (4)

Dated 26/7/16

All concerned

Sub: Clarification regarding Pay fixation on grant of Non-Functional Upgradation to the officers of Organized Group-A services.

Ref: Railway Board's letter No.PC-VI/2009/1/4/R-6/1 dated 27-11-2009  
(Estt.Srl.No.243/2009)

Railway Board's letter No.E(P&A)II-2016/PP-6 dated 14-07-2016 (RBE No.85/2016) is forwarded for information, guidance and necessary action.

Encl: as above.

*(B.N.Soren)*

Dy.Chief Personnel Officer (I/R),  
for Chief Personnel Officer.

Railway Bd's letter No. E(P&A)II-2016/PP-6 dated 14-07-2016 (RBE No.85/2016) is as under:-

Sub: Clarification regarding Pay fixation on grant of Non-Functional Upgradation to the officers of Organized Group-A services.

Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training issued orders for Non-Functional Upgradation for officers of Organized Group "A" services in PB-3 and PB-4 vide their OM No. 14017/64/2008-Estt.(RR) dated 24-04-2009. These orders were adopted by Ministry of Railways for Railway Officers of Organized Group "A" services in PB-3 and PB-4 and General Managers/CAOs of All Indian Railways and Production Units were advised to apply these instructions mutatis mutandis to railway officers of Organized Group "A" Services in PB-3 and PB-4 vide Board's letter No. PC-VI/2009/1/4/R-6/1 dated 27-11-2009 (RBE No.209/2009)

Now, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training (DOP&T) vide their O.M. No.AB 14017/25/2013-Estt.(RR) dated 12-01-2015 have issued clarification regarding Pay Fixation on grant of Non-Functional Upgradation to the Officers of Organized Group "A" services; a copy of which is enclosed herewith. These instructions shall apply mutatis mutandis to Railway Officers of Organized Group A Services in PB-3 and PB-4

2. This is issued with the concurrence of the Finance Directorate of the Ministry of Railways.

Sub: Clarification regarding Pay fixation on grant of Non-Functional Upgradation to the officers of Organized Group-A services.

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The instructions for grant of NFU as per 6<sup>th</sup> CPC for officers of Organized Group "A" services have been issued in DOPT OM dated 24-04-2009. The terms & conditions for grant of NFU as laid down in Clause-7 of the Annexure to the above said O.M., prescribe that pay fixation on grant of NFU under these orders will be done as per the provisions of CCS(RP) Rules, 2008 i.e. officers will be granted one increment at the rate of 3% of basic pay and the difference of grade pay will be added to their basic pay. As for the officers posted under the Central Staffing Scheme, they will be granted one increment on account of NFU, but their grade pay will remain unchanged as they are holding a tenure post with a specific grade pay under Central Staffing Scheme.

2. The provisions of FR-22-(I)(a)(1) have been extended to promotions after 01-01-2006 vide Department of Expenditure O.M. F.No. 1/1/2008-IC dated 13<sup>th</sup> September, 2008 (Clarification No.2). References have been received in this Department seeking clarification on whether the officers on grant of NFU will also be entitled to exercise "option" to get their pay fixed from the date of grant of NFU or from the date of the next increment.

3. The issue has been considered in consultation with the Department of Expenditure. It is clarified that the officers may be permitted the option for pay fixation as in the case of promotion with the condition that no re-fixation of pay would be allowed at the time of promotion. As per the terms and conditions for grant of NFU all the prescribed eligibility criteria and promotional norms including 'benchmark' for upgradation to a particular grade pay would have to be met at the time of screening for grant of higher pay scale.