

North Central Railway



सामान्य प्रशासन विभाग
प्रधान कार्यालय, उत्तर मध्य रेलवे,
सूबेदारगंज, प्रयागराज-211015
General Administration Dept.
Head Quarter Office,
North Central Railway,
Subedarganj, Prayagraj-211015

पत्र संख्या-GM/NCR/Misc/MSOP-2018/(171/B)

Dated- 04.04.2024

सभी प्रमुख/ मुख्य विभागाध्यक्ष,
उत्तर मध्य रेलवे।

मण्डल रेल प्रबन्धक
प्रयागराज, आगरा एवं झाँसी।

मुख्य कारखाना प्रबन्धक
झाँसी, सिधौली, आर.सी.एन.के
एवं सी.एम.एल.आर.झाँसी
उत्तर मध्य रेलवे।

विषय:- उत्तर मध्य रेलवे में कार्यरत अधिकारियों/कर्मचारियों द्वारा रेल सेवा में सेवारत रहते हुए नई उच्च शिक्षा /डिग्री प्राप्त करने के उपरांत मिलने वाले शैक्षिक प्रोत्साहन राशि (Incentive allowance) के स्वीकृतकर्ता अधिकारी के संबंध में।

उपरोक्त विषयांकित के संबंध में अवगत कराया जाता है कि वर्तमान में उत्तर मध्य रेलवे में कार्यरत अधिकारियों/कर्मचारियों द्वारा रेल सेवा में सेवारत रहते हुए नई उच्च शिक्षा /डिग्री प्राप्त करने के उपरांत मिलने वाले शैक्षिक प्रोत्साहन राशि (Incentive allowance) के स्वीकृतकर्ता अधिकारी के संबंध में नीति बनाई गई है जिसका विवरण निम्नवत है:-

For Gazetted staff:-

(Regarding sanctioning authority of higher education incentive allowance)

Nature of Powers	PHOD/CHOD	Remarks
Sanction of higher education incentive allowance.	Full Powers	1. Finance concurrence is not necessary. 2. Higher education incentive allowance of PHOD/CHOD will be sanctioned by AGM. Ref:- Board's letter No. 1. No. 2017/E(Trg)/30/14 Dated- 27.11.2019 2. 2017/E(Trg)/30/14 Dated-07.10.2022

For Non Gazetted:-

(Regarding sanctioning authority of higher education incentive allowance)

Nature of Powers	PHOD/CHOD/HOD	DRM/ADRM/SAG officers in Field units	Remarks
Sanction of higher education incentive allowance.	Full Powers	Full Powers	1. Finance concurrence is not necessary. Ref:- Board's letter No. 1. No.2017/E(Trg)/30/14 Dated- 27.11.2019 2. 2017/E(Trg)/30/14 Dated- 07.10.2022

पात्र अधिकारियों/कर्मचारियों द्वारा उपरोक्त कॉलम में दर्ज विवरण के साथ-साथ रिमार्क्स में दर्शाए गए टिप्पणियों एवं रेलवे बोर्ड के पत्रों का अनुपालन सुनिश्चित किया जाना अनिवार्य होगा। इस संबंध में भविष्य में रेलवे बोर्ड द्वारा समय-समय पर जारी दिशा-निर्देशों का अनुपालन सुनिश्चित किया जाएगा।

संलग्नक- यथोक्त।

(संतोष बाजपेयी)
सहायक उप महाप्रबंधक

15738/2023/O/o Dy. CPO/HQ/NCR



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,
 IRIEN, Nasik,
 IRIMEE, Jamalpur,
 IRISSET, 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/-

New Delhi, dt. 27.11.2019

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

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

New Delhi, dt. 27.11.2019

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

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.



आज़ादी का
अमृत महोत्सव

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

आज़ादी का
अमृत महोत्सव

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.

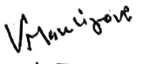

(Jitendra Kumar)
Dy. Director, Estt (Training)
Railway Board
Tele: 011-23047251

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/-

15738/2023/O/o Dy. CPO/HQ/NCR

: 2 :

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

New Delhi, dt. 07.10.2022

Copy to:-

Copy forwarded for information and necessary action to:-

PFAs 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.

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 Deptts. Stores Technical Including	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><tr><td>PG Diploma Degree/Diploma</td><td>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			

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5738/2023/O/5	Dy. GPO/HQ/NCR & 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	8& 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

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Applications/Information Technology relevant to the functions of Govt. servant.

6) Multi Skill Diploma in relevant fields :

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)

7) Security Deptt.	Post Graduate Diploma Courses in Cyber Security, Cyber Law, Cyber Forensic & Cyber Crime
C&IS Deptt.	

8) LLB Degree

9) LLM Degree

10) PG Diploma in Personnel Management/Human Resource Management/Industrial Relations or equivalent

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

[Signature]