भारत सरकार/GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

RBE No. ३०३ / 2004

No. PC-III/2000/CRC/1 (RPF/RPSF)

New Delhi, dated 15.09.2004

The General Managers,
All Indian Railways
& Production Units
(As per mailing list)

Sub. : Restructuring of Group 'C' & 'D' cadres of RPF/RPSF.

Please refer to this Ministry's letter of even No. dt. 19.11.2003 regarding restructuring of Group 'C' & 'D' (combatised and non-combatised) staff of RPF / RPSF. As the matter was under further review, Chief Security Commissioners of all the Railways & RPSF were advised vide Security Directorate control message dt. 19.03.04 to defer selections to all categories of RPF / RPSF till further orders. As a result of review undertaken keeping in view the additional responsibilities entrusted on RPF/ RPSF consequent upon enforcement of the Railways (Second Amendment) Act, 2003 and the Railway Protection Force (Amendment) Act, 2003, it has been decided with the approval of the President that in supersession of orders contained in this Ministry's letter dt. 19.11.2003 ibid, the cadres of Group 'C' & 'D' staff of Railway Protection Force and Railway Protection Special Force (both combatised and non-combatised), should be restructured on each Railway/ Battalion of RPSF as indicated in the Annexures to this letter, in accordance with the percentages indicated therein. While implementing these orders the following detailed instructions should be strictly and carefully adhered to :

Date of effect

1. **(a) The date of effect for restructuring in respect of Artisan and Ancillary categories of RPF/RPSF (non-combatised) will be 01.11.2003; and**

   (b) The date of effect for restructuring in respect of combatised staff of RPF/RPSF will be 01.07.2004.

1.1 This restructuring of cadres will be with reference to the sanctioned cadre strength as on the respective date of effect as indicated above. The staff who will be placed in higher grades as a result of implementation of these orders will also draw pay in higher grades from the respective date of effect.

Pay Fixation (Rule 1313 (FR 22)-RII)

2. Staff selected and posted against the additional higher grade posts as a result of restructuring will have their pay fixed under Rule 1313 (FR-22)(I)(a)(1)R-II from the date of effect with the usual option for pay fixation as per extant rules. The benefit of fixation of pay from the date of effect should also be given on promotion against chain/resultant vacancies, if the same would arise purely due to the restructuring.

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Existing classification and filling up of the vacancies

3. The existing classification of the posts covered by these orders as 'selection' and 'non-selection', as the case may be, remains unchanged. However, for the purpose of implementation of these orders the existing selection procedure will stand modified to the extent that the selection will be based only on scrutiny of service records and confidential reports without holding any written / viva-voce/ physical test. In this procedure, the selection Board is supposed to consider the claims of the eligible staff one by one in order of their seniority. It will scrutinise the service records and confidential reports of staff beyond the number equal to the number of posts calculated in terms of para 3.1 below only to the extent the number of staff is found unsuitable for promotion. Further while implementing the restructuring on the basis of the above procedure, instructions contained in Board's letter No. E(NG)I-92/CR/3 dt. 08.10.93 should be kept in view. Naturally under this procedure the categorization as 'outstanding' will not figure in the panels. This modified selection procedure has been decided upon by the Ministry of Railways as a one time exception by special dispensation, in view of the numbers involved, with the objective of expediting the implementation of these orders. In the case of Artisan staff, the benefit of restructuring under these orders will be extended on passing the requisite Trade Test.

3.1 Normal vacancies existing on the date of effect viz. 01.11.03 (in respect of non-combatised staff) or 01.07.2004 (in respect of combatised staff), except direct recruitment quota, and those arising on that date from this cadre restructuring including chain / resultant vacancies should be filled in the following sequence :

(i) From panels approved on or before 19.03.2004 (in respect of non-combatised staff) or 01.07.04 (in respect of combatised staff) and current on that date ;

(ii) and the balance in the manner indicated in para 3 above.

3.2 Such selections which have not been finalised by 19.03.2004 (in respect of non-combatised staff) and 01.07.04 (in respect of combatised staff) should be cancelled / abandoned.

3.3 All vacancies arising from the date following the date of effect (viz. 02.11.03 in respect of non-combatised staff and 02.07.04 in respect of combatised staff) will be filled by normal selection procedure.

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3.4 All vacancies arising out of the restructuring (including chain vacancies arising out of restructuring) should be filled up by senior employees who should be given benefit of the promotion from the respective date of effect whereas for the normal vacancies existing on the date of effect junior employees should be posted by modified selection procedure but they will get promotion and higher pay from the date of taking over the posts as per normal rules. Thus the special benefit of the promotion from the date of effect (viz. 01.11.03 in respect of non-combatised staff and 01.07.2004 in respect of combatised staff) is available only for vacancies arising out of restructuring (including chain vacancies arising out of restructuring) and for other vacancies the normal rules of prospective promotion from the date of filling up of vacancy will apply.

3.5 In cases where percentages have been reduced in lower grade and no new post becomes available as a result of restructuring, the existing vacancies already available on the respective date of effect should be filled up by the normal selection procedure.

3.6 Employees who retire/resign in between the period from the respective date of effect (viz. 01.11.03 in respect of non-combatised staff and 01.07.2004 in respect of combatised staff) to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders from the date of effect.

3.7 It is also clarified that the panels approved till 19.03.2004 and current on above date are to be operated to cover only the already existing vacancies of non-combatised categories (except DR quota) as on 01.11.2003 as per Para 3.1 (i) above and the remaining existing vacancies (except DR quota) and those arising out of restructuring (including chain / resultant vacancies) should be filled up as per para 3.1 (ii) above. In this connection the clarification contained in Board's letter No. PC III/2004/CRC/3 dt. 03.06.2004 may also be kept in view.

4. Extant instructions for D&A / Vigilance clearance will be applicable for effecting promotions under these orders with reference to the respective crucial dates (viz. 01.11.2003 in respect of non-combatised staff and 01.07.2004 in respect of combatised staff).

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Minimum years of service in each grade

5. While implementing the restructuring orders, instructions regarding minimum period of service for promotion issued from time to time should be followed. In other words, residency period prescribed for promotions to various categories should not be relaxed.

Basic functions, duties and responsibilities

6. Since the cadres as detailed in the annexures to this letter are being restructured on functional, operational and administrative considerations, the posts being placed in higher scales of pay as a result of restructuring should include the duties and responsibilities of greater importance.

Adjustment of excess number of posts

7. If prior to issue of these instructions number of posts existing in any grade in any particular cadre exceeds the number admissible on the revised percentages, excess posts on the Zonal Railway in such grade, should be set-off against admissible posts on other Railways in the same grade.

Inspector –I & Inspector-II

8. While the restructuring in the rank of Inspector-I & Inspector-II should be effected taking into account the total sanctioned strength of Inspector-I & Inspector-II, the special pay of Rs. 200/- attached to the posts of Inspector-I shall remain attached only to the posts of Inspector Gr.-I.

Provision of reservation

9. The existing instructions with regard to reservation of SC / ST wherever applicable will continue to apply.

Direct recruitment percentages.

10. Direct recruitment percentages will not be applicable to the additional posts arising out of these restructuring orders as on the date of effect. The direct recruitment percentage will apply for normal vacancies arising after the date of effect. Also the direct recruitment quota as existing prior to the date of effect in certain categories will continue to be maintained.

Pin pointing of posts

11. Action should be taken to pinpoint the additional higher grade posts arising out of this restructuring as per the administrative requirements. This should be done in consultation with the Chief Security Commissioners of the Zonal Railways. However, in those cases where due to pin-pointing of posts staff is required to join duties in the upgraded posts at a different station, such staff may be allowed the benefit of upgradation / promotion on "as is where is basis" for the time being and allowed to join the pin-pointed post at the new station within six months time from the date of issue of promotion order, subject to the satisfaction of Chief Security Commissioner on merit in each case.

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Matching Savings

12. Entire scheme of restructuring is to be a self-financing and expenditure neutral proposition. Financial implications should be worked out taking into account the mid points of the scales of pay of the respective posts (mean of the minima & maxima of the scale), existing number of posts and revised number of posts in the grade on the basis of the revised percentage distribution of posts. After working out the financial implications, the matching savings should be effected from the category of Head Constable, scale Rs. 3200-4900. It is to be noted that **before restructuring the cadre as per the revised percentage distribution of posts, matching savings will have to be ensured.** While effecting surrender of posts of equivalent financial value, the existing vacant posts available in the category of Head Constable, on the date on which the restructuring is effected (viz. 01.11.2003 in respect of non-combatised staff and 01.07.2004 in respect of combatised staff) should be considered for the purpose of off-setting the cost of restructuring/financial effects of restructuring. Board desire that the General managers should ensure that the restructuring is implemented expeditiously with matching savings without any exception and difficulty. There would be no restructuring without matching savings by surrender of posts.

12.1 Percentage distribution as per this order is to be based upon the sanctioned cadre strength as on 01.11.2003 (in respect of non-combatised staff) or 01.07.2004 (in respect of combatised staff). Surrenders are to be effected on this sanctioned strength and the resulting imbalance/variation in the cadre is to be reviewed at the time of the next annual cadre review.

Re-organisation of Zonal Railways/Divisions

13. In the context of re-organisation of Zonal Railways/ Divisions it should be ensured that the staff transferred to headquarter offices of new Zonal Railways/new Divisions are not extended the double benefit of restructuring. In case an employee has been given the benefit of restructuring on the old (parent) railway in terms of these orders, he will not be allowed the benefit of restructuring again on the headquarter offices of new Zonal Railways/new Divisions. In other words, no railway servant will be considered for double promotion as a result of this restructuring.

13.1 All supernumerary posts which were created on account of re-organisation of the new Zones should be set-off

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first before effecting any promotions from the lower grades to the higher grades.

14 After implementation of restructuring in accordance with the percentages prescribed in the annexures attached to this letter, combatised cadres of RPF/RPSF will be maintained on functional considerations as per the extant procedure.

Kindly acknowledge receipt.

(B. N. Mohapatra) 15/9/04
Executive Director, Pay Commission
Railway Board

DA : Annexures – A to D (5 sheets)

No. PC-III/2000/CRC/1 (RPF/RPSF) New Delhi, dated 15.09.2004

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

For Financial Commissioner, Railways

No. PC-III/2000/CRC/1 (RPF/RPSF) New Delhi, dated 15.09.2004

Copy to :-

(1) FA & CAOs, All Indian Railways, CLW, DLW, DMW, ICF, RCF, RWF, Metro Rail, Kolkata, MTP(R), Delhi, Mumbai, Chennai, CORE/Allahabad, (b) FA & CAOs (Construction), N.F. Railway, Maligaon & Southern Railway, Bangalore.
(2) The Pay & Accounts Officer, Ministry of Railways (Railway Board)
(3) Executive Director (Finance), RDSO, Lucknow.
(4) The Commissioner, Railway Safety, Lucknow.
(5) The Chief Security Commissioners, All Indian Railways & RPSF.

(B. N. Mohapatra) 15/9/04
Executive Director, Pay Commission
Railway Board

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KEY FOR ANNEXURES

1.	Annexure 'A'	RPF (Combatised) Staff
2.	Annexure 'B'	RPSF (Combatised) Staff
3.	Annexure 'C'	Artisan staff – RPF/RPSF (Non-combatised)
4.	Annexure 'D'	Ancillary categories – RPF/RPSF (Non-combatised)

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ANNEXURE – A

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF RAILWAY PROTECTION FORCE (COMBATISED)

Annexure to Board's letter No. PC-III/2000/CRC/1 (RPF/RPSF) dated 15.09.2004

Rank/Category	Pay Scale	Revised %age
Inspector – I	6500-10500 + 200 SP	2.75
Inspector – II	6500-10500	
Sub Inspector	5500-9000	4.50
Asst. Sub Inspector	4000-6000	7.75
Head Constable	3200-4900	34.00
Constable	3050-4590	51.00

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ANNEXURE – B

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF RAILWAY PROTECTION SPECIAL FORCE (COMBATISED)

Annexure to Board's letter No. PC-III/2000/CRC/1 (RPF/RPSF) dated 15.09.2004

Rank/Category	Pay Scale	Revised %age
Inspector – I	6500-10500 + 200 SP	2.75
Inspector – II	6500-10500	
Sub Inspector	5500-9000	4.50
Asst. Sub Inspector	4000-6000	7.75
Head Constable	3200-4900	27.50
Constable	3050-4590	57.50

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ANNEXURE – C

STATEMENT REGARDING RESTRUCTURING OF ARTISAN STAFF OF RAILWAY PROTECTION FORCE/ RAILWAY PROTECTION SPECIAL FORCE (NON-COMBATISED)

Annexure to Board's letter No. PC-III/2000/CRC/1 (RPF/RPSF) dated 15.09.2004

Pay Scale	Existing %age	Revised %age
5000-8000	3	8
4500-7000	27	41
4000-6000	35	26
3050-4590	35	25

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ANNEXURE – D

STATEMENT REGARDING RESTRUCTURING OF ANCILLARY STAFF OF RAILWAY PROTECTION FORCE/ RAILWAY PROTECTION SPECIAL FORCE (NON-COMBATISED)

Annexure to Board's letter No. PC-III/2000/CRC/1 (RPF/RPSF) dated 15.09.2004

Pay Scale	Existing %age	Revised %age
2750-4400	10	20
2650-4000	40	45
2610-3540	50	35

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