Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(RAILWAY BOARD)

No.2015/E&R/3(1)/1 New Delhi, Dt.03.09.2015

The General Managers,
All Indian Railways & others.

Sub: Yardsticks for gazetted staff in Construction Projects for the year 2015-16

Ref: Board's letter No. 2013/E&R/3/1(1) dated 29.08.2013

Yardsticks for Gazetted staff in Construction Projects for the year 2015-16 have been examined.

2. Ministry of Railways (Railway Board) have decided that the yardsticks for operation of work charged posts of gazetted staff in construction projects for the year 2015-16 shall be as follows:-

Yardsticks for the year 2015-16 (Fig. in Crore of Rs.)					
Post	Civil	Electrical including RE	S&T	Accounts	Stores
1	2	3	4	5	6
SAG	96.03	50.36	48.07	304.49	330.53
JAG	38.41	20.14	19.23	209.00	132.18
SS	14.41	7.55	7.22	61.14	46.92
JS/Gr. 'B'	9.59	5.04	4.80	48.05	

2.1. Yardsticks for HAG posts for Civil and Accounts departments for 2015-16 will be Rs. 453 crores and Rs. 1140 crores respectively. For HAG posts of other departments, no separate yardsticks are being prescribed. The existing practice of operation of one post in HAG out of three or more admissible posts of SAG will continue.

2.2 Yardstick for operating the post of CPM in RE Projects for the year 2015-16 shall be Rs. 93 Crores.

3. In case of BOT/BOLT Projects, for determining SA grade and JA Grade posts, 100% of the likely outlay during the year in the Project may be taken into account. For posts in Jr. Scale and Sr. Scale, 50% of the outlay may be taken into account. Operation of the posts should be strictly need based. All other conditions in Board's letter no. F(E)I/95/Misc./Yardstick/5 dated 13.10.95 will remain unchanged for BOLT/BOT Schemes.

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4. The yardsticks indicated above are in terms of the annual gross outlay for all the departments except for Stores Department. In case of Stores Department, the yardsticks are in terms of the Weighted Annual Outlay :-

Weighted outlay for Stores Deptt. (Con.) of a Railway

= (Outlay for M&P - Cost of M&P procured through COFMOW)

+ (Outlay for S&T, Electrical & RE - Cost of materials procured by S&T, Electrical and RE Deptts.)

+ 0.6 x (Outlay for Civil Engineering Deptt. - Cost of track materials etc. procured by Civil Engg. Deptt.)

5. Ratio of JS/SS posts:

(a) In departments other than Accounts, total number of Senior Scale and Junior Scale posts will be determined by taking these posts together and not separately.

(b) In case of Civil, Electrical & S&T departments, the ratio of posts of SS to JS normally should be 1: 2 which can be relaxed upto maximum limit of 1:1 depending upon the discretion of the GMs. Hence the formula to calculate these posts shall be as follows:-

No. of SS Posts x Yardstick for SS + No. of JS Posts x Yardstick for JS

= Total outlay

(c) In case of Stores Department, the ratio of SS to JS posts will be 1:2.

6. For all works, the expenditure likely to be incurred during the year should be considered for working out the required work charged establishment. Mere availability of outlay should not be the only basis for such a calculation.

7. As regards the projects where work has to be taken up on the basis of matching contribution from the state government like ROBs, RUBs, MTP etc., outlay on only such works where formal firm commitment of acceptance of the works and the contribution has been confirmed, should be taken into account.

8. Railways should not take into account outlays for the works which stand transferred to MRVC/RVNL/RailTel. Only in cases where execution of a work or part thereof vests with the zonal railways, should the commensurate outlay be added for working out the number of admissible posts.

9. In case of Deposit works, outlays are only to be reckoned provided the money has actually been received and only to the extent of the expenditure likely to take place up to 31.03.16. However in some cases where the state Govt. or the agency may have given commitment even if the actual deposit is less, merits of such cases may be considered.

10. In case of 'turn-key' projects, 25% of the outlay should be taken for determining the admissible work charged posts. However, as a dispensation for J&K turn key projects in view of special circumstances, 50% of the outlay

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for SAG/JAG and 25% of outlay for SS/JS posts should be taken, subject to the condition that this provision should not result in additional SAG posts than existing at present i.e. on 30.6.2015 in the project.

11. Operation of work charged posts against Open Line works/ individual posts should be undertaken subject to availability of plan outlay in the year, with the proviso that not more than 50% of the outlay should be utilized for operation of posts, in any year.

12. Operation of posts in survey organization should also be linked to outlay and yardsticks for respective departments as stipulated in para 2.

13. The yardsticks may not be applied separately to individual projects, some of which may be more complex and intensive supervision oriented than others, but if necessary, the same may be made applicable to a basket of projects for a railway or a unit as a whole. It will be the responsibility of GM/PHOD to post and distribute the work taking such factors into account to ensure quality level of planning and supervision for individual works.

14. All projects would be governed by these yardsticks. Any earlier dispensation stands withdrawn.

15. Overall expenditure on work charged establishment should be within the D&G charges as advised vide Board's letters No. 2009/E&R/400/2 dated 2.2.2011 and 08.11.2011. Even in projects where Project Management Consultants (PMCs) are engaged, the cost of PMC contract and the departmental manpower taken together should be within the stipulated D&G Charges.

16. After working out the admissible number of posts as per revised yardsticks & guidelines as above, a further cut of 10% is to be applied on the no. of gazetted posts as a measure of economy.

17. No new work charged posts should be created for the year 2015-16.

18. If any unit is unable to sustain the existing work charged establishment to an adequate level, a suitable reference can be made for consideration of the Board, justifying the no. of posts proposed to be operated, along with a certificate that the total expenditure on work charged establishment shall be contained within the prescribed D&G charges.

19. This supersedes all earlier orders in this regard.

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

21. Hindi version will follow.

(Nikhil Pandey)
Executive Director (E&R)
Railway Board

No. 2015/E&R/3(1)/1 New Delhi, dt. 03.09.2015

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2. Dy. Comptroller and Auditor General of India (Rlys), Room No.222, Rail Bhavan.

for Financial Commissioner/Railways

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New Delhi, dt. 03 .09.2015

Copy to FA & CAOs, All Indian Railways.

(Nikhil Pandey)
Executive Director (E&R)
Railway Board

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