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

S.No.PC-V/118
No.PC-V/97/I/11/7

RBE No.222/98
New Delhi, dated 28-09-1998

The General Manager/OSDs/CAOs
All Indian Railways & Production Units
(As per mailing list)

Sub:Implementation of V CPC's recommendations regarding pay scales for Khalasis in Diesel/Electric Loco/EMU sheds.

The recommendation of the Fifth Central Pay Commission, contained in para 54.23 of their Report, on the subject of recruitment of candidates with Apprenticeship pass / Matriculation with ITI as desirable qualification in Diesel Electric/EMU sheds in the grade Rs.950-1500 (Rs. 3050-4590) has been under consideration of the Board. After examining all aspects, the Ministry of Railways, with the approval of the President, have decided as follows.

2. In terms of Railway Board's letter No. E(NG)II/95/RR-1/8 dated 19-9-1995, the minimum qualification for direct recruitment to the posts of Artisan Khalasis in Diesel/Electric Loco/EMU maintenance trades is matriculation / Apprenticeship pass under Apprentices Act in relevant trades/Diploma in Electrical / Mechanical / Electronic Engineering, with ITI pass in relevant trade being an additional desirable qualification in the case of matriculates. These Group 'D' posts are distributed in the ratio of 20% in grade Rs.750-940 (2550-3200) and 80% in the grade Rs.800-1150 (2650-4000) respectively. While 50% of the posts in these two grades as on 1.9.98 will be placed in the grade of Rs.950-1500 (Rs.3050-4590), 10% of the posts in these two grades as on 1.9.98, will be surrendered in the grade of Rs.750-940. Accordingly, the revised percentage distribution of the Group 'D' posts existing on 1.9.98 in the Diesel/Electric Loco/EMU maintenance trades will be as indicated below:

S. No.	Scale	Existing percentage	Revised percentage
1	Rs.950-1500/Rs.3050-4590	NIL	50
2	Rs.800-1150/Rs.2650-4000	80	30
3	Rs.750-940/Rs.2550-3200	20	10
4	To be Surrendered		10

3. The posts in the grade Rs. 750-940 (Rs. 2550-3200) to the extent lying vacant, shall stand surrendered with immediate effect and the balance in due course as per serial number 4 in the table above. These balance posts shall not be adjusted

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against any additional creation and have to be surrendered in due course. The posts surrendered shall not be credited to the surplus staff bank and cannot be used as matching surrender for creation of additional posts.

4. The additional posts in grade Rs. 3050-4590 in terms of these orders will be added to the skilled grade of Rs. 950-1500 (Rs. 3050-4590). However, there will be no consequent increase in the number of posts in the grades higher than Rs. 3050-4590. In other words, the skilled Artisan cadre will not get automatically restructured in accordance with the prescribed percentages with enlarged base in the grade Rs. 3050-4590.

5. In pursuance to the above changes, the revised methodology for filling up the posts of skilled Artisans in grade Rs. 3050-4590 in diesel/electric/EMU maintenance trades will be as under:

(i) 60% by direct recruitment from successful course completed Act Apprentices, ITI pass candidates and matriculates from the open market.

(ii) 20% from serving semi-skilled and unskilled staff with three years of regular service with educational qualification as laid down in the Apprentice Act; as outlined in Railway Board's letter No. E(NG)I/96/PM7/56 dated 2-2-1998; and

(iii) 20% by promotion of staff in the lower grade as per prescribed procedure.

6. With a view to give the benefit of the grade Rs. 3050-4590 to the existing staff with the prescribed qualification stated in para 5(i) above in a reasonable time, the following procedure of filling up the posts in grade Rs. 3050-4590 is laid down for the present:

(i) The additional posts in the grade Rs. 3050-4590 becoming available in terms of these orders will be filled up by the employees possessing the prescribed qualification indicated in para 5(i) above and who are on roll as on 1-9-1998, on passing the prescribed trade test.

(ii) The 60% vacancies earmarked for direct recruitment which accrue from 2-9-1998 onwards may be filled up from serving employees on roll as on 1-9-1998 and who possess the prescribed qualifications as in para 5(i) above as outlined in Railway Board's letter No. E(NG)I/96/PM7/56 dated 2.2.1998 for a period upto 31.8.2002 or till such time as no such employees eligible as on 1.9.98, remains awaiting placement in the grade, whichever is earlier.

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7. With the coming into effect of the revised procedure for filling up posts in the grade Rs. 3050-4590, direct recruitment in the grade Rs. 2550-3200 will be from amongst persons with 8th class pass qualification. The posts in the grade Rs. 2650-4000 will continue to be filled from amongst staff in grade Rs. 2550-3200 as per the existing procedure.

8. The number of posts to be operated in the scales of pay indicated in para 2 above will be with reference to the sanctioned cadre strength as on 1st Sept.1998.

9. Applicability to various Cadres

(i) These orders will be applicable only to staff working in the regular Group 'D' cadres of Diesel/Electric loco/EMU maintenance trades. The posts of rest givers and leave reserves will also be taken into account .

(ii) These orders will not be applicable to work charged posts which will continue to be based on worth of charge.

10. Pay Fixation

Staff selected and posted against the higher grade posts as a result of introduction of the higher scale will have their pay fixed under Rule 1313 (R-II)(FR-22-I(a)1) with the usual option for pay fixation as per extant instructions.

11. Basic functions, duties and responsibilities

Since the posts in the grade Rs. 3050-4590 are being created, *inter alia*, on functional considerations, the staff posted against these posts should be assigned duties of higher importance. Consequently, the basic functions, duties and responsibilities to be attached to the new posts will be decided by the concerned cadre controlling authorities and will include items of work currently being performed by such staff. The eligible staff will be placed in the grade Rs. 3050-4590 only after successfully undergoing the procedure indicated in para 6 above.

12. Provision of Reservation

The existing instructions with regard to reservation will apply while filling up posts in the new grades.

DRA/KHALSID

S.No. PC-V/97/I/11/7 ✓ Dt. 28-9-98.

13. Kindly acknowledge receipt.

14. Hindi version will follow.

(NEERA KHUNTIA)
Director Pay Commission
Railway Board.

No.PC-V/97/I/11/7 New Delhi, dated 28-9-1998

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S.No. PC-V/97/18. Dt. 28-9-98.

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No.PC-V/97/I/11/7 New Delhi, dated 28-9-1998

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