PBC No. 109 / 2026

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

No: P(R) MC – 11 / Honorarium (C.No. 648803) दिनांक/Date: as signed

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM, Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS,
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub:Grant of Honorarium to the Inquiry Officers (IOs) and Presenting Officers (POs) etc., for conducting Departmental Inquiries in cases other than Vigilance Investigation – clarification reg.

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A copy of the Railway Board's letter No. E(G)2025/HO1/3 dated 14.07.2026 on the above subject is enclosed for information, guidance and necessary action.

Railway Board's letter dated 07.05.2015 (RBE No. 44/2015) referred therein has been circulated as PBC No. 59 / 2015.

Copy Railway Board's letter dated 10.03.2025 referred therein is enclosed for reference.

संलग्नक/Encl. 08 pages.

Digitally signed by
CHILAKALAPUDI ANJANI KUMAR
'Date: 2026.07.28 09:04:08 +05'30

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.
कृते प्रमुकाधि/**For Principal Chief Personnel Officer**

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

7022313/2026/O/o Ch OS/Rules/Pers/HQ/SR

GOVERNMENT OF INDIA/ भारत सरकार

MINISTRY OF RAILWAYS/रेल मंत्रालय

(RAILWAY BOARD/रेलवे बोर्ड)

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No. E(G)2025/HO1/3 **New Delhi, dated: 14.07.2026**

The General Managers (P),
All Indian Railways &
Production Units
(As per standard list).

Sub: Grant of Honorarium to the Inquiry Officers (IOs) and Presenting Officers (POs) etc. for conducting Departmental Inquiries in cases other than Vigilance Investigation-clarification reg.

Ref: (i) Board's letter No. E(G)2012/HO1-13 dated 07.05.2015 (RBE No. 44/2015).
(ii) Board's letter No. 2024/V-1/DAR/6/2 (Pt.) dated 10.03.2025.
(iii) SER's L. No. SER/P-HQ/Ruling/0/892(e-339744) dated 16.03.2026.

In terms of Board's letter dated 07.05.2015 (RBE No. 44/2015), the provision for grant of honorarium to Inquiry Officers (IOs) and Presenting Officers (POs) for conducting departmental inquiries in cases other than vigilance investigation were extended on the same remuneration as applicable to the Vigilance cases.

2. Vigilance Directorate/Railway Board vide letter under reference (ii) above has revised the structure of rates of honorarium and other allowances payable to Inquiry Officers and Presenting Officers for conducting departmental inquiries arising out of vigilance investigations against Railway servants.

3. The matter regarding revision of the rates of honorarium and other allowances payable to IOs/POs etc. in non-vigilance departmental enquiries, is presently under consideration in Board's office. As such, the enhanced rates of honorarium circulated vide Board's letter No. 2024/V-1/DAR/6/2 (Pt.) dated 10.03.2025 shall not be applicable in non-vigilance disciplinary cases.

Digitally signed by
SHARVAN KUMAR ROY
Date: 14-07-2026
15:20:43

(S. K. Roy)
Dy. Director/Estt.(G)
Railway Board

Copy to: Joint Secretary/Railway Board- for kind information.

7011140/2026/O/o Ch OS/Rules/Pers/HQ/SR

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. 2024/V-1/DAR/6/2 (Pt.)

New Delhi, Date: 10 .03.2025

The General Managers/
All Zonal Railways/PUs

The SDGMs/CVOs
All Zonal Railways/PUs

The Director General
All Railway Institutes

Sub: Amendment No. 12-Para 815 of IRVM-2018 in respect of Honorarium & other allowances payable to Inquiry Officers(IO)/Presenting Officers(PO) and terms and conditions for conducting departmental inquiries arising out of vigilance investigation against Railway Servants.

Ref. 1. Railway Board's letter no.2009/V-1/DAR/6/1 dated 22.09.2011 and letter no.2012/V-1/DAR/6/2 dated 07.10.2015.
2. DoPT's Office Memorandum No.DOPT-1668597747466 dated 16.11.2022.

1. In supersession of above referred Railway Board's letters at ref.1 and based on DoPT's letter at ref.2, it has been decided to revise the structures of rates of Honorarium and other allowances payable to Inquiry Officers and Presenting Officers for conducting departmental inquiries arising out of vigilance investigations against Railway Servants and amend Para 815 of IRVM-2018 as per Annexure-I attached.

2. These revised rates/instructions will be applicable to those cases in which the Inquiry officer(s)/Presenting officer(s) has/have been appointed after issue of this amendment and are applicable to only those cases arising out of vigilance investigations.

3. Railway Board's letter No. 2012/V-1/DAR/6/2 dated 07.10.2015 shall remain applicable for ongoing cases of Inquiry.

4. This issues with the concurrence of Finance Directorate of Ministry of Railways and with the approval of the Competent Authority i.e. Chairman & CEO/Railway Board.

DA: As above

(Ashok Kumar Yadav)
Director Vigilance (R&SC)
Railway Board
New Delhi, Date: 10 .03.2025

No. 2024/V-1/DAR/6/2 (Pt.)

Copy to-

(i) The Principal Director of Audit, Northern Railway, New Delhi.
(ii) Dy. Comptroller & Auditor General of India (Rlys.), Room No.224, Rail Bhavan, New Delhi.
(iii) Principal Financial Advisor /All Indian Railways & Production Units etc.

for Member Finance(Railway Board)

Copy endorsed for information-

i. DG/HR, Railway Board.
ii. EDCC and all Officers and Branches of Vigilance Dte
iii. AIRF, NFIR, IROF, FROA & AIRPFA
iv. DME(C&IS)/RB for uploading this letter on the website (https://indianrailways.gov.in/railwayboard/view_section.jsp?lang=0&id=0,1,304,366,546,843)

Annexure-I

Para 815.1 The rates of honorarium/ other allowances payable to the Inquiry Officer/ Presenting Officer for conducting departmental inquiry arising out of vigilance investigations against railways servants:

(a) The rates of honorarium/ other allowances payable to the Inquiry Officer:

(I) Retired officers

Items	Category		Rate per case (in rupees)
Honorarium	I	Where number of witnesses cited in the charge sheet is more than 10	An amount equal to 90% of the monthly basic pension drawn
	II	Where number of witnesses cited in the charge sheet are between 6-10	An amount equal to 70% of the monthly basic pension drawn
	III	Where number of witnesses cited in the charge sheet is less than 6	An amount equal to 60% of the monthly basic pension drawn
Transport Allowance		Rs. 40,000/- per case. In addition, where the duties and responsibilities require outstation travel for conducting a departmental inquiry under the Discipline and Appeal Rules (D&AR), the Disciplinary Authority/Nominated Authority* may grant Travel Authority in the form of a Special Duty Pass for the Inquiry Officer in accordance with Railway Board's letter No. E(W)2000/PS 5-1/24 dated 30.01.2012 (RBE No. 13/2012). Air travel (in economy class) may also be allowed to the inquiry officer on case to case basis, subject to the approval of the competent authority (General Manager of the Zonal Railway/Production Unit for cases where DA is at the level of General Manager or below and concerned Board Member where DA is at the level of Railway Board or above) with finance concurrence and in compliance of the instructions issued by Railway Board from time to time	
Daily Allowance		The departmental inquiries are to be conducted at the Headquarters of the Zonal Railways etc. and the duties and responsibilities entrusted to the inquiry officers would not involve any travel in normal circumstances. However, in cases where the travel becomes inescapable, and so approved by the Disciplinary Authority/Nominated Authority*, the rate of Daily	

		Allowance will be the same as applicable to the serving Railway Officers of equivalent rank.	
Secretarial Assistance	I	Where number of witnesses cited in the charge sheet is more than 10	Rs 40,000
	II	Where number of witnesses cited in the charge sheet are between 6-10	Rs 30,000
	III	Where number of witnesses cited in the charge sheet is less than 6	Rs 20,000

Railway will not provide any other secretarial assistance.

(ii) Serving Officers:

Rates of honorarium per case(in rupees)
An amount equal to 15% of the monthly basic pay drawn.

(iii) In case of common disciplinary proceedings, an additional amount of honorarium of Rs. 5000 will be payable to Inquiry Officer (both retired and serving) for every additional charged officer.

(b) The rates of honorarium payable to the Presenting Officer: An amount equal to 10% of the monthly basic pay drawn.[Rate per case (in rupees)]

(c) The Inquiry Officer shall submit the inquiry report after completing the inquiry within 180 days from the date of receipt of his/her appointment order as the Inquiry Officer.

(d) An extension of time beyond 180 days may be granted by the Disciplinary Authority/ Nominated Authority*. While granting an extension, the Disciplinary Authority/Nominated Authority* should carefully examine the reasons for the delay. If the delay is due to circumstances beyond the control of the Inquiry Officer, such as a court stay, allegations of bias by the Charged Officer against the Inquiry Officer, etc, the extension can be granted for that limited period without reducing the honorarium. However, if the delay is not caused by such circumstances, the Disciplinary Authority/Nominated Authority* should grant the extension with a 50% deduction in the honorarium.

(e) This honorarium is not applicable to Investigating Officers/Investigating Inspectors posted in the Enquiry Cell of Zonal Railways/Production Units. Similarly, officials posted as full time presenting officer are not entitled for such honorarium.

*** Nominated Authority means the Authority nominated by the President or by the Railway Board for conducting the Departmental Inquiry.**

Para 815.2 Terms and conditions for appointment of Inquiry Officers to conduct departmental inquiry, under Railway Servants (Discipline & Appeal) Rules, 1968, in cases arising out of vigilance investigations against railway servants:

A: SPECIFIC TERMS AND CONDITIONS FOR RETIRED INQUIRY OFFICERS:

A1. The Inquiry Officer should not be more than 70 years of age on the first day of July of the year of his empanelment.

A2. The panel will be reviewed every year. The R.I.O. will be depanelled on attaining the age of 70 years. However, he will be allowed to complete the ongoing Departmental Inquiries already entrusted to him, even if he has crossed the age of 70 years.

A3. The Inquiry Officer shall not engage himself/herself in any other professional work or service, which is likely to interfere with the performance of his/her duties as Inquiry Officer. He/She should be in sound health, physically and mentally.

A4. Inquiry proceedings will be conducted only in the office premises of the concerned railway so allotted to the Inquiry Officers. A room with furniture and lockable almirahs, will be allotted to the Retired Inquiry Officer in the concerned office on the days of Inquiry.

A5. Letter regarding engaging a retired officer as the Inquiry Officer will only be issued with the approval of the Disciplinary Authority/Nominated Authority*.

B: GENERAL TERMS AND CONDITIONS FOR SERVING/RETIRED INQUIRY OFFICERS:

B1. Terms and conditions for appointment of Inquiry Officer: The designated Inquiry Officer shall be required to give an undertaking as follows:

i. that he/she is not a witness or a complainant in the matter to be inquired into or a close relative or a known friend of the delinquent Government officer. A certificate to this effect will be obtained from the Inquiry Officer with respect to every inquiry and placed on record;

ii. shall maintain strict secrecy in relation to the documents he/she receives or information/data collected by him/her in connection with the inquiry and utilize the same only for the purpose of inquiry in the case entrusted to him/her

B2. No such documents/information or data shall be divulged to anyone during the Inquiry or after presentation of the Inquiry Report. All the records, reports etc. available with the Inquiry Officer shall be duly returned to the authority which appointed him/her as such, at the time of presentation of the Inquiry Report.

B3. The Inquiry Officer shall conduct the inquiry proceedings at a location taking into account the availability of records, station/place where the misconduct occurred as well as the convenience of the witnesses/ PO etc. Video Conferencing should be

utilized to the maximum extent possible to minimize travel undertaken by the IO/PO/CO. The inquiry through the aide of video conferencing shall be done in accordance with the regulations notified vide letter no .E(D&A) 2020 RG6-6 dated 29.05.2024 for conducting disciplinary inquiry through video conferencing.

B4. The Inquiry Officer shall undertake travel for conducting inquiry (in unavoidable circumstances) with the approval of the Disciplinary Authority/ Nominated Authority*.

B5. Before the payment is received by the Inquiry Officer/Presenting Officer, whether serving or retired, it will be the responsibility of IO/PO to ensure that:

a. All case records and inquiry report (two ink signed copies) properly documented and arranged is handed over to the office of Disciplinary Authority.

b. The report returns findings on each of the Articles of Charge, which has been enquired into, should specifically deal and address each of the procedural objections, if any, raised by the charged officers as per the extant rules and instructions.

c. There should not be any ambiguity in the inquiry report and therefore every care should be taken to ensure that all procedures for conducting departmental inquiries have been followed in accordance with the relevant rules/instructions of disciplinary and appeal Rules to which the delinquent Government officials are governed.

B6. The Inquiry Officer will be eligible for the amount of honorarium/ other allowances as specified only in case of those report that are complete in all respects.

(i) The date of receipt of report with due acknowledgement will be taken as deemed date of completion of inquiry for the purpose of calculating the number of days taken to complete the inquiry provided that the inquiry report is complete in all respects. The completeness of the inquiry report is to be checked by the Personnel Branch/Branch dealing with the concerned D&AR case.

(ii) Instances have come to notice that in some cases, the Disciplinary Authority/ Nominated Authority* may require the Inquiry Officer to carry out further re-inquiry or fresh inquiry on some charges. For this, while submitting the Inquiry Report to the Disciplinary Authority/ Nominated Authority*, an undertaking may be given to the DA by the Inquiry Officer that he shall carry out the subsequent directions of the DA to carry out further inquiry, if any, in terms of Rule 10 of the RS(D&A) Rules, 1968.

B7. Payment of Honorarium to Inquiry Officers shall be made by the Zonal Railways in accordance with Board's letter No. 2012/V-1/DAR/6/1 dated 11.12.2012.

B8. In the case, where serving officers are appointed as IO/PO, the controlling department or the administrative department should make all efforts to relieve the IO/PO of his normal duties to enable him/her to complete the proceedings expeditiously.

* Nominated Authority means the Authority nominated by the President or by the Railway Board for conducting the Departmental Inquiry.