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

No.F(E)II/2003/FOP/1(Misc.)

New Delhi, Dated:- 22/11/2018

OFFICE MEMORANDUM

Subject:- Fixation of Pay in case of employees transferred to a lower post on their own request under FR-15(a) and subsequently promoted to higher post in the new unit.

The undersigned is directed to state that in terms of FR 15(a), request transfer to lower posts on personal ground are allowed to Railway employees. DOP&T's O.M. No. 12.1.2016-Estt.(Pay-I) dated 31.03.2017 clearly lays down the method of fixation of pay in such cases of transfer to lower post. However, doubts have arisen reg. method of fixation to be allowed while fixing the pay of such employees when they subsequently become eligible for promotion to the next higher grade or same higher grade from which they have transferred to the lower post, in the transferred department. The following two cases are, in this context submitted for consideration and further guidance for fixation of pay:

- 1349031/51/60/18
26/11/18
- (i) An employee who joined government service in a particular grade/scale of pay was, after being regularized but before getting any promotion to higher grade/scale, transferred to a lower post on his own request under FR-15(a). Accordingly, his pay was fixed in terms of FR-22I(a)3. Subsequently, he has become eligible for regular promotion to a higher grade/scale which may be the same or lower to his old grade/scale of pay from which he was transferred. Now a doubt has arisen as to whether his pay on subsequent regular promotion is to be fixed under FR-22I(a)1 or FR-22I(a)2. (A case of Sh. Pradduman Shukla ex-ASO/Railway Board who had earlier been transferred to a lower post in RDSO on his own request, received from RDSO, Lucknow is enclosed for ready reference, in this context).
- (ii) An employee who joined government service in a particular grade/scale of pay and after getting promotion to higher grade/scale, was transferred to a lower post on his own request under FR-15(a). Accordingly, his pay has been fixed in terms of FR-22I(a)3. Subsequently, he has become eligible for regular promotion to that higher grade/scale from which he has been transferred to lower grade/scale. A doubt has now arisen as to whether his pay on subsequent regular promotion is to be fixed under FR-22I (a)1 or FR-22I(a)2 or otherwise and the manner of fixation of pay.
- 26-11-18
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2. In view of the fact that a quite large number of references are received on the subject from different Railways, and several RTI applications in the matter have also been received by this Ministry, DOP&T is requested to kindly clarify the issue at the earliest.

3. This issues with the approval of Executive Director, Finance (Estt.).

G. Priya Sudarsani
(G. Priya Sudarsani)
Director Finance (Estt.)
Railway Board.

DA:- As above.

Ministry of Personnel and Public Grievance
Department of Personnel and Training
(Sh. A.K. Jain, Dy. Secretary)
Establishment (Pay-I) Section
North Block
New Delhi.