GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(RAILWAY BOARD)

S.No.PC-V/74 R.B.E.No.99/98
No.PC-V/98/I/11/18(B) New Delhi, Dated 10.5.98

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

Sub :Pay scales for employees of canteens (statutory and recognised non-statutory) in the Railways and Production Units etc.

1. The revised pay scales corresponding to various IV Central Pay Commission pay scales were notified vide GSR No. 584-E dated 8-10-1997. It is expected that the staff referred to above have already been granted the revised pay scales notified therein. The matter of allotment of appropriate pay scales in reference to specific recommendations of the Fifth Central Pay Commission for staff working in Railway Canteens has been under consideration of the Board. The matter has been carefully considered and the Ministry of Railways, with the approval of President, have decided to introduce the pay structure as indicated in the Annexure to this letter. While, implementing these orders the following instructions should be strictly and carefully adhered to:

(a) The overall cadre structure, recruitment qualifications, channels of promotion etc. in the Railway Canteens will continue to be on the lines indicated vide Railway Board's letter No. E(NG)-II/90/RR-1/12 dated 27-5-1992, except in matters specifically commented upon in the following paragraphs.

(b) The cadre of Canteen staff shall henceforth consist of three groups, as indicated in the Annexure to this letter. The pay scales existing under IV CPC structure, the replacement scales, the equivalent revised scales and percentage distribution of posts in various grades shall be as indicated in the Annexure.

Date of effect

(c). The number of posts to be operated in the scales, as indicated in the Annexure, will be with reference to the sanctioned cadre strength as on the date of issue of these orders. Consequently, staff who are placed in scales higher than the scales allotted to them under Notification dated 8-10-1997 referred to above as a result of implementation of these orders, will draw pay in the respective higher grade with effect from the date of issue of these orders.

Applicability to various Cadres

(d). These orders will be applicable to regular cadres of canteen employees in Open Line Establishments including Workshops and Production Units etc. and will include posts of rest givers and leave reserves.

(e) These orders will not be applicable to ex-cadre and work charged posts which will continue to be based on worth of charge.

(f) These instructions will also not be applicable to Construction Units and Projects.

Pay Fixation

(g). Staff selected and posted against the higher grade posts becoming available in the course of implementation of these orders, 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.

Classification and filling up of the vacancies

(h). The classification of the posts and the related issues have been mentioned in the Annexure attached.

Minimum years of Service for promotion to new grade

(i). The normal minimum eligibility condition of 2 years service in the immediate lower grade, will apply as usual.

Basic functions, duties and responsibilities

(j). In the case of certain posts higher scales are being allotted on functional considerations. Such posts should be pin-pointed and should include duties of higher importance. The benefit will become admissible to only the selected staff and that too after they move to the pin-pointed posts.

Cases of Posts Already in Existence

(k). If any of the scales now being introduced are already existing on any of the Railway/Production Unit, the posts in the same will be adjusted in the cadre structure to be now brought into force as per the revised percentages mentioned herein and total number of posts should not exceed the number of posts as mentioned herein. If prior to issue of this letter, the number of posts existing in any grade in any particular group exceeds the number admissible in terms of the revised percentages, the excess may be allowed to continue to be phased out progressively with the vacation of the posts by the existing incumbents.

Provision of Reservation

(l). The existing instructions with regard to reservation of SC/ST will continue to apply while filling up posts in the new grades.

Refusal of promotion

(m). Such of the staff as had refused promotion before issue of these orders and stand debarred for promotion may be considered for promotion in relaxation of the extant orders as a one time exception, if they indicate in writing that they are willing to be considered for such promotion against the vacancies arising out of the implementation of these orders. This relaxation will not be applicable to the vacancies arising after the date of issue of these orders.

2. Kindly acknowledge receipt. Hindi version will follow.

(Neera Khuntia)
Director Pay Commission
Railway Board

PC-V/98/I/11/18(B) **New Delhi, dated 10.5.98**

Copy (with 40 spares) forwarded to ADAI (Railways), New Delhi.

for Financial Commissioner, Railways

Copy forwarded to :-

1. The GM N.F. Railway (Const.), CAOs, Southern Railway (Const.) and Central Railway(Const.)
2. The FA & CAOs, All Indian Railways, Production Units, N.F. Railway (Const.) and Southern Railway (Const.)
3. The Director General, RDSO/Lucknow
4. The General Manager and FA & CAO, Metro Railway/Calcutta
5. The General Manager and FA & CAO, COFMOW/New Delhi
6. The General Manager and FA & CAO, CORE/Allahabad
7. The Principal, Railway Staff College/Vadodara
8. The CAO (Const.), MTP(R)/Mumbai
9. The CAO (Const.), MTP(R)/Chennai
10. The Director, CAMTECH/Gwalior-474020
11. The Director, IRICEN/Pune, IRIEEN/Nasik Road, IRIMEE/Jamalpur, IRISET/Secunderabad
12. The Managing Director, RITES, IRCON, IRFC, CONCOR of India Limited, Executive Director, CRIS
13. The Chairman and Managing Director, KRC Limited/New Delhi.
14. Office of the Chief Project Administrator (Telecom), Indian Railway Central Organisation for Telecom (IRCOT) Consultancy, Shivaji Bridge/New Delhi
15. The Director (Movement), Railways/Calcutta
16. The Joint Director(Finance), RDSO, Lucknow
17. The Joint Director, Mil Rail, Ministry of Defence
18. The Joint Director, Iron & Steel, 3, Koila Ghat Street/Calcutta
19. Chief Mining Advisor, Ministry of Railways, Dhanbad, Bihar
20. The Chairman, RCC, Lok Sabha Secretariat/New Delhi
21. The Chairman, RCT/Delhi
22. The Chairman, RRT/Chennai

S.N. -PC-2/79, dt - 10-5-98.

Annexure

Canteen Staff:

GROUP I

S.No	Existing Categories	Revised Designations	New scale	Equivalent revised scale	Percentage distribution
1.	**Safaiwala, Cleaner, Wash Boy, Watchman, Tea/Coffee maker, Vendor Gr.III Kitchen Asstt Gr.II**	**Safaiwala, Cleaner, Wash Boy, Watchman, Tea/Coffee maker, Vendor Gr.III Kitchen Asstt Gr.II**	750-940	2550-3200	40%
2.	**Bearer Gr.II, Vendor Gr.II, Kitchen Asstt. Gr.II, Salesman Gr.II**	**Bearer Gr.II, Vendor Gr.II, Kitchen Asstt. Gr.II, Salesman Gr.II**	775-1025	2610-3540	40%
3.	**Vendor Gr.I**	**Vendor Gr.I**	800-1150	2650-4000	12%
4.	**Salesman Gr.I**	**Salesman Gr.I**	825-1200	2750-4400	8%

GROUP II

S.No	Existing Categories	Revised designations	New scale	Equivalent revised scale	%age distri-bution	Remarks
1.	**Asst Cook Gd-III,** **Asst Halwai Gd-II, Asst Cook Gd-II,** **Assistant Cook Gr.I**	Asstt. Cooks, Asstt Halwai Gd-II.	800-1150	2650-4000	23%	The existing posts of Asstt Cooks in various grades and Asst Halwai Gd-II are to be given a common revised scale of Rs. 2650-4000 and 50% of posts in this grade to be filled by direct recruitment. Recruitment qualifications etc. remain unchanged
2.	**Cook Gd-II, Asst Halwai Gr-I**	**Cook Gd-II, Asst Halwai Gr-I**	825-1200	2750-4400	7%	
3.	**Cook Gd-I, Halwai Gd-II** **Halwai Gd-I**	**Cook Gd-I, Halwai Gd-II** **Halwai Gd-I**	950-1500 975-1540	3050-4590 3200-4900	35%	

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S No. PC-V/74, dtd. 10.5.98.

Annexure (C)

S.No	Existing Categories	Revised designations	New scale	Equivalent revised scale	%age distri-bution	Remarks
4.	**Senior Cook**	**Senior Cook**	1320 - 2040	4000-6000	30%	
5.		**Master Cook (New scale)**	**1400 - 2300**	**4500-7000**	**5%**	Non Selection

GROUP III

S.No	Existing Categories	Revised Designations	New scale	Equivalent revised scale	Percentage distribution	Remarks
1.	Stores Keeper Gd-II, Jr Clerk, Asst Manager Gr.II	Stores Keeper Gd-II, Jr Clerk, Asst Manager Gr.II	825-1200	2750-4400	20%	
2.	Clerk, Cashier, Asst Manager Gr.I	Clerk, Cashier, Asst Manager Gr.I	950-1500	3050-4590	20%	
3.	Stores Keeper Gd-I, Accountant, Manager Gd-III	Stores Keeper Gd-I, Accountant, Manager Gd-III	975-1540	3200-4900	20%	
4.	Manager-II Manager-I Sr. Manager	Manager-II Manager-I Sr. Manager	1320-2040 1600-2660	4000-6000 5000-8000	25% 10%	
5.		**Hd. Manager (New scale)**	**1640-2900**	**5500-9000**	**5%**	**Non Selection**

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