



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



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

New Delhi, dt. 07.10.2022

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

The Director Generals,
RDSO, Lucknow
All Central Training Institutes.

ADDENDUM

Sub: Incentives for acquiring higher educational qualifications.

Ref: Board's letter of even number dated 27.11.2019.

In furtherance to Railway Board's letter of even no. dated 27.11.2019 under reference along with copy of DoPT's O.M. No. 1/5/2017-Estt (Pay-I) dated 15.03.2019 regarding revised incentive for acquiring higher qualifications, a list of professional courses related to railway working with respect to para 6 of the DoPT O.M. dated 15.03.2019 is attached as Annexure.

2. Rate of incentives admissible to railway servants for acquiring the courses listed as Annexure will be determined on the basis of kind of courses (Diploma/Degree/Post Graduate) and length of the course and as mentioned in para 5 of DoPT's O.M. dated 15.03.2019 circulated vide Board's letter of even number dated 27.11.2019 under reference.

3. Grant of incentive for the courses listed as Annexure will be subject to fulfilment of the criteria/guidelines laid down in para 8 of DoPT's O.M. dated 15.03.2019 circulated vide Board's letter of even number dated 27.11.2019 under reference.

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

5. Hindi version will follow.

Encl: As above.

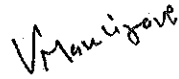

(Jitendra Kumar)
Dy. Director, Estt (Training)
Railway Board
Tele: 011-23047251

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

New Delhi, dt. 07.10.2022

Copy 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 Member (Finance), Railway Board

....contd/-

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

New Delhi, dt. 07.10.2022

Copy to:-

Copy forwarded for information and necessary action to:-

PFA's of All Indian Railways/Production Units and PED(Finance)/RDSO.



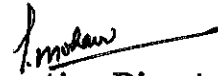
(Jitendra Kumar)
Dy. Director, Estt (Training)
Railway Board

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

New Delhi, dt. 07.10.2022

Copy to:-

- 1) The General Secretary, AIRF, Room No. 248, Rail Bhavan, New Delhi.
- 2) The General Secretary, NFIR, Room No. 256-C, Rail Bhavan, New Delhi.
- 3) The Secretary General, IRPOF, Room No. 268, Rail Bhavan, New Delhi.
- 4) The General Secretary, FROA, Room No. 256-A, Rail Bhavan, New Delhi.
- 5) The General Secretary, AIRPFA, Room No. 256-D, Rail Bhavan, New Delhi.
- 6) The General Secretary, AISCSTREA, Room No. 7-GF, Rail Bhavan, New Delhi.
- 7) The General Secretary, AIOBCREA, Room No. 48, Rail Bhavan, New Delhi.
- 8) The President, RBSS Group 'A' Officers Association, Rail Bhavan, New Delhi.
- 9) The General Secretary, Railway Board Secretariat Services Group 'B' Officers' Association, Rail Bhavan, New Delhi.
- 10) The Secretary, RBMSA, Rail Bhavan, New Delhi.
- 11) The President, RBSSSA, Rail Bhavan, New Delhi.
- 12) The President, RBNMSA, Rail Bhavan, New Delhi.



for Principal Executive Director/IR,
Railway Board

Copy to :-

- 1) PSs to MR, EDPG/MoSR(D), EDPG/MoSR(J).
- 2) PSO/PPS/PS to CRB & CEO, MF, MI, M/TRS, M/O&BD.
- 3) PPSs to DG/RHS, DG/RPF & DG/Safety.
- 4) 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 can be utilised.
- 5) PSs to EDE, EDV, EDE(N), EDE(Res), EDA, EDE(RRB), EDPC-I & II, DE(IR), D(MPP), DPC, DE(Res), JDE(R)-I & II, JDE(Rep), JDE(D&A), JDPC, DDE(R)-I & II, DD(Code Revision), DDE(LR)-I & 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, F(E)-III, ERB-I, ERB-II, ERB-V, E(O)-I, Security(E), PR Branch, E(G), AC-III, Code Revision Cell (with 05 spare copies).
- 6) The Pay & Accounts Officer, Railway Board.

**Annexure to Railway Board's letter No. 2017/E(Trg)/30/14 dated 07.10.2022
regarding grant of lump sum incentive for acquiring higher qualifications.**

S.No.	Deptt.	Higher Qualification*		
1	Accounts Deptt.+ RBSS	1) Final exam of CA/CS/ICWA (equivalent to PG degree). 2) PG Diploma in Financial Management 3) PG Degree/MBA in Finance Management 4) Degree in MBA (Finance) 5) Post Graduate Diploma in Finance		
2	All Technical Deptts. Including Stores	1) AMIE Section 'A' & 'B' (Both) in the relevant discipline (equivalent to BE/B.Tech Degree). 2) Degree in Engg. (B.E./B.Tech) directly in the relevant discipline. 3) Post Graduate degree or equivalent in Engg. In respective discipline. 4) Degree/Diploma of duration more than 03 years in relevant discipline. 5) Degree/Diploma of duration of 03 years or less in relevant discipline. 6) PG degree/Diploma of duration more than one year, or equivalent. 7) PG degree/Diploma of duration one year or less, or equivalent. 8) Ph.D or equivalent.		
3	3A. Stores Deptt + Stock verifiers in the Accounts Deptt.	1) Diploma in Engineering or Studentship course in Materials Management (SMM) of Indian Institute of Material Management. 2) Graduate Diploma in Materials Management (GDMM) from Indian Institute of Material Management.		
	3B. Stores Deptt.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; padding: 5px;">PG Diploma Degree/Diploma</td> <td style="padding: 5px;"> Engineering, Material Management Logistics Management Supply Chain Management Logistics & Supply Chain Management Systems Management Operational Management Inventory Management Procurement Management Sourcing Management Purchase Management Green Supply Chain Management Contract Law Business Law International trade Industrial Disputes Resolution Alternative Disputes Resolution Drafting, Negotiation and Enforcement of Contract Arbitration Law & Practice of Arbitration Commercial Law Business & Commercial Law Business Management Business Analytics </td> </tr> </table>	PG Diploma Degree/Diploma	Engineering, Material Management Logistics Management Supply Chain Management Logistics & Supply Chain Management Systems Management Operational Management Inventory Management Procurement Management Sourcing Management Purchase Management Green Supply Chain Management Contract Law Business Law International trade Industrial Disputes Resolution Alternative Disputes Resolution Drafting, Negotiation and Enforcement of Contract Arbitration Law & Practice of Arbitration Commercial Law Business & Commercial Law Business Management Business Analytics
PG Diploma Degree/Diploma	Engineering, Material Management Logistics Management Supply Chain Management Logistics & Supply Chain Management Systems Management Operational Management Inventory Management Procurement Management Sourcing Management Purchase Management Green Supply Chain Management Contract Law Business Law International trade Industrial Disputes Resolution Alternative Disputes Resolution Drafting, Negotiation and Enforcement of Contract Arbitration Law & Practice of Arbitration Commercial Law Business & Commercial Law Business Management Business Analytics			

ch

4.	Chemical Metallurgical Organisation &	1) 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	1) Post Graduate Diploma in Industrial Relations and/or Personnel Management/Human Resource Management/Human Resource Development 2) PG Degree in Personnel Management/Human Resource Management/Industrial Relations 3) MBA in Human Resource Management/Personnel Management/Industrial Relations or equivalent
6.	Traffic Transportation and Commercial Deptt.	1) Diploma in Marketing and Business Development. 2) Diploma in Transport Economics
7	Civil Engg. Deptt.	1) M.Tech (in any Engineering Field) 2) MBA in Construction Management/Project Management, Financial Management 3) MCA (in any field) 4) Diploma from Institution of Permanent Way Engineers (PWE)
8	Enviroment Housekeeping Management &	1) Ph.D/PG/PG Diploma/Diploma in fields such as Environmental Management, Environmental Policy, Environmental Law, Energy Policy
9	Security Deptt.	1) M.Sc. Homeland Security 2) PG Diploma in Homeland Security 3) M.Sc. Cyber Security 4) M.Tech. Cyber Security 5) M.Sc. Digital Forensics and Information Security 6) M.Sc. Multimedia Forensics 7) M.Sc. Forensic Science 8) MBA in Cyber Security Management 9) PG Diploma in Forensic Journalism 10) PG Diploma in Data Science 11) Post Graduate Diploma in Human Rights 12) MA in Public Policy 13) Post Graduate in Public Policy and Management
10.	Pharmacy	1) Degree in Pharmacy from an institute duly recognized by Pharmacy Council of India
11.	General	1) Ph. D in the field relevant to the functions of the Govt. Servant. 2) Diploma or equivalent in Computer Science/Computer Applications/Information Technology relevant to the functions of the government servant. 3) PG Diploma in Computer Science/Computer Applications/Information Technology relevant to the functions of the Govt. Servant. 4) Degree in Computer Science/Computer Applications/Information Technology relevant to the functions of the Govt. servant. 5) Post Graduate Degree in Computer Science/Computer

ch

		<p>Applications/Information Technology relevant to the functions of Govt. servant.</p> <p>6) Multi Skill Diploma in relevant fields :</p> <table border="1"> <tr> <td>PR Deptt.</td> <td>Post Graduate Diploma in Public Relations</td> </tr> <tr> <td>All Deptts.</td> <td>Diploma in Financial Management/Operational Management</td> </tr> <tr> <td>Gr. C of Statistical Deptt.</td> <td>Diploma in Statistics</td> </tr> <tr> <td>Commercial Deptt.</td> <td>Diploma in Marketing & Sales Management</td> </tr> </table> <p>7)</p> <table border="1"> <tr> <td>7)</td> <td>Security Deptt.</td> <td rowspan="2">Post Graduate Diploma Courses in Cyber Security, Cyber Law, Cyber Forensic & Cyber Crime</td> </tr> <tr> <td></td> <td>C&IS Deptt.</td> </tr> </table> <p>8) LLB Degree 9) LLM Degree 10) PG Diploma in Personnel Management/Human Resource Management/Industrial Relations or equivalent</p>	PR Deptt.	Post Graduate Diploma in Public Relations	All Deptts.	Diploma in Financial Management/Operational Management	Gr. C of Statistical Deptt.	Diploma in Statistics	Commercial Deptt.	Diploma in Marketing & Sales Management	7)	Security Deptt.	Post Graduate Diploma Courses in Cyber Security, Cyber Law, Cyber Forensic & Cyber Crime		C&IS Deptt.
PR Deptt.	Post Graduate Diploma in Public Relations														
All Deptts.	Diploma in Financial Management/Operational Management														
Gr. C of Statistical Deptt.	Diploma in Statistics														
Commercial Deptt.	Diploma in Marketing & Sales Management														
7)	Security Deptt.	Post Graduate Diploma Courses in Cyber Security, Cyber Law, Cyber Forensic & Cyber Crime													
	C&IS Deptt.														

*** The incentive will be admissible for the above qualification acquired on or after 01.07.2017.**

Dr. ...



Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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

New Delhi, dt. 27.11.2019

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 educational qualifications.*

Ref: *Board's letter of even number dated 08.07.2019.*

In supersession of Board's instructions issued on the above subject including vide letter of even number dated 08.07.2019, a copy of DoPT's O.M. No. 1/5/2017-Estt (Pay-I) dated 15.03.2019 regarding revised incentive for acquiring higher qualifications is enclosed for information and guidance. Addendum with respect to para 6 of aforementioned DoPT O.M. dated 15.03.2019 shall be issued by Board in due course.

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

3. Hindi version will follow.

Encl: As above.

(Jitendra Kumar)
Dy. Director, Estt (Trg)
Railway Board
Tele: 011-23047251

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

New Delhi, dt. 27.11.2019

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

....contd/-

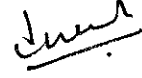
: 2 :

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

New Delhi, dt. 27.11.2019

Copy forwarded for information and necessary action to:-

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



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

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

New Delhi, dt. 27.11.2019

Copy forwarded to :

1. The General Secretary, AIRF, Room No. 248, Rail Bhavan, New Delhi.
2. The General Secretary, NFIR, Room No. 256-C, Rail Bhavan, New Delhi.
3. The Secretary General, IRPOF, Room No. 268, Rail Bhavan, New Delhi.
4. The General Secretary, FROA, Room No. 256-A, Rail Bhavan, New Delhi.
5. The General Secretary, AIRPFA, Room No. 256-D, Rail Bhavan, New Delhi.
6. The General Secretary, AISCSTREA, Room No. 7-GF, Rail Bhavan, New Delhi.
7. The General Secretary, AIOBCREF, Room No. 48, Rail Bhavan, New Delhi.



for Secretary, Railway Board

Copy to :-

1. PSs to MR, DPG/MoS(R).
2. OSD/PSO/PPS/PS to CRB, FC, ME, M/MM, MRS, MS, M/S&T, MT, MTr.
3. PPSs to DG(Pers), DG/RHS, DG/RPF & AM(S).
4. 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 & 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), Security(E), PR Branch, E(G), AC-III, Code Revision Cell (with 05 spare copies).
5. 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.
6. The Pay & Accounts Officer, Railway Board.

No. 1/5/2017-Estt (Pay-I)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 15th March, 2019

OFFICE MEMORANDUM

Subject: Incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario – reg.

Central Government Servants acquiring fresh higher qualifications after coming into service are granted incentive in the form of one-time lump-sum amount ranging from ₹2000/- to ₹10,000/-, as provided in this Department's OM No. 1/2/89-Estt.(Pay-I) dated 09.04.1999 and other related OMs.

2. The 7th CPC has reviewed the rates of incentive presently available to employees on this account in addition to pay, and have suggested their rationalization and simplification in Para 8.9.11 to 8.9.14 of their report.

3. Ministry of Finance, Department of Expenditure (DOE) Resolution No. 1-2/2016-IC dated 25.07.2016 vide Para 7 provided that the matter regarding allowances (except Dearness Allowance) based on the recommendations of the 7th CPC shall be referred to a Committee under the Chairmanship of Finance Secretary, and until a final decision thereon, all allowances including this incentive were required to be paid at the existing rates in the existing pay structure (the pay structure based on 6th CPC) as if the pay has not been revised w.e.f. 1st January, 2016.

4. The decision of the Government on various allowances based on the recommendations of the 7th CPC and in the light of the recommendations of the Committee under the Chairmanship of Finance Secretary has been issued as per the Resolution No. 11-1/2016-IC dated 06.07.2017 of DOE.

5. The President is pleased to decide that in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting incentive for acquiring fresh higher qualifications, the following one-time lump-sum rates as incentive for acquiring fresh higher qualification by a Government employee shall be permissible for courses in fields that are directly relevant to the employee's job:

Sl. No.	Qualification	Amount (₹)
1.	Ph.D. or equivalent.	30,000
2.	PG Degree/Diploma of duration more than one year, or equivalent.	25,000
3.	PG Degree/Diploma of duration one year or less, or equivalent.	20,000
4.	Degree/Diploma of duration more than three years, or equivalent.	15,000
5.	Degree/Diploma of duration three years or less, or equivalent.	10,000

6. Professional courses directly relevant to the functional requirement of the Organization/Ministry/Department but not covered by any one of the categories mentioned in para 5 above, shall be notified specifically under Sl. No. 4 or 5 of para 5 above, by the concerned Ministry/Department in consultation with their respective IFD.

.....2/-
@ Bahree
15/03/2019

7. Ministries/Departments are free to choose courses on their own. However, the grant of incentive in respect of above qualifications will be subject to the fulfillment of the criteria laid down in para 8 below. The grant of incentive for the qualifications listed above shall be considered by the administrative authorities in consultation with their IFD and necessary orders shall be issued after ensuring that the criteria laid down in para 8 below are fulfilled.

8. **Criteria/guidelines for granting incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario, are as under:**

- 8.1. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
 - 8.2. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
 - 8.3. The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
 - 8.4. The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.
 - 8.5. The incentive would be given only for higher qualification acquired after induction into service.
 - 8.6. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
 - 8.7. The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
 - 8.8. The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
 - 8.9. The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification.
9. The incentive as per this OM will be admissible for above qualifications acquired on or after 01.07.2017.

.....3/-
P Babbar
15/03/2019

10. Government Servants, who have acquired the fresh higher qualification on or after 01.07.2017 till the date of issuance of this OM, may also claim these incentives within six months from the date of issuance of this OM.

11. Insofar as the persons working in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

12. Hindi Version will follow.

R Bahree
15/03/2019
(Rajeev Bahree)

Under Secretary to the Government of India

To

All Ministries / Departments of Government of India

Copy also forwarded to:

1. The Comptroller & Auditor General of India.
2. Secretary General, Supreme Court of India.
3. Controller General of Accounts / Controller of Accounts, Ministry of Finance.
4. Union Public Service Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President's Sectt./ Vice-President's Sectt. / Prime Minister's Office / Niti Aayog.
5. Governments of all States and Union Territories.
6. Department of Personnel and Training (AIS Division) / JCA / Admn. Section.
7. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
8. All Members of Staff Side of the National Council of JCM / Departmental Council.
9. All Officers / Sections of Department of Personnel and Training / Department of Administrative Reforms & Public Grievances / Department of Pensions & Pensioners' Welfare / PESB.
10. Joint Secretary (Pers), Department of Expenditure, Ministry of Finance.
11. Additional Secretary (Union Territories), Ministry of Home Affairs.
12. JD (OL), DoPT, North Block, New Delhi- for Hindi version of this OM.

R Bahree
15/03/2019
(Rajeev Bahree)

Under Secretary to the Government of India