EAST COAST RAILWAY

RBE NO-13/2018
Date: 21.02.2018

स्थापना क्रमांक/ Estt. Srl. No. 17/2018
पूर्वी/कार्यक/आर/ECOR Pers/R/Pension

सेवा में,
सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पूर्वी रेलवे/भुवनेश्वर
मं.रे./व.मं.का.अधिकारी/मं.का.अधिकारी-बाराथाँडा, वल्लाटेस, संबलपुर,
मुं.कारखाना प्रबंधक/कारखाना कार्यकालीन अधिकारी- संचालन, अतिरिक्त रजिस्ट्रेशन दाता अधिकारण,
मं.का.अधिकारी(निर)/भुवनेश्वर
महा सचिव/कॉ. और, महा सचिव/इकाई श्र. यू०,
महा सचिव/आई बोर्ड आदि जैसी सी, आई ए, महा सचिव/ ए आई एस श्र. दी आई ए ए

विषय/Sub: Implementation of Government’s decision on the
recommendations of the Seventh Central Pay Commission-
Revision of pension of pre-2016 retired running staff.

पूर्वी के विषय क्रमांक/ECOR’s Subject Serial No.PS-01/2018

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उपर्युक्त विषय पर बोर्ड पत्र सं. D-43/34/2017-F(E)III दिनांक 24.01.2018 की
प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्यवाहण हेतु अभियोजित है।

A copy of the Board’s No D-43/34/2017-F(E)III dated- 24.01.2018 on the
above quoted subject is forwarded herewith for information, guidance and necessary
action.

Encl: As above,

(M.G.Bhawani)
Dy.Chief Personnel Officer(IR&W)
For Pr. Chief Personnel Officer

प्रतिलिपि प्रेरित/Copy to:

1) महाप्रवक्त के सचिव/पूर्वी तट रेलवे, भुवनेश्वर
2) मुख्याधि/मुख्याधि(प्रशा.), उप मं.प्र. अधिकारी(रेलवे मंत्री प्रतिष्ठान)
3) उप मुख्याधि(प्रशा.), उप मुख्याधि(भर्ती प्रमोट्स), वकारधि(इंजी.)
4) वकारधि(भुवनेश्वर), वकारधि(स्टाफर्स), वकारधि(राज. एवं न्याया.)
5) मुख्याधि के मित्र सचिव/सहाय.कार्यकालीन अधि.(भुवनेश्वर-1), सहाय.कार्यकालीन अधि.(कल्याण),
सहाय.कार्यकालीन अधि.(भर्ती)
GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

No.D-43/34/2017-F(E)III

New Delhi, dated: 24.01.2018.

The GMs/PFA,
All Zonal Railways/Production Units,
(As per mailing list)

Sub: Implementation of Government's decision on the recommendations of the
Seventh Central Pay Commission – Revision of pension of pre-2016 retired
running staff.

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Attention of all the Zonal Railways/Production Units is invited towards Board's instruction
issued vide letter No.2016/F(E)III/I(1)/7 dated 22.05.2017, vide which the Department of Pension &
Pensioners' Welfare(DOP&PW)'s O.M. No.38/37/2016-P&PW(A) dated 12.05.2017 was circulated
for information and compliance. In terms of this O.M., the revised pension/family pension w.e.f.
01.01.2016 in respect of all Central civil pensioners/family pensioners who retired/died prior to
01.01.2016 may be revised by notionally fixing their pay in the pay matrix recommended by the 7th
CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they
retired/died. This will be done by notionally pay fixation under each intervening Pay Commission
based on the formula for revision of pay. While fixing pay on notional basis, the pay fixation
formulae approved by the Government and other relevant instructions on the subject in force at the
relevant time shall be strictly followed. 50% of the notional pay fixed as above shall be the revised
pension as on 01.01.2016 and 30% of this notional pay shall be the revised family pension w.e.f.
01.01.2016 as per the first Formulation.

2. The Department of Pension & Pensioners' Welfare(DOP&PW) vide their
O.M.No.38/37/2016-P&PW(A) dated 06.07.2017 (circulated on Railways vide letter
No.2016/F(E)III/I(1)/7 dated 11.07.2017) have provided concordance tables for fixation of notional
pay and pension/family pension of employees who retired/died in various grades during 4th, 5th and
6th Pay Commission periods. DOP&PW have clarified in para 4 of the O.M. ibid that the
concordance tables have been prepared to facilitate revision of pension of pre-2016
pensioners/family pensioners by the concerned pension sanctioning authorities. Although due care
has been taken by DOP&PW in preparing concordance tables based on the fitment tables for
fixation of pay from 4th to 5th, 5th to 6th and 6th to 7th Pay Commission, still in the case of any
inconsistency in concordance tables vis-à-vis the relevant rules/instructions, the notional pay and
pension/family pension of pre-2016 pensioners/family pensioners may be fixed in accordance with
the rules/instructions, applicable for fixation of pay in the intervening Pay Commission periods.

3. After issue of Board's letter No.2016/F(E)III/I(1)/7 dated 11.07.2017, references have been
received from pensioners' associations requesting to issue separate concordance tables, for running
staff who retired/died during 4th, 5th and 6th Pay Commission, duly taking into account pay element
at the rate of 55% of basic pay for the purpose of fixation of notional pay and pension/family pension
w.e.f. 01.01.2016. The issue has also been raised by staff Federations.
4. The above issue has been examined in consultation with Pay Commission Directorate of Board. The pay of the Running Staff is deemed to be 'depressed' vis-à-vis the Non-running Staff and the measure of depression is called the pay element. As per extant instructions, 30% pay element is reckoned for in service benefits and 55% pay element is reckoned for retirement benefits. However, once the deemed depression has been made good by adding the pay element to the basic pay of the running staff (e.g. on posting to stationary posts, medical decategorisation, retirement, etc.), benefits specifically admissible to the running staff (on account of depression in pay) are not admissible to them. To illustrate this it would be worthwhile to note that a running staff is entitled to Dearness Allowance on the pay plus 30% pay element. However, a retired running staff gets Dearness Relief only on the pension drawn (pension which has been fixed taking into account 55% pay element) and for this purpose pay element is NOT reckoned, once again. Therefore, the emoluments (basic pay plus 55% thereof) at the time of retirement would be taken as reference basic pay for further notional fixation of pay in the subsequent CPC periods as per other (non-running) staff.

5. In this connection, illustrations in three cases as furnished by PC Directorate is attached as Annexure to facilitate notional fixation of pay in 4th, 5th, 6th and 7th Pay Commission in respect of running staff who retired/died before 01.01.2016 for information and guidance. 50% of the notional pay fixed in such a manner shall be the revised pension as on 01.01.2016 and 30% of this notional pay shall be the revised family pension w.e.f. 01.01.2016 as per the first Formulation. Other conditions stipulated in DOP&PW’s O.M. dated 12.05.2017 & 06.07.2017 will apply in the case of running staff also.

6. The higher of the two formulations i.e. the pension/family pension already revised in accordance with Board’s letter No.2016/F(E)III/1(1)/7 dated 10.08.2016 or the revised pension/family pension as worked out in accordance with Para 5 above, shall be granted to pre-2016 retired running staff pensioners as revised pension/family pension w.e.f. 01.01.2016.

7. It is also stated that corresponding pay scales/grade pay for notional pay fixation has to be strictly followed as per DOP&PW’s O.M. dated 08.07.2017 and not the replacement pay scales/grade pay which may have been allotted to the serving employees during a CPC period, due to specific upgradation of the post. Any clarification regarding notional pay fixation of running staff may be obtained from Pay Commission Directorate of Board’s office.

D.A. As above.

(G. Priya Sudarsani)
Joint Director Finance(Estt.)
Railway Board.
Illustrations for fixation of pension of Running Staff who retired/died before 01.01.2016.

<table>
<thead>
<tr>
<th>ILLUSTRATION 1</th>
<th>ILLUSTRATION 2</th>
<th>ILLUSTRATION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee retired drawing Basic Pay of Rs. 1010/- in scale of Rs. 950-1500 during 4&lt;sup&gt;th&lt;/sup&gt; CPC period (Replacement scale 5&lt;sup&gt;th&lt;/sup&gt; CPC Rs. 3050-4590/- 6&lt;sup&gt;th&lt;/sup&gt; CPC PB-1+GP Rs.1900/-/7&lt;sup&gt;th&lt;/sup&gt;CPC Level 2)</td>
<td>Employee retired drawing Basic Pay Rs. 1440/- in scale of Rs.1350-2200/- during 4&lt;sup&gt;th&lt;/sup&gt; CPC period (Replacement scale 5&lt;sup&gt;th&lt;/sup&gt; CPC Rs. 4500-7000/6&lt;sup&gt;th&lt;/sup&gt; CPC PB-1+GP Rs.2800/- 7&lt;sup&gt;th&lt;/sup&gt;CPC Level 5)</td>
<td>Employee retired drawing Basic Pay Rs.1700/- in scale of Rs.1600-2660/- during 4&lt;sup&gt;th&lt;/sup&gt; CPC period (Replacement scale 5&lt;sup&gt;th&lt;/sup&gt; CPC Rs.5000-8000/6&lt;sup&gt;th&lt;/sup&gt; CPC PB-2+GP Rs.4200/7&lt;sup&gt;th&lt;/sup&gt;CPC Level 6)</td>
</tr>
<tr>
<td>BASIC PAY DURING 4&lt;sup&gt;th&lt;/sup&gt; CPC</td>
<td>1010</td>
<td>1440</td>
</tr>
<tr>
<td>55% OF BASIC PAY</td>
<td>556</td>
<td>792</td>
</tr>
<tr>
<td>Equated stationery Basic Pay/Emoluments for calculation/revision of Pension to be taken as base.</td>
<td>1566</td>
<td>2232</td>
</tr>
</tbody>
</table>

Notional Pay Fixation in 5<sup>th</sup> CPC replacement pay scale

| (i) Equated stationery Basic Pay/Emoluments during 4<sup>th</sup> CPC | 1566 | 2232 | 2635 |
| (ii) DA appropriate to applicable Pay slab as per Board’s letter No. PCIV/86/OA/1 dated 26.03.1996 RBE No.30/96(@148%/111%/96%) | 2318 | 3303 | 3900 |
| (iii) IR 1 @ Rs.100(RBE No.146/93) | 100 | 100 | 100 |
| (iv) IR 2 @10% (RBE No...PC-V/95/IR dated 19.07.1995) | 157 | 223 | 264 |
| (v) FITMENT BENEFIT 40% of Basic Pay | 626 | 893 | 1054 |
| SUM of (i) to (v) | 4767 | 6751 | 7953 |
| Equivalent or Next stage in revised/replacement pay scale | 4590(Max.)+177(PP) | 6875 | 8000 |
**ANNEXURE to Letter No. D-43/34/2017-F(E)III dated 24.01.2018**

<table>
<thead>
<tr>
<th>Notional Pay Fixation in 6th CPC replacement pay scale</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Equated stationery Basic Pay/Emoluments during 5th CPC</td>
<td>4590</td>
<td>6875</td>
<td>8000</td>
</tr>
<tr>
<td>(ii) DA applicable to Pay slab @86%</td>
<td>3947</td>
<td>5913</td>
<td>6880</td>
</tr>
<tr>
<td>(iii) FITMENT BENEFIT (GP)</td>
<td>1900</td>
<td>2800</td>
<td>4200</td>
</tr>
<tr>
<td>SUM of (i) to (iii)</td>
<td>10437</td>
<td>15588</td>
<td>19080</td>
</tr>
<tr>
<td>Total Basic Pay (Pay in Pay Band + GP) in equivalent pay band</td>
<td>10440</td>
<td>15590</td>
<td>19080</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Notional Pay Fixation in 7th CPC replacement pay scale</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Equated stationery BP/Emoluments during 6th CPC</td>
<td>10440</td>
<td>15590</td>
<td>19080</td>
</tr>
<tr>
<td>(ii) DA applicable to Pay slab 125%</td>
<td>13050</td>
<td>19487.5</td>
<td>23850</td>
</tr>
<tr>
<td>(iii) FITMENT BENEFIT 32%</td>
<td>3340.8</td>
<td>4988.8</td>
<td>6106</td>
</tr>
<tr>
<td>SUM of (i) to (iii)</td>
<td>26830.8</td>
<td>40066.3</td>
<td>49036</td>
</tr>
<tr>
<td>Total Basic Pay (Pay in Pay Matrix) in revised/replacement pay scale viz Next cell in level</td>
<td>27600</td>
<td>40400</td>
<td>50500</td>
</tr>
<tr>
<td>Basic Pay</td>
<td>27600</td>
<td>40400</td>
<td>50500</td>
</tr>
<tr>
<td>Pension during 7th CPC</td>
<td>13800</td>
<td>20200</td>
<td>25250</td>
</tr>
<tr>
<td>Family Pension during 7th CPC</td>
<td>8280</td>
<td>12120</td>
<td>15150</td>
</tr>
</tbody>
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