**GOVERNMENT OF INDIA**
**MINISTRY OF RAILWAYS**
**(Railway Board)**

RBE No. 45 /2007

No. PC-III/ 2004 / CRC / 1 (Pt 1) Dt. 22-03-2007

The General Managers and CAOs (R),
All Indian Railways / PUs etc.
(As per mailing list)

Sub: Introduction of the category of Senior Permanent Way Supervisor

The issue of effecting rationalized manpower planning for staff engaged in track maintenance on the Indian Railways and related matters such as the level of skill / technical know-how expected from such staff and changes in the existing AVCs / methods of their recruitment in the light of mechanisation of track maintenance / technological improvements have been under consideration of the Ministry of Railways for quite some time. The review had become additionally justified especially after progressive implementation of the Corporate Safety Plan ( 2003-2013) of Indian Railways, prepared in pursuance of the recommendations of Railway Safety Review Committee (RSRC - 1998).

2. After undertaking a comprehensive exercise involving detailed deliberations on the different aspects of the issue and after duly consulting the recognized federations, Ministry of Railways have decided with the approval of President to phase out the existing category of Track Supervisor ( erstwhile P.W. Mistries / Supervisors Permanent Way) in scale Rs. 4500-7000 ( + Rs.100/-S.A. applicable to those appointed prior to 1.11.03) and introduce the category of Sr. Permanent Way Supervisor in scale Rs.5000-8000, subject to the following terms and conditions :-

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| **Date of effect** | (1) | These orders are effective from the date of issue of these instructions and would be applicable to the sanctioned cadre strength of the Track Supervisors ( erstwhile P.W. Mistries / Supervisors Permanent Way) on the above date. The sanctioned cadre strength of the new category of Sr. P. Way Supervisors would be fixed by the individual Railways after providing matching savings as provided in these orders. However, the total number of sanctioned posts in the new category should not exceed the present sanctioned strength of Track Supervisors ( erstwhile P.W. Mistries / Supervisors Permanent Way). |
| **Applicability** | (2) | These orders will be applicable to regular cadres (excluding surplus & supernumerary posts) of the |

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| | | open line establishments and will not be applicable to ex-cadre & work charged posts. |
| **Procedure for fitment of existing staff in the new category** | (3) | As a one time exception, existing regular incumbents of the posts of Track Supervisor (erstwhile P.W. Mistries / Supervisors Permanent Way) would be absorbed in the category of Sr. P. Way Supervisor through promotion through modified selection procedure which will be based only on scrutiny of service records and confidential reports without holding any written or viva-voce tests. The selection Board would consider the claims / suitability of eligible staff one by one in order of their seniority. The Track Supervisors (erstwhile P.W. Mistries / Supervisors Permanent Way) who do not get absorbed ( promoted ) as Sr. P.W. Supervisor shall continue to hold post / scale of Track Supervisor as personal to them. To this extent, the newly created posts of Sr. P.W. Supervisor will be operated as the posts of Track Supervisors ( erstwhile P.W. Mistries / Supervisors Permanent Way) till the existing incumbents vacate the same by way of promotion, retirement etc. On vacation of these posts, the same shall automatically be operated as the posts of Sr. P.W. Supervisors. |
| | (3.1) | For the above purpose the condition regarding minimum residency period prescribed by the Railway Board for promotion within Group 'C' safety categories on the Railways will have to be fulfilled. Those Track Supervisors (erstwhile P.W. Mistries / Supervisors Permanent Way) who do not have the prescribed minimum service would not be absorbed ( through promotion ) in the new category till they acquire such service. |
| | (3.2) | Such selections through direct recruitment by Railway Recruitment Boards where notification(s) has / have not been issued by RRBs shall henceforth be abandoned. Ongoing selections etc. for filling up the posts of Track Supervisors (erstwhile P.W. Mistries / Supervisors Permanent Way) against LDCE / seniority-cum-suitability quota, which have not been finalized till the date of issue of these orders should also be cancelled / abandoned. |
| **Refusal of** | (4) | Such of the staff as had refused promotion before |

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| **promotion** | | issue of these orders and stand debarred for promotion may be considered for promotion, in relaxation of the extant provisions as a one time exception, if they indicate in writing that they are willing to be considered for absorption / promotion against the newly created superior category as on the date of effect. |
| | (5) | Extant instructions for D&A / Vigilance clearance will be applicable for effecting promotion under these orders with reference to the date of effect as mentioned above. |
| **Pay Fixation** | (6) | The staff placed in the new category will draw pay of the superior category from the date of effect as mentioned at (1) above. On absorption / promotion as Sr. P. Way Supervisor, pay of the staff would be fixed under Rule 1313 (FR 22) (I) (a)(1) R-II (erstwhile FR 22C) with the usual option for pay fixation as per extant rules. |
| | (6.1) | Employees who are otherwise eligible but retire / resign in between the period from the date of issue of these orders to the date of actual implementation of these orders will be entitled to the fixation benefits and arrears under these orders from the date of issue of these orders. |
| **Provision of Reservation** | (7) | Extant policy with regard to reservation of SC/ST will be followed. |
| **Duties & responsibilities and training of those absorbed in the new category** | (8) | The staff so absorbed / promoted against newly created posts would be under obligation to shoulder existing duties of Supervisors P. Way as well as the additional / new duties as entrusted to them by the Railway administration keeping in view the changing needs / methods of track maintenance/ technological improvements / mechanised track maintenance and to undergo necessary training in this regard. Detailed instructions in this regard would be issued by this Ministry (Civil Engineering Directorate) separately. |
| **Eligibility norms for future appointment to the category** | (9) | Instructions regarding eligibility qualifications / norms for future promotion and direct recruitment to the newly created category would be separately issued by the Establishment directorate. |

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| **Chain of command in the revised set up** | (10) | There would be no change in the existing chain of command. The Sr. P. Way Supervisors would work under Junior Engineers Gr. II as per the existing practice relating to Supervisors P. Way and would seek further promotion to J. E. Gr.-II. However, on such promotion as J. E. Gr. II, staff would be eligible for benefit of pay fixation under Rule 1313 FR22 (I)(a)(1) R-II. |
| **Matching saving** | (11) | The entire exercise would be self-financing and expenditure neutral. Financial implications would be worked out taking into account the mid points of the scales of pay of the respective posts (mean of the minimum and maximum of the scales), number of posts in the existing and revised set up. After working out the financial implications, the matching savings should be effected by surrender of existing posts of Track Supervisors and other additional live posts to the extent required, which may be identified by the Civil Engineering Department of the Railways. |

3. The exercise as above has been undertaken keeping in view the compelling factors relating to the category of Track Supervisors / Pmt. Way Supervisors and therefore it would not be cited as a reason or precedent for change of staffing norms of any other categories.

4. This issues in consultation with the Civil Engineering & Establishment directorates and with concurrence of the Finance Directorate of this Ministry.

5. The receipt of this letter may please be acknowledged.

(Chander Parkash)
Jt. Director, Estt. (P & A)
Railway Board

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Dt. 22-03-2007

Copy (with 40 spares) forwarded to Deputy Comptroller & Auditor General of India (Railways), New Delhi.

for Financial Commissioner, Railways