

PAY AND ALLOWANCES (7cpc)

The Railway employees are governed by the Railway services (Revised Pay) Rules 2016. This RSRP Rules shall be deemed to have to come into force on the First Day of January 2016.

SN	Category in Group "D" Post	Grade Pay (6 CPC)	Level (7 CPC)	Basic Pay
1	Kh / H-I (Recruiting Level)	1300/-	01	18000/-
2	Kh / H-II (Recruiting Level)	1800/-	01	18000/-
SN	Category in Group "C" Post	Grade Pay (6 CPC)	Level (7 CPC)	Basic Pay
1	Tech-III (Recruiting Level)	1900/-	02	19900/-
2	Tech-III	2000/-	03	21700/-
3	Tech-II	2400/-	04	25500/-
4	Tech-I	2800/-	05	29200/-
5	Sr. Technician	4200/-	06	35400/-
6	JE (Recruiting Level)	4200/-	06	35400/-
7	JE/SSE (Recruiting Level)	4600/-	07	44900/-
8	JE/SSE	4800/-	08	47600/-
9	JE/SSE	5400/-	09	53100/-

The Pay Scales of Group "A" & "B" Officers are as under:-

Sr. No.	Category	Grade Pay	Level
1	Jr. Scale officer 20%	5400/-	10
2	Jr. Scale 80%	5400/-	10
3	Gr. 'A' Entry	5400/-	10
4	Sr. Scale	6600/-	11

5	JAG	7600/-	12
6	SAG (13 yrs. Service)	8700/-	13
7	RPF	8900/-	13A
8	SAG (17 yrs. Service)	10000/-	14
9	HAG	Nil	15
10	Grade in Board	Nil	16
11	GM/Addl. Members	Nil	17

PAY AND ALLOWANCES

Basic pay means pay drawn in the prescribed scale of pay, Including stagnation increment(s) but does not include any other Type of pay like 'special pay, personal pay', etc.

ALLOWANCES ARE GIVEN TO EMPLOYEES IN VARIOUS CIRCUMSTANCES. THE VARIOUS ALLOWANCES EXISTING ON RAILWAYS ARE AS UNDER :

1. Dearness Allowance:

DA is given due to rise in price index and was first granted to the Railway services w.e.f. 19.3.41. As per the new rules this DA is given twice a year i.e. from January payable by March and from July payable by September up to 31 December.

Dearness Allowance: revised Rate effective from 1.1.16

Dates from which payable	Rates of DA p. m
01.01.16	No DA
01.07.16	2 %
01.01.17	4 %
01.07.17	5%
01.01.18	7%
01.07.18	9%
01.01.19	12%
01.07.19	17%

2. City Compensatory Allowance:

This allowance is given to compensate the high cost of living and it is granted according to the classification of cities and group of Scale as under:-

Sr.No	(Pay Range) Basic Pay	Amt. of CCA in class of cities (Rs. (P.M.))	
		X classified city	Y classified towns
(i)	Pay upto Rs.50000 p.m.	10 % of pay	5 % of pay
(ii)	Pay of more than Rs.50000 p.m.	6% of pay subject to a minimum of Rs. 5000/- p.m.	3% of pay subject to a minimum of Rs.2500/- p.m

3. House Rent Allowance:

It is granted as a relief to employees in view of the higher rent that is required to be paid for private accommodation due to non availability of railway quarters for all the employees

HRA is also granted according to the classification of cities as indicated below:

S.N	Classification of City/Town	Rates of HRA
1	X	24% of pay
2	Y	16% of Pay
3	Z	8 % of Pay

When dearness allowance crosses 50%, it will be increased to 30%, 20% and 10%, respectively for the three categories of cities.

This will not be granted to any railway servant occupying any type of railway accommodation, Central or State. In case Husband, Wife and Children are occupying a government accommodation they will not be entitled for HRA but if occupying a private accommodation all will be entitled for HRA.

In case when an employee is transferred from one station to another and though he retains a railway accommodation or a government accommodation at the old station of posting, he will be eligible for HRA if not occupying any government accommodation at the new station of posting.

RPF staff occupying barracks are entitled for HRA

4. TRANSPORT ALLOWANCE

Transport allowance is granted to Railway employees subject to furnishing a certificate that his residence is not located within 1 Kms from the place of work or within a campus housing the place of work and residence.

Transport Allowance is paid as per following slab:

Employees drawing pay in Pay Level	Rate of Transport allowance per month	
	Employees posted in X & Y Cities	Employees posted in all other places
9 and above	Rs.7200+DA thereon	Rs.3600+DA thereon
3 to 4	Rs.3600+DA thereon	Rs.1800+DA thereon
1 and 2	Rs.1350+DA thereon	Rs.900+DA thereon

5. RUNNING ALLOWANCE :

Categories entitled: Drivers, Shunters & Guards

Type of running allowance :

- 1) Mileage Allowance
- 2) Allowance in lieu of mileage
- 3) Breach of Rest Allowance
- 4) **Ghat Section Allowance of Running Staff**
Double of the kilometrage allowance
- 5) **OUTSTATION DETENTION ALLOWANCE :**
On detention beyond 16 hours of "Signing off " of duty.

6. BREAKDOWN ALLOWANCE

Railway employees employed in Running Sheds and carriage & Wagon depots who are earmarked for attending breakdown duties are granted Break down allowance at the prescribed rates.

Level	Rate
01	270.00 p.m.
02	405.00 p.m.
04	540.00 p.m.
05	540.00 p.m.
06 and above	675.00 p.m.

OUTSTATION ALLOWANCE :-

When a Railway servant is deputed to work temporarily at stations outside his HQ he is entitled for this allowance and it is restricted to 14 days.

8.Box Allowance :

Guards, Drivers, Asst. Guards are entitled to initial payment of prescribed amount towards cost of line box which is in addition to supply of air bags once in every 3 years.

9.Accident allowance : When running staff is held up for more than 8 hours outside the H.Q. due to some accident, this allowance is payable.

10.Non practicing allowance: In order to compensate Railway Doctors for restricting from private practice, a non practicing allowance at uniform rate of 20% of basic pay subject to condition that Basic pay + NPA should not exceed by Rs. 2,37,500/- P.M. This allowance is treated as 'pay' for all purposes such as grant of DA, TA various advances including retirement benefits.

11.POST GRADUATE ALLOWANCE: This is given to only those Assistant Medical Officers at Rs. 1500/- p.m. and Rs.900/- for possessing post graduate degree and post graduate diploma in specialized subjects. This Allowance is not payable to those who had acquired higher qualification before joining Railways or for whom it is a prerequisite qualification. In case the Doctor is promoted from junior scale to Sr. Scale this will not be given to him but what he was getting will be taken into account for fixation of pay in the new grade. This will also be treated as pay.

12. CONVEYANCE ALLOWANCE: To medical officers provided they make 20 domicile visits on an average every quarter. The conveyance varies in case the doctor has his own car, own scooter or hire private vehicles.

13. UNIFORM ALLOWANCE: Those categories of staff who were supplied uniform and are Required to wear them regularly like Trackman, Running-Staff, Staff car driver, Canteen Staff, nurses, matrons, midwife and health visitors as per following rates.

Nurses, matrons, midwife & health visitors = Rs.1800 annual
and rest of all other staff =Rs.5000 annual.

14. Travelling Allowance/Daily allowance: Travelling allowance is granted to Railway servants when they travel on tour/duty beyond a radius of 8.00KM of their Head quarters or return to H.Quarters to meet with the expenses incurred during travelling.

If they stay outside their H.Q, daily allowance is admissible.

Travelling allowance is granted on the percentage of absence from Head quarters.

Rate of TA/Daily Allowance

Level	Daily Allowance
Level-14 & above	1200/-
Level-12 & 13	1000/-
Level-09 to 11	900/-
Level-06 to 08	800/-
Level-05 & below	500/-

Mileage Allowance for Journeys by Road

For journeys by in own car/taxi - Rs. 24 per Km

For journeys by Auto Rickshaw/own car – Rs. 12 per KM

Absence from Headquarters as follows:-

(A) If absence does not exceed 6 hours. 30% of daily allowance

(B) If absence between 6:00 to 12:00 hrs. 70% “

(C) If absence is above 12 hrs. 100% “

Note: 1) Full (100%) daily allowance is admissible for attending

break down duty without stipulation that staff/officers concerned should be out of H.Qtrs. beyond 8 KM for the period not exceeding 12 hrs. continuously.

- 2) 20% Daily allowance is admissible to staff/officers who is undergoing training at training centres where free messing is being provided.
- 3) The personnel of Territorial Army are entitled to double the rate of T.A. in case of embodiment /Training.

15. NATIONAL HOLIDAY ALLOWANCE

Non-Gazetted Staff who do not enjoy any public holiday should be considered entitled to the three National Holiday Allowance as per following rates.

RATES :

Level	Rate of N.H.A.
Level-01 & 02	Rs. 384/-
Level-03 to 05	Rs. 477/-
Level-06 to 08 (Limited to Non-Gazetted staff)	Rs. 630/-

The rate of NHA will increase by 25 % when DA will goes up by 50%

16. Conveyance Allowance at Outstation: -

All N. G. Staff on tour in addition to TA as admissible, may also be granted reimbursement of bonafide charge on account of conveyance hire by ordinary means of conveyance available at the locality that he may be required to incur for journeys in visiting offices at a considerable distance from each other.

Taxi fare for journeys from office to residence at late hours If

Officers/staff are detained beyond 20:00hrs. on special assignment/urgent work which cannot wait for the next Working day, will be entitled to claim taxi hire for journeys performed from office to residence between 20:00hrs. & 6:00hrs subject to a maximum of prescribed rate. Officers are entitled to use private Motor Car/Motor Cycle/Scooter for official purpose and in lieu of this, they are entitled for allowance and log book is required to be maintained. Average journey is arrived at by going through the log book maintained for a quarter. The rates vary for motor car, and for scooter/motor cycle. This is admissible subject to review in every 2 years. This is at the discretion of GM's Sanction.

17. **NIGHT DUTY ALLOWANCE** : Night duty allowance is granted to certain staff for actual Performance of duties between 20:00hrs and 06:00 hrs. at the prescribed rates. Nurses are not entitled to this allowance as they are paid nursing allowance.

For Intensive, Continuous & Excuded category and Workshop staff.

SN	PB	GP	Level	NDA
1	9300/- 34800/-	4600/-	07	278.90/-
2	9300/- 34800/-	4200/-	06	274.70/-
3	5200/- 20200/-	2800/-	05	162.20/-
4	5200/- 20200/-	2400/-	04	158.00/-
5	5200/- 20200/-	1900/-	02	152.80/-

18. Over time allowances : Overtime allowance is paid to Railway servant for actual time worked in excess of prescribed hours.

19. Composite Transfer Grant: The Railway Servant is entitled for the payment of composite transfer grant when he has been transferred to an outstation beyond a distance of 20 Kms and even within same station but as a result of such transfer, change of residence is involved.

Rate of CTG on Transfers :

- A) To the employees appointed on or after 1.5.76 – Equal to the last basic pay + DP
- B) To the employees appointed prior to 1.5.76 - Equal to the 80% of last Basic pay + DP

Note :- If the Railway servant who appointed prior to 1.5.76 opt for kit pass facility admissible to the Railway Servant appointed on or after 1.5.76, the balance 20% of CTG can be paid to him.
Group D employees are entitled for CTG equal to the 90% of last basic pay + DP only irrespective of date of appointment

Rate of CTG on transfer to same station or to an outstation within 20 Kms of the Old Station. 1/3rd of basic pay + DP provided there is change of residence.

Note :- The CTG on same lines is admissible at the time of retirement or death of employee.

20. Tribal Area Allowance : The Railway Servant who are posted at stations which are declared as Tribal area by notification published in the Gazette by the State Govt. are entitled for the Tribal area allowances at the rates prescribed from time to time.

Subsumed in Tough Location Allowance. Rs.1200/- p.m. Level-09
Rs.1000/- p.m. up to Level-08

21 Project Allowance :-

It is granted to staff working in undeveloped or underdeveloped places where the construction of major projects is going on. This is granted timely to compensate the lack of amenities such as housing, schools, dispensary etc. Rs.2700/- p.m. upto Level-08
Rs.3400/- p.m. for Level-09 and above.

22. Compensatory Hill Allowance :

To those working at hill stations 1000 feet above sea level.
Subsumed in Tough Location Allowance.
Rs.1200/- p.m. Level-09
Rs.1000/- p.m. upto Level-08

23. Bad climate allowance :

Admissible to employees posted in unhealthy locality.
Subsumed in Tough Location Allowance.
Rs.1200/- p.m. Level-09
Rs.1000/- p.m. upto Level-08

24. Officiating allowance : This is given to a employee when he is asked to officiate in a higher grade subject to a minimum of 21 days.

25. Teaching allowance : This is given to gazetted and non- gazetted staff who are chosen from the fields and posted in Centralized Training Institutes and Zonal Training Institute at 12% of basic pay as teaching allowance. Those who have been specially recruited for imparting training are not entitled for this allowance.

For Faculty in training institutions for Gr. 'A' Officers will be 25%

26. Annual allowance to railway doctor on his academic and research papers –

This is paid at prescribed rates to all Railway doctors on their furnishing a certificate that the Amount of annual allowance is spent for the purpose for which it has been drawn. This will not have the connectivity of pay.

27. Children Educational Allowance

Children Educational allowance is permitted for the children of Railway employee upto the max. of Rs. 2250/- per month, on reimbursement, subject to a max. of 2 Children.

Hostel subsidy may be reimbursed upto the max. of Rs. 6750/- per month per child.

The allowance is admissible for eldest two surviving children studying in schools.

28. Deputation (Duty) Allowance

Deputation allowance is paid in case of appointment made in public interest outside the normal field of deployment.

The ceiling should be raised by a factor of 2.25 to Rs.4500/per month for deputation within the same station,

And to Rs.9000/- per month for deputation involving change of station.

29. Special Duty Allowance (SDA)

SDA is admissible @ 10 % of the basic pay those who are working in N. E. Region.
