



Estt. Srl. No.68/2023  
RBE No- NIL

**EAST COAST RAILWAY**  
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/  
Office of the Principal Chief Personnel Officer  
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017  
Rail Sadan, IInd Floor, Bhubaneswar-751017

ECoR/Pers/R/Fixation

Date: 25.05.2023

ALL PHODs/CHODs,  
DRMs/CWM/CAO &CPM,  
East Coast Railway, Bhubaneswar.

**Sub: Pay protection due to joining from a post in higher Level in State Government/High Court to a post in lower level in Central government-Clarification regarding.**

A copy of Railway Board's Letter No E(P&A)II/2023/PP-2 dated- 16.05.2023 on the above quoted subject is forwarded herewith for information guidance and necessary action.

Encl: As above,

Asst. Personnel Officer  
For Principal Chief Personnel Officer.

**Copy to:-**

1. Secy. to GM & AGM,
2. Chairman-RRB&RRC-BBS,
3. Dy. CPOs /Sr. DPOs, DPOs/SPOs, WPO/APOs of Personnel Department
4. General Secretary's- ECoRSC & ECoRSU.

भारत सरकार GOVERNMENT OF INDIA  
रेल मंत्रालय MINISTRY OF RAILWAYS  
(रेलवे बोर्ड RAILWAY BOARD)

No. E(P&A)II/2023/PP-2

New Delhi, dated 16.05.2023

The General Manager (P),  
East Coast Railway,  
Bhubaneswar

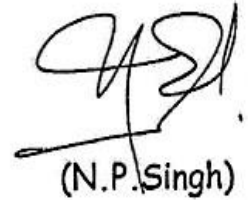
Sub: Pay protection due to joining from a post in higher level in State Government/High Court to a post in lower level in Central Government- clarification regarding.

Ref: ECoR's letter No(s):

- (1) ECoR/Pers/Bills(NG)/Pay Protection/AK/CLA, dt. 11.11.2022.
- (2) ECoR/Pers/Bills (NG)/Pay Protection/JPS/Jr.Clk, dt. 04/05.01.2022  
(corrected as 04/05.01.2023).

The matter referred vide ECoR's letters under reference has been examined in Board's office in consultation with DoPT who advised that as per the guidelines on fixation of pay of State Government employees on appointment to the posts under administrative control of Ministry of Railways issued vide Board's letter No. E(P&A)II/2016/PP-1, dt. 23.06.2016 (RBE No.73/2016) and No. E(P&A)II/2023/PP-3 dt. 11.05.2023 (RBE No.69/2023) pay protection is admissible in cases where a State Government employee is appointed in Central Government in identical or higher Grade Pay/Level. However, these guidelines do not contain any provision for pay protection in cases where a State Government employee is appointed in Central Government in a lower Grade Pay/Level. This infers that pay protection is not admissible in cases where a State Government employee is appointed in Central Government in lower Grade Pay/Level.

ECoR is advised to take necessary action in light of the above.



(N.P.Singh)

Director, Estt.(P&A)

Railway Board

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