

MINISTRY OF RAILWAYS
(RAILWAY BOARD)
NOTIFICATION

New Delhi, the 4th September, 2008

RBE No. 103/2008

G.S.R. 643(E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules, namely : -

1. Short title and commencement :-

- (1) These rules may be called the Railway Services (Revised Pay) Rules, 2008.
- (2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. Categories of Railway servants to whom the rules apply: -

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to Railway Services.
- (2) These rules shall not apply to : -
 - (i) Permanent employees of former Indian States absorbed in Railway Services so long as such persons continue to be governed by the pre-absorption conditions of service under the Railway Services;
 - (ii) persons locally recruited for service in Diplomatic, Consular or other Indian establishments in foreign countries;
 - (iii) persons not in whole-time employment;
 - (iv) persons paid out of contingencies;
 - (v) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;
 - (vi) persons employed on contract except where the contract provides otherwise;
 - (vii) persons re-employed in Railway service after retirement;

- (viii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions :-** In these rules, unless the context otherwise requires :-

- (1) "existing basic pay" means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like 'special pay', etc.
- (2) "existing scale" in relation to a Railway servant means the present scale applicable to the post held by the Railway servant (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 2006 whether in a substantive or officiating capacity.

Explanation- In the case of a Railway servant, who was on the 1st day of January, 2006 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, "existing scale" includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post.

- (3) "existing emoluments" mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982=100).
- (4) "present scale" in relation to any post/grade specified in column 2 of the First Schedule means the scale of pay specified against that post in column 3 thereof.
- (5) "pay in the pay band" means pay drawn in the running pay bands specified in Column 5 of the First Schedule.
- (6) "grade pay" is the fixed amount corresponding to the pre-revised pay scales/posts.
- (7) "revised pay structure" in relation to any post specified in column 2 of the First Schedule means the pay band and grade pay specified against that post or the pay scale specified in column 5 & 6 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post.
- (8) "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay etc.

In the case of Railway servants in the pay scales of HAG+ and apex scale, basic pay means the pay in the prescribed scale.

(9) "revised emoluments" means the pay in the pay band plus the grade pay of a Railway servant in the revised pay structure or the basic pay in HAG+ & above and includes the revised non-practising allowance, if any, admissible to him, in addition.

(10) "Schedule" means a schedule annexed to these rules.

4. *Scale of pay of posts* - The pay band and grade pay or the pay scale, as applicable, of every post/grade specified in column 2 of the First Schedule shall be as specified against it in column 5 & 6 thereof.

5. *Drawal of pay in the revised pay structure* - Save as otherwise provided in these rules, a Railway servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Railway servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Railway servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Railway servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

Explanation 1 - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Railway service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3 - Where a Railway servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Rule 1313 (FR 22) of Indian Railway Establishment Code, Volume II, or any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. *Exercise of Option* -

(1) The option under the provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order.

Provided that -

- (i) in the case of a Railway servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
 - (ii) where a Railway servant is under suspension on the 1st day of January, 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Railway servant to the Head of his Office.
 - (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Railway servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January, 2006.
 - (4) The option once exercised shall be final.

Note 1 - Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this rule.

Note 2 - Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note 3 - Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. Fixation of initial pay in the revised pay structure:

- (1) The initial pay of a Railway servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

- (A) in the case of all employees:-

- (i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) if the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/ pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Railway servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Railway servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Railway servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

- (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

Note - Illustration 1 on the above is provided in the Explanatory Memorandum to these Rules.

- (B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.
- (C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the

pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.

- (D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982 = 100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practising allowance at the new rates shall be drawn with effect from 1.1.2006 or the date of option for revised pay structure, in addition to the pay so fixed in the revised pay structure. *Illustration 2* in this regard is in the Explanatory Memorandum to these Rules.

Note 1 - (a) In the case of Group D employees, the pay in the revised pay structure will be fixed initially in the -1S pay band as per Clause (A) above with the appropriate grade pay and arrears paid accordingly. Thereafter, pay of such of those Group D employees who already possess the revised minimum qualifications recommended by the Commission prescribed for entry into PB-1 would be fixed with effect from 1.1.2006 in PB-1 with grade pay of Rs.1800.

(b) Such of those existing Group D employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned Department preferably within a period of six months so that payment of arrears on account of upgradation are not delayed. After re-training, these Group D staff will also be placed in the Pay Band PB-1 with the grade pay of Rs.1800 with effect from 1.1.2006 and arrears drawn accordingly. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum qualifications and were, therefore, placed in the PB-1 Pay Band as on 1.1.2006. Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

(c) Arrears shall be payable with effect from 1.1.2006 in both the cases i.e. to those Group D employees who possess the qualifications and are placed in PB-1 straight away and those Group D employees who do not possess the qualifications and are placed after re-training. *Illustration 3* in regard to fixation of pay for Group D staff is in the Explanatory Memorandum to these Rules.

(d) Detailed instructions for placement in PB-1 will be issued through executive orders.

Note 2A - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in the Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance

with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale will be payable in addition. *Illustration 4A* in this regard is in the Explanatory Memorandum to these Rules.

Note 2B - In the case of merger of pay scales, pay in the revised pay bands will be fixed in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the merged scale will be payable in addition. *Illustration 4B* in this regard is in the Explanatory Memorandum to these Rules.

Note 3 - A Railway servant who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a Railway servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

Note 4 - A Railway servant under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

Note 5 - Where a Railway servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Railway servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

Note 6 - Where the 'existing emoluments' exceed the revised emoluments in the case of any Railway servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 7 - Where in the fixation of pay under sub-rule (1), the pay of a Railway servant, who, in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another Railway servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

Note 8 - Where a Railway servant is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Railway servant as personal pay to be absorbed in future increases in pay.

Note 9 - In the case of employees who are in receipt of personal pay for passing Hindi Pragma, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1st day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1st day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation - For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

Note 10 - In cases where a senior Railway servant promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of the senior Railway servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Railway servant subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Railway servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Railway servants at the time of promotion should have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Rule 1313 (FR 22) of Indian Railway Establishment Code, Volume II or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

(2) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. *Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006* - Section II of Part A of the First Schedule of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. *Rate of increment in the revised pay structure* - The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. *Illustration 5* in this regard is in the Explanatory Memorandum to these Rules. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.

Separate instructions in regard to variable increment will be issued through executive orders.

10. *Date of next increment in the revised pay structure* - There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

Note 1 - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Railway servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Railway servant in the existing higher scale, the pay in the pay band of the senior Railway servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. *Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006.* - Where a Railway servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January,

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2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable. Where the Railway servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (1), (B), (C) or (D) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

12. *Fixation of pay on reappointment after the 1st day of January, 2006 to a post held prior to that date* - A Railway servant who had officiated in a post prior to the 1st day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Rule 1313 (FR 22) of Indian Railway Establishment Code, Volume II, to the extent it would have been admissible had he been holding that post on the 1st day of January, 2006, and had elected the revised pay structure on and from that date.

13. *Fixation of pay on promotion on or after 1.1.2006* - In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

- (i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.
- (ii) In the case of promotion from PB-4 to HAG+, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be added and the resultant figure will become the basic pay in HAG+. This shall not exceed Rs. 80,000, the maximum of the scale. For Railway servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. *Mode of payment of arrears of pay* - The arrears shall be paid in cash in two instalments. The first instalment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year.

Explanation - For the purposes of this rule:

- (a) "arrears of pay" in relation to a Railway servant, means the difference between:

- (i) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period. Revised allowances (except for dearness allowance and non-practising allowance) will be payable only with effect from 1.9.2008; and
- (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.

(b) "relevant period" means the period commencing on the 1st day of January, 2006 and ending with the 31st August, 2008.

15. Overriding effect of Rules - The provisions of the Railway Fundamental rules, the Railway Services (Revision of Pay) Rules, 1947, the Railway Services (Authorised Pay) Rules, 1960, the Railway Services (Revised Pay) Rules, 1973, Railway Services (Revised Pay) Rules, 1986 and Railway Services (Revised Pay) Rules, 1997 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. Power to relax - Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. Interpretation - If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Railway Board for decision.

THE FIRST SCHEDULE

(SEE RULES 3 & 4)

PART - A

Section I

Revised pay structure for posts carrying scales in Group 'D', 'C', 'B' & 'A', except posts for which different revised pay structure is notified separately, in the Offices of (1) Railway Board Secretariat, (2) Railway Staff College, Vadodara, (3) Railway Rates Tribunal, Chennai, (4) Railway Claims Tribunal, New Delhi (5) Rail Movements (Coal), Calcutta, (6) All Railway Recruitment Boards, (7) Indian Railway Institute of Signal Engineering & Telecommunication, Secunderabad, (8) Indian Railway Institute of Civil Engineering, Pune, (9) Indian Railway Institute of Electrical Engineering, Nasik, (10) Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur, (11) Centre for Advanced maintenance Technology, Gwalior, (12) J. R. RPF Academy, Lucknow, (13) Indian Railway Institute of Transportation Management, Lucknow.

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-10A	6000-190-9800	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-19	10000-325-15200	PB-3	15600-39100	6600
19	S-21	12000-375-16500	PB-3	15600-39100	7600
20	S-24	14300-400-18300	PB-4	37400-67000	8700
21	S-26	16400-450-20000	PB-4	37400-67000	8900
22	S-27	16400-450-20900	PB-4	37400-67000	8900
23	S-29	18400-500-22400	PB-4	37400-67000	10000
24	S-30	22400-525-24500	PB-4	37400-67000	12000
25	S-31	22400-600-26000	HAG+ Scale	75500- (annual	Nil

				increment @ 3%) -80000	
26	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
27	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil

Notes :

- (i) The revised pay structure is applicable for all categories of Railway servants irrespective of their designations strictly on the basis of the existing scales of pay except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board).
- (ii) Group 'B' gazetted officers in the existing scale of Rs.8000-13500 in all the Organized Services will be granted Grade Pay of Rs.5400 in PB-3 retaining the existing classification of Group 'B' gazetted.
- (iii) The existing classification of Railway servants in group 'D', 'C', 'B' & 'A' on the basis of the existing scales of pay will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised scales.

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

PART - B**REVISED PAY BANDS AND GRADE PAYS FOR CERTAIN SPECIFIED POSTS IN RAILWAY BOARD'S OFFICE**

(In Rupees)

Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay	
				Pay Band	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	Section Officer of RBSS and PS of RBSSS (Group 'B' gazetted)	6500-10500 8000-13500 (Group 'B' gazetted) (on completion of four years)	7500-12000 8000-13500 (on completion of four years)	PB-2 PB-3	4800 5400 (on completion of 4 years) They will retain the existing classification of Group 'B' gazetted.

THE SECOND SCHEDULE

Form of Option

[See Rule 6 (1)]

*(i) I _____ hereby elect the revised pay structure with effect from 1st January, 2006.

*(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

* the date of my next increment

* The date of my subsequent increment

raising my pay to Rs. _____

* I vacate or cease to draw pay in the existing scale.

* The date of my promotion to _____

Existing Scale _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Date:

Station:

* To be scored out, if not applicable.

ACKNOWLEDGEMENT

Received from *Shri/Smt/Kum. _____
 *S/o, D/o, W/o _____ Designation _____ office/station
 _____ an option :

*(i) electing the revised scales of pay for all the posts from the 1st day of January, 2006.

*(ii) electing to continue on the existing scale of pay of his substantive/officiating post mentioned below until

*the date of his next increment

*the date of his subsequent increment raising his pay to Rs. _____

*he vacates or ceases to draw pay in the existing scale.

*the date of his promotion to _____

Existing scale _____

Signature _____

Designation _____

Office in which employed _____

Date :

Station: _____

* to be scored out if not applicable.

The First Schedule relates to only posts in the Office of the Railway Board and its attached and subordinate offices. The schedule in respect of posts on Railways, Production Units, Projects and other offices is being issued separately under executive orders.

[F. No. PC-VI/2008/I/RSRP/1]

MATHEW JOHN, Secy.

**MEMORANDUM EXPLANATORY TO THE RAILWAY SERVICES
(REVISED PAY) RULES , 2008**

Rule 1 - This rule is self-explanatory.

Rule 2 - This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under clause (2), the rules are applicable to all persons under the rule making control of the President serving under the administrative control of the Railway Board.

Rule 3 & 4 - These rules are self-explanatory.

Rule 5 - The intention is that all Railway servants should be brought over to the revised pay structure except those who elect to draw pay in the existing scales. Those who exercise the option to continue on the existing scales of pay will continue to draw the dearness allowance at the rates in force on the 1st January, 2006 and the dearness allowance will count towards the emoluments for pension, etc. to the extent it so counted on the said date. If a Railway servant is holding a permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Railway servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

Rule 6 - This rule prescribes the manner in which option has to be exercised and also the authority who should be apprised of such option. The option has to be exercised in the appropriate form appended to the rules. It should be noted that it is not sufficient for a Railway servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time these rules are promulgated, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Railway servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January 2006 and the date of issue of these rules are also eligible to exercise option.

Rule 7(1) - This rule deals with the actual fixation of pay in the existing scales on 1st January, 2006. A few illustrations indicating the manner in which pay of Railway servants should be fixed under this sub-rule subject to stepping up of pay under Notes below rule 7(1) are given in the attached Annexure.

Rule 7(2) - The benefit of this rule is not admissible in cases where a Railway servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8 - This Rule prescribes the method of fixation of pay of employees appointed as fresh recruits on or after 1.1.2006.

Rule 9 & 10 - These rules prescribe the manner in which the next increment in the new scale should be regulated. The provisos to this rule are intended to eliminate the anomalies of junior Railway servants drawing more pay than their senior by the

operation of substantive part of this rule and also taking care of the Railway servants who have been drawing pay at the maximum of the existing scale for more than one year as on 1.1.2006 and also those Railway servants who have been stagnating at the maximum of the existing scale and are actually in receipt of stagnation increment on ad hoc basis.

Rule 11 to 17 - These rules are self-explanatory.

(MATHEW JOHN)
Secretary, Railway Board.

Illustration 1 : Fixation of initial pay in the revised pay structure

1.	Existing Scale of Pay	Rs.4000-100-6000
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.4800
4.	Pay after multiplication by a factor of 1.86	Rs. 8928 (Rounded off to Rs.8930)
5.	Pay in the Pay Band	Rs.8930
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.8930
7.	Grade Pay attached to the scale	Rs.2400
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.11330

Illustration 2 : Fixation of initial pay in the revised pay structure of medical officers

1.	Existing Scale of Pay	Rs.10000-15200
2.	Pay Band applicable	PB-3 Rs.15600-39100
3.	Existing basic pay as on 1.1.2006	Rs.10000
	Dearness Pay (DP) on pay + NPA	Rs.6250
	25% NPA on basic pay + DP	Rs.4063
	Dearness Allowance (DA) @ 24%	Rs.4875 (24% of basic pay+DP+NPA)
	Existing emoluments	Rs.25188 (Rounded off to Rs.25190)
4.	Revised pay in the pay band after multiplication by a factor of 1.86 on basic pay	Rs.18600
5.	DA on NPA	Rs.976 (24% of Rs.4063)

6.	Pay in the Pay Band attached to the scale	Rs.19580 (18600+976=19576 Rounded off)
6.	Grade Pay attached to the scale	Rs.6600
7.	Revised basic pay – total of pay in the pay band and grade pay	Rs.26180
8.	Revised NPA	Rs.6545

Illustration 3**Stage 1 : Initial fixation of Group D employee in -1S**

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	-1S Rs.4440-7440
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5290
7.	Grade Pay attached to the scale	Rs.1300
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.6590

Stage 2 : Fixation of Group D employee possessing requisite qualification or after retraining

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band PB-1	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5530
7.	Grade Pay attached to the scale	Rs.1800
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.7330

Illustration 4A : Pay fixation in cases where posts have been upgraded e.g. posts in pre-revised pay scale of Rs.3050-75-3950-80-4590 to Rs.3200—85-4900 scale

1.	Existing Scale of Pay	Rs.3050-4590 (Corresponding Grade Pay Rs.1900)
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Upgraded to the Scale of Pay	Rs.3200-4900 (Corresponding Grade Pay Rs.2000)
4.	Existing basic pay as on 1.1.2006	Rs.3125
5.	Pay after multiplication by a factor of 1.86	Rs.5813 (Rounded off to Rs.5820)
6.	Pay in the Pay Band	Rs.5820
7.	Pay in the pay band after including benefit of bunching in the pre-revised scale of Rs.3050-4590, if admissible	Rs.6060
8.	Grade Pay attached to the scale of Rs.3200-4900	Rs.2000
9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.8060

Illustration 4B : Pay fixation in cases where pay scales have been merged e.g. pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500

1.	Existing Scale of Pay	Rs.5000-150-8000
2.	Pay Band applicable	PB-2 Rs.9300-34800
3.	Merged with the scale of pay	Rs.6500-200-10500
4.	Existing basic pay as on 1.1.2006	Rs.5600
5.	Pay after multiplication by a factor of 1.86	Rs. 10416 (Rounded off to Rs.10420)
6.	Pay in the Pay Band PB-2	Rs.10420
7.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.10420
8.	Grade Pay attached to the scale of Rs.6500-200-10500	Rs.4200
9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.14620

Illustration 5 : Pay fixation on grant of increment in the revised pay structure

1.	Pay in the PB-2	Rs.9300
2.	Grade Pay	Rs.4200
3.	Total of pay + grade pay	Rs.13500
4.	Rate of increment	3% of 3 above
5.	Amount of increment	Rs.405 rounded off to Rs.410
6.	Pay in the pay band after increment	Rs.9300 + 410
7.	Pay after increment	Rs.9710
8.	Grade pay applicable	Rs.4200