



GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD)

No.2017/E(Trg)/30/14

New Delhi, Dt: 08.07.2019

The General Managers/CAOs,  
All Zonal Railways & Production Units,  
CORE, Allahabad.  
COFMOW, New Delhi.

The Director Generals,  
NAIR, Vadodara.  
RDSO, Lucknow.

The Directors,  
IRICEN/Pune,  
IRIEEN, Nasik,  
IRIMEE, Jamalpur,  
IRISET, Secunderabad,  
IRITM, Lucknow,  
JRRPF, Lucknow.

**Sub: Incentives for acquiring higher qualifications.**

**Ref: Railway Board's letter No. E(Trg)94(28)/1 dated 17.04.2000.**

Consequent upon recommendations of the VIIth CPC and as notified by DoPT vide their Office Memorandum No. 1/5/2017-Estt(Pay-I) dated 15<sup>th</sup> March, 2019, it is, hereby, communicated that in supersession of all the existing instructions on the subject of granting incentive for acquiring higher qualification, the following one-time lump-sum rates as Incentive for acquiring fresh higher qualification by a railway servant shall be permissible for courses in fields that are directly relevant to the employee's job:

**Incentives for Railway servant for acquiring Higher Qualification**

Qualification	Amount (in Rs)
Ph.D. or equivalent	30,000
PG Degree/Diploma of duration more than one year, or equivalent	25,000
PG Degree/Diploma of duration one year or less, or equivalent	20,000
Degree/Diploma of duration more than three years, or equivalent	15,000
Degree/Diploma of duration three years or less, or equivalent	10,000

2. The incentive shall be limited to maximum two times in a railway servant's career, with a minimum gap of two years between successive grants.
3. The list of qualifications, the acquisition of which shall entitle the railway servant for grant of lump sum incentive is mentioned in the Annexure to this letter.

.....contd.....2/-

4. Criteria/guidelines for granting incentive for acquiring fresh higher qualifications by a railway servant shall be as follows:

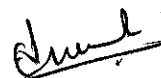
- i. Incentive shall be admissible to all serving railway servant.
- ii. Incentive shall be allowed for the qualifications, the acquisitions of which is directly related to the functions of the post held by the Railway servant or the functions to be performed in the next higher post and the qualifications should contribute to the efficiency of the Railway servant. In the case of qualifications being useful in the discharge of functions in the next higher post, the grant of incentive may be considered on actual promotion to the higher grade.
- iii. Incentive will not be allowed for acquiring higher qualification on purely academic or literary subjects and accordingly, incentives need not be considered for qualification like Degree in Humanities.
- iv. The incentive shall not be admissible for the qualifications which are laid down as essential or desirable qualifications in the recruitments rules for the post.
- v. The quantum of incentive will be uniform for all posts irrespective of their classification or grade or the department.
- vi. The incentive shall not be admissible where the railway servant is sponsored by the Railways or he/she avails study leave for acquiring the qualification. Only those officials who have acquired the higher qualification fully at their own cost and where the Railways have not borne any part of the expenses will be entitled for grant of incentives.
- vii. The incentive would be given only for higher qualification acquired after induction into service and not for possession of higher qualification at the time of entry in service.
- viii. No incentive would be admissible if an appointment is made in relaxation of the educational qualifications. No incentive would be admissible if railway servant acquires the requisite qualification for such appointment at a later date.
- ix. The qualifications meriting grant of incentive should be recognised by the University Grant Commission, respective regulatory bodies like All India Council for Technical Education(AICTE), Medical Council of India, Department of Electronics, Deemed University etc. set up by Central/State Government or recognized by the Government.
- x. The railway servant should prefer the claim within six months from the date of acquisition of the higher qualification.
- xi. Officials who avail the incentives should remain in service for at least three years after acquiring higher qualifications.

5. The incentives mentioned in para 1 above will be admissible for the qualification acquired on or after 01.07.2017. In other words, the qualifications specified in the Annexure acquired on or after 01.07.2017 only will qualify for the amount of specified lump sum incentive. For this purpose, the last date of the prescribed examination shall be considered as the date of acquiring the qualifications and not the date of publication of the results, subject to successful completion of the course.

6. Railway servants, who have acquired the fresh higher qualifications on or after 01.07.2017 till the date of issuance of these instructions, may also claim these incentives within six months from the date of issuance of these instructions.

6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

7. Hindi version will follow.



( Jitendra Kumar )  
Dy. Director, Estt(Trg)  
Railway Board  
Tele : 23047251

No.2017/E(Trg)/30/14

New Delhi, Dt: 08.07.2019

Copy forwarded for information and necessary action to:-

1. The Principal Director of Audit, All Indian Railways/Production Units and Director(Finance)/RDSO.
2. Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhavan, New Delhi.

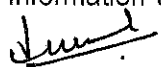
for Financial Commissioner/Railways

No.2017/E(Trg)/30/14

New Delhi, Dt: 08.07.2019

Copy forwarded for information and necessary action to:-

PFA's of All Indian Railways/Production Units and Director(Finance)/RDSO for information and necessary action.



( Jitendra Kumar )  
Dy. Director, Estt(Trg)  
Railway Board

No.2017/E(Trg)/30/14

New Delhi, Dt: 08.07.2019

Copy forwarded to :

- i. The General Secretary, AIRF, Room No. 248, Rail Bhavan, New Delhi.
- ii. The General Secretary, NFIR, Room No. 256-C, Rail Bhavan, New Delhi.
- iii. The Secretary General, IRPOF, Room No. 268, Rail Bhavan, New Delhi.
- iv. The Secretary General, FROA, Room No. 256-A, Rail Bhavan, New Delhi.
- v. The General Secretary, AIRPFA, Room No. 256-D, Rail Bhavan, New Delhi.
- vi. The General Secretary, AISCSTREA, Room No. 7-GF, Rail Bhavan, New Delhi.
- vii. The General Secretary, AIOBCREF, Room No. 48, Rail Bhavan, New Delhi.



for Secretary, Railway Board

Copy to:-

- i. PSs to MR, MoSR(G) MoSR(S).
- ii. OSD/PSO/PPS/PS to CRB, FC, ME, M/MM, M/RS, MS, M/S&T, MT, M/Tr.
- iii. PPSs to DG(Pers), DG/RHS, DG/RPF & AM(S).

- iv. PSs to EDE, EDV, EDE(N), EDE(Res), EDA, EDE(IR), EDE(RRB), EDPC-I & II, D(MPP), DPC, DE(Res), JDE(R) I & II, JDE(Rep), JDE(D&A), JDPC, JDE(L), DDE(R)-I & II, DD(Code Revision), DDE(LR)-I, DDE(LR)-II, DDE(N)-I & II, E(NG)-I & II, E(O)-III, E(GR)-II, E(Rep)-I, II & III, E(SCT)-I & II, F(E)II, ERB-I, E(O)-I, E(GR)-II, E(MPP), SEC(E), PR Branch, E(G), AC-III, Code Reservation Cell(with 05 spare copies).
- v. JS(G)/Railway Board with a request that if incentives are granted for acquiring higher qualification, the officers should be posted in the Directorates where their additional knowledge will be of use.
- vi. The Pay & Accounts Officer, Railway Board.

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**Annexure to Board's letter No. 2017/E(Trg)/30/4 dated. .05.2019  
regarding grant of lump sum incentive for acquiring higher qualifications.**

S.No.	Deptt.	Higher Qualification
1	Accounts Deptt.+ RBSS	1) On passing Part-1 or 'A' or Intermediate or pre-final exam of ICWAI/Institute of Chartered Accountants of India/Institute of Chartered Financial Analysts of India.  2) On passing Part-II or 'B' or final Exam of ICWAI/ Institute of Chartered Accountants of India/Institute of Chartered Financial Analysts of India  3) On passing Intermediate Exam of the Institute of Company Secretaries of India.  4) On passing Final exam of the Institute of Company Secretaries of India.
2	All Technical Deptts. Including Stores	1) AMIE Section 'A' in the relevant discipline.  2) AMIE Section 'B'/Final in the relevant discipline.  3) Degree in Engg. (B.E./B.Tech) directly in the relevant discipline.  4) Post Graduate degree or equivalent in Engg. In respective discipline.
3	3A. Stores Deptt + Stock verifiers in the Accounts Deptt.  3B. Stores Deptt.	iv) Diploma in Engg. Or Studentship course in Materials Management (SMM) of Indian Institute of Material Management.  v) Graduate Diploma in materials Management (GDMM) from Indian Institute of Material Management.  vi) PG Diploma in Materials Management from Institute/University/Deemed University etc. Recognised by the All India Council for Technical Education/Govt. Of India.
4.	Chemical & Metallurgical Organisation	On passing an examination equivalent to a degree in Metallurgy by Chemists in Railway Laboratories and Research Assistants doing Metallurgical work if they were possessing a Degree in Chemistry at the time of recruitment.
5.	Personnel Deptt. + RBSS	On acquiring Post Graduate Diploma in Personnel Management or Industrial Relations conducted by a recognized University or any other recognized Institution.
6.	Traffic Transportation and Commerical Deptt/	1) Diploma in Marketing and Business Development.  2) Diploma in Transport Economics.

*(Signature)*

7.	General	<ol style="list-style-type: none"><li>1) Ph. D in the field relevant to the functions of the Govt. Servant.</li><li>2) Diploma or equivalent in Computer Science/Computer Applications/Information Technology relevant to the functions of the government servant.</li><li>3) PG Diploma in Computer Science/Computer Applications/Information Technology relevant to the functions of the Govt. Servant.</li><li>4) Degree in Computer Science/Computer Applications/Information Technology relevant to the functions of the Govt. servant.</li><li>5) Post Graduate Degree in Computer Science/Computer Applications/Information Technology relevant to the functions of Govt. servant.</li><li>6) Multi Skill Diploma in relevant fields.</li></ol>
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