Machine No.
PCIII/93/01/51/15/2

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

R.B.E. NO.19/93
S.L.No.2/93

No.PCIII/91/CRC/1

New Delhi, dated 27-1-1993

The General Managers,
All Indian Railways.
Production Units (As per mailing List)

Sub: Restructuring of certain Group C&D cadres.

.....

The Ministry of Railways have had under review Cadres of certain Groups of C&D staff in consultation with the staff side in the Committee of the Departmental Council of the JCM(Rlys.) for some time. The Ministry of Railways with the approval of the President have decided that the Group C&D categories of staff as indicated in the Annexure (Department wise) to this letter be restructured in accordance with the revised percentages indicated therein. While implementing these orders the following detailed instructions should be strictly and carefully adhered to:

Date of effect

1. This restructuring of cadres will be with reference to the sanctioned cadre strength on 1.3.93. The staff who will be placed in higher grades as a result of implementation of these orders will draw pay in higher grade w.e.f. 1.3.93.

Applicability to various cadres

2. These orders will be applicable on the regular cadres of the Open Line establishments including Workshops and Production Units and will include Rest giver & Leave Reserve posts.

2.1 These orders will not be applicable to ex-cadre & work-charged posts which will continue to be based on worth of charge.

2.2 These instructions will also not be applicable to construction Units and Projects. However, for creation of posts in these Units the percentage distribution may be generally kept in view, taking into account the availability of funds.

Pay Fixation (FR 22-C)

3. Staff selected and posted against the additional higher grade posts as a result of restructuring will have their pay fixed under Rule 1316(FR 22-C) R II w.e.f. 1.3.93 with necessary option for pay fixation as per extant instructions.

.....2/-

Existing classification and filling up of the vacancies

4. The existing classification of the posts covered by these restructuring orders as selection and non-selection as the case may be remain unchanged. However, for the purpose of implementation of these orders, if an individual Railway servant become due for promotion to a post classified as a selection post, the existing selection procedure will stand modified in such a case to the extent that the selection will be based only on scrutiny of service records and Confidential Reports without holding any written and or viva voce test. Similarly for posts classified as non-selection at the time of this restructuring the same procedure as above will be followed. Naturally under this procedure the categorisation 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.

4.1 Vacancies existing on 1.3.93 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 1.3.93 and current on that date; (ii) and the balance in the manner indicated in para 4 above.

4.2 Such selections which have not been finalised by 1.3.93 should be cancelled/abandoned.

4.3 All vacancies arising from 2.3.93 will be filled by normal selection procedure.

4.4 Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders with the critical date being 1.3.93.

...../3/-

Minimum years of service in each grade.

5. While implementing the restructuring orders, instructions regarding minimum period of service for promotion with Gr.'C' issued under Board's letter No. E(NG)I/85/PM-I/12(RRC) dated 19.2.87 and Board's letter No.E(NG)I/75/PM-I/44 dated 26.5.84 will stand modified to the extent that the minimum eligibility period for the first promotion for filling up vacancies covered in Para 4.1 would be reduced to one year as a one time exception. Thereafter the normal minimum eligibility condition of 2 years will apply.

Basic functions duties and responsibilities

6. In all categories covered by this letter even though more posts in higher scales of pay have been introduced as a result of restructuring the basic functions, duties and responsibilities attached to their posts at present will continue, to which may be added such other duties and responsibilities, as considered appropriate.

Excess No. of posts

7. If prior to issue of this letter the number of posts existing in any grade in any particular cadre exceeds the number admissible on the revised percentages, the excess may be allowed to continue to be phased out progressively with the vacation of the posts by the existing incumbent.

Specific instructions given in the foot-note of Annexure

8. While implementing these orders specific instructions given in the foot note if any, under each category in the enclosed annexure should be strictly and carefully adhered to.

Annual review

9. Annual reviews should be suspended till further instructions from this Office.

Provision of reservation

10. The existing instructions with regard to reservation of SC/ST will continue to apply while filling additional vacancies in the higher grades arising as a result of restructuring.

etired employees

11. Employees who retire/resign in between the period from 1.3.93 i.e. the date of effect of this restructuring to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders w.e.f. 1.3.93.

..../4/-

Direct recruitment percentages

12. Direct recruitment percentages will not be applicable to the additional vacancies arising out of these restructuring orders as on 1.3.93. The percentage will apply for normal vacancies arising on or after 2.3.93. Also the direct recruitment quota as on 28.2.93 will be maintained.

Pin pointing of posts

13. Excepting the highest grade posts in each category, the promotions should be effected on as is where is basis, as a result of this restructuring. However the administration may later on pin-point these posts as per administrative requirement, as and when the present incumbent vacates the post on retirement/ promotion transfer etc.

Provisions of Rest givers

14. As a measure of rationalisation the Railways should provide rest givers staff in the appropriate grade most convenient to the administration at any partioular location and need not necessarily be in the same grade.

Refusal of promotion

15. 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 existing on 1.3.93 and arising due to restructuring. This relaxation will not be applicable to vacancies arising after 1.3.93.

16. Instructions for improvement of productivity, rationalisation and economy are being issued separately.

Provision of funds in the Budget

17. The Railways will carefully assess requirement of funds on account of this restructuring for the year 1993-94 and include the same in the Revised Estimate for 1993-94. Payment due to staff on account of the restructuring should be made and booked in the Financial Year 1993-94. The Board

..5/-

desire that the restructuring and posting of staff after due process of selection should be completed expeditiously.

Kindly acknowledge receipt.

Hindi version will follow.

(S.K. Sharma)
Executive Director, Pay Commission
Railway Board

DA: Annexures - A to J with Key (16 Sheets)

No.PCIII/91/CRC/1 New Delhi, dated 27-1-93

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

for Financial Commissioner/Railways

No.PCIII/91/CRC/1 New Delhi, dated 27-1-93

Copy forwarded to:

1. FA&CAOs, All Indian Railways, C.L.W., DLW, ICF, DCW, Metro Railway, Calcutta, Wheel & Axle Plant, Bangalore, MTP(R),Delhi, Bombay & Madras, COFMOW, Rly. Offices Complex/Tilak Bridge, New Delhi, Rail Coach Factory, RCF Complex, Railway Colony/ Jalandhar City.
2. FA&CAOs(cont), N.F. Rly., Guwahati and S.Rly./Bangalore.
3. The Joint Director(Finance)/RDSO, Lucknow.
4. The Pay & Accounts Officer, Ministry of Railways, New Delhi.
5. The Genl. Secretary, I.R.C.A., New Delhi for information
6. The Commissioner, Railway Safety, Lucknow.
7. The Managing Director, IRCON, Palika Bhavan, Sector-XIII, R.K. Puram, New Delhi.
8. The Managing Director, RITES,New Delhi House, 27 Barakhamba Road New Delhi.
9. Railway Claims Tribunal

(S.K. Sharma)
Executive Director, Pay Commission,
Railway Board

KEY FOR ANNEXURES

1.	Annexure 'A'	(i) (ii) (iii)	Transportation Traffic Department.
2.	Annexure 'B'		Transportation Power Department.
3.	Annexure 'C'	(i) (ii) (iii)	Traffic Commercial Department.
4.	Annexure 'D'		Medical Department.
5.	Annexure 'E'		Staff common to All Engineering Departments + Workshops Technical Supervisor + Artisans etc.
6.	Annexure 'F'	(i) (ii)	Accounts + Cash & Pay Department.
7.	Annexure 'G'		Signal & Telecommunication Department.
8.	Annexure 'H'		Civil Engineering Department (Gangman). Mechnical Engineering Department (CMT).
9.	Annexure 'I'		Categories common to more than one Departments.
10.	Annexure 'J'		Personnel & Statistical Department + Ward Keeping Staff.

Annexure - A(i)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C'
TRANSPORTATION TRAFFIC DEPARTMENT

Annexure to Board's Letter No.PCIII/91/CRC/1 dated 27.1.93

CATEGORY	GRADE(Rs.)	EXISTING %AGE	REVISED %AGE
Station Masters/ASMs [Combined Cadre] Alternative 1	1200-2040	10	10
	1400-2300	70	47
	1600-2660	10	25
	2000-3200	9	15
	2375-3500	1	3
Station Masters/ASMS [Separate Cadre] Alternative 2		ASMs	
	1200-2040	13	13
	1400-2300	87	61
	1600-2600	-	26
		SMs	
	1400-2300	13	-
	1600-2660	43.5	22
	2000-3200	43.5	65
	2375-3500	10% of posts in grade Rs.2000-3200	13
Yard Master	1400-2300	40	40
	1600-2660	40	40
	2000-3200	18	17
	2375-3500	2	3
Traffic Inspectors/ Movement Inspectors	1400-2300	24	16
	1600-2660	23	16
	2000-3200	47.7	30
	2375-3500	5.3	38
Train Clerks	950-1500	30	25
	1200-2040	27	25
	1400-2300	23	30
	1600-2660	20	20

Annexure - A(ii)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF OF TRAFFIC TRANSPORTATION DEPARTMENT

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Traffic Controllers	1400-2600	15	15
	2000-3200	58	55
	2375-3500	27	30
Shunting Master/ Jamadar	1200-1800	40	30
	1200-2040	40	45
	1400-2300	20	25
Traffic Signallers	975-1540	35	30
	1200-2040	40	40
	1400-2300	21.5	25
	1600-2660	2.3	3
	2000-3200	1.2	2
Pointman/Leverman/ Shuntman	800-1150	35	25
	950-1500	65	75
Cabinman	800-1150	-	-
	950-1500	100	75
	1200-1800	-	25

*Footnote

In the existing combined category of Pointsman/Leverman/ Shuntman/Cabinman, the posts of the Cabinman are to be taken in the scale Rs.950-1500

Annexure - A(iii)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF OF TRAFFIC TRANSPORTATION DEPARTMENT

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Mail Guards	1400-2600	100	100
Passenger Guard	1350-2200	100	80
	1400-2600	-	20
Goods Guard	1200-2040	100	80
	1350-2200	-	20
Assistant Guard/ Brakesman	950-1400	100	80
	1200-2040	-	20
Group 'D' staff Traffic	750-940	50	35
	775-1025	50	65

ANNEXURE - 'B'

STATEMENT REGARDING RESTRUCTURING OF GR. 'C' STAFF OF TRANSPORTATION (POWER) DEPARTMENT

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.93

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Mail Driver (Superfast, mail & Express Trains only)	1640-2900	100	100
Passenger Driver/ Motor Man (All Passenger Trains & EMU Service only)	1600-2660	100	80
	1640-2900	-	20
Goods Driver (All goods Trains)	1350-2200	100	80
	1600-2660	-	20
Shunter	1200-2040	100	80
	1350-2200	-	20
First Fireman/ Electrical Assistant/Diesel Assistant	950-1500	100	80
	1200-2040	-	20
Second Fireman	825-1200	100	80
	950-1500	-	20

ANNEXURE - C (i)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF OF COMMERCIAL DEPARTMENT.

Annexure to Board's letter No.PC-III/91/CRC/1 dtd.27.1.93

CATEGORY	GRADE(Rs.)	EXISTING %AGE	REVISED %AGE
Commercial Clerks including Weigh Bridge Clerks *	975-1540	30	20
	1200-2040	27	35
	1400-2300	29	25
	1600-2660	9	12
	2000-3200	5	8
Ticket Checking Staff **	950-1500	20	20
	1200-2040	37	35
	1400-2300	29	25
	1600-2660	9	12
	2000-3200	5	8
ECRC	1200-2040	40	40
	1400-2300	45	40
	1600-2660	10	12
	2000-3200	5	8

* Footnote:- The revised percentages will also apply to Weigh Bridge Clerks, where this category exists separately from that of Commercial Clerks. On railways where Commerical Clerks and Weigh Bridge Clerks are in a combined cadre with common senority the revised percentages will apply to the combined cadre.

** Footnote:- The cadre of Train conductors in scale Rs.1400-2300 is to be combined with Ticket Checking Staff in the corresponding scale only, for the limited purpose of determining higher grade posts in scale Rs.1600-2660 and Rs.2000-3200, after which the category of Train conductors will continue to exists as a separate category as at present.

from pre-page :-

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF OF COMMERCIAL DEPARTMENT

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Commercial Inspector Commercial/ Claims/Rates/ R&D/Marketing Inspectors	1400-2300	35	25
	1600-2660	20	15
	2000-3200	40.5	30
	2375-3500	4.5	30
Catering Inspector	975-1540	30	20
	1200-2040	20	20
	1400-2300	20	25
	1600-2660	20	20
	2000-3200	10	15
*** Bill Issuer/ Catering Stores Clerk	825-1200	66 2/3	55
	975-1540	33 1/3	45
Group 'D' Staff (Commercial)	750-940	50	35
	775-1025	50	65

***Footnote :- Instructions contained in Board's letter No.PCIII/81/JCM-DC/1 dated 17.7.1984 may be kept in view while restructuring the cadres of the Bill Issuers/Catering Stores Clerk.

ANNEXURE C (iii)

Statement Regarding Restructuring of Group 'C' & 'D' staff of Commercial Department

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.93

CATEGORY	GRADE	EXISTING %AGE	REVISED %AGE
Commercial Cook	800-1150	45	30
	950-1500	25	30
	1200-1800	20	25
	1320-2040	10	15
Head Waiter/ Head Bearer	800-1150	60	50
	825-1200	40	50
Coach Attendent (1st Class)	775-1025	20	15
	800-1150	80	85
Legal Staff	1600-2660	45	30
	2000-3200	55	70

Revised by PC-D in 1998

5000-8000 5
4500-7000 35
3050-4590 30
2650-4000 30

ANNEXURE 'D'

STATEMENT REGARDING RESTRUCTURING OF GR. 'C' & 'D' STAFF OF MEDICAL DEPARTMENT

Board's letter No.PCIII/91/CRC/1 dated 27.1.93

CATEGORY	GRADE	EXISTING %AGE	REVISED %AGE
Health & Malaria Inspector	1200-2040	35	25
	1400-2300	30	30
	1600-2660	25	30
	2000-3200	10	15
Pharmacist	1350-2200	40	30
	1400-2600	40	30
	1640-2900	20	40
Lab staff	1320-2040	30	20
	1400-2300	30	30
	1640-2900	40	50
Nurses	1400-2600	40	30
	1640-2900	30	35
	2000-3200	30	35
X-Ray	975-1540	30	20
	1350-2200	56	50
	1400-2600	5	15
	1640-2900	9	15
* DRESSER/ OT Asstt.	800-1150	50	40
	825-1200	47.5	55
	950-1400	2.5	5

* Footnote The 5% posts in Rs.950-1400 grade of Dresser/OT Asstt. will be admissible if 2.5% posts in Rs.950-1400 grade are presently available in the cadre. This may be confirmed to Board enclosing authority for allotting grade of Rs.950-1400 to Dressers/OT Asstt.

ANNEXURE - 'E'

STATEMENT REGARDING RESTRUCTURING OF GR. 'C' & 'D' STAFF OF ALL ENGINEERING DEPARTMENTS INCLUDING WORKSHOPS.

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.93

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Technical Supervisor	1400-2300	33	30
	1600-2660	30	25
	2000-3200	27	28
	2375-3500	10	17
Artisan Staff	950-1500	35	30
	1200-1800	35	30
	1320-2040	27	35
	1400-2300	3	5
Artisan Khalasi	750-940	30	20
	800-1150	70	80
*Drawing/ Design/ Estimating Staff	1200-2040	20	20
	1400-2300	30	20
	1600-2660	25	25
	2000-3200	25	35

Footnote:- *The existing posts in scale Rs.2375-3500 in Production Units at ICF, DLW & CLW will continue as a part of the percentage provided for posts in scale Rs.2000-3200.

ANNEXURE -'F'(i)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF ACCOUNTS & CASH & PAY DEPARTMENT.

Annexure to Board's letter No. PCIII/91/CRC/1 dated 27.1.1993.

CATEGORY	GRADE	EXISTING STRUCTURE	REVISED STRUCTURE
Accounts Staff (General A/cs)		Ratio - 1:7 (Between Supervisors and Clerks)	Ratio - 1:6 (Between Supervisors SO(A/cs) + Sr.SO(A/cs) and (Accounts Clerk, Jr. Acctts. Asstt. & ACCTTS. Asstt)
Traffic A/cs		Ratio - 1:10	Ratio - 1:9 (Between Supervisors SO(A/cs)+ Sr.SO(A/cs) and (Accounts Clerk, Jr. Acctts. Asstt. & Acctts. Asstt.
		EXISTING %AGE	REVISED %AGE
Finger Print Examiner	1350-2200	50	35
	1400-2300	40	50
	2000-3200	10	15
Cashier (non-supervisory)	1200-2040	20	20
	1400-2300	80	60
	1640-2900	-	20
Shroff	950-1500	40	35
	1200-2040	40	40
	1400-2300	20	25

'F' (ii)

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF ACCOUNTS & CASH & PAY DEPARTMENT.

Annexure to Board's letter No. PC-III/91/CRC/1 dated 27.1.1993.

RESTRUCTURING OF CADRE OF CASHIER (SUPERVISORS)

Railways	Existing Strength (SCALE) 2000-3200	1600-2660	TOTAL	Restructured Strength revised by CRC. (SCALE) 2000-3200	1600-2660	TOTAL
1	2	3	4	5	6	7
Eastern	15	15	30	20	10	30
S.E.Rly.	11	16	27	17	10	27
N.F.Rly.	7	7	14	10	4	14
N.E.Rly.	10	16	26	13	13	26
[illegible]. Rly.	10	21	31	13	18	31
S.C.Rly.	9	10	19	13	6	19
Western	10	10	20	15	5	20
Central	11	8	19	15	4	19
Northern	13	19	32	19	13	32
TOTAL	96	122	218	135	83	218

ANNEXURE - 'G'

STATEMENT REGARDING RESTRUCTURING OF GR. 'C' & 'D' STAFF OF SIGNAL & TELECOMMUNICATION DEPARTMENT

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.93.

CATEGORY	GRADE	EXISTING %AGE	REVISED %AGE
ESM (S&T)	950-1500	20	15
	1200-1800	30	25
	1320-2040	45	50
	1400-2300	5	10
Telephone Operator	950-1500	35	25
	1200-2040	42.5	35
	1400-2300	13	25
	1600-2660	7	11
	2000-3200	2.5	4

ANNEXURE - 'H'

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF OF CIVIL ENGINEERING DEPARTMENT / MECHANICAL.

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.1993.

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Gangman/	775-1025	30	25
Trolleyman/ Gateman/ Watchman	800-1150	70	55
	825-1200	-	20
	1320-2040	15	15
	1400-2300	35	25
CMT	1640-2900	25	30
	2000-3200	25	30

ANNEXURE - 'I'

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' & 'D' STAFF COMMON TO MORE THAN ONE DEPARTMENT.

Annexure to Board's letter No. PCIII/91/CRC/1 dated 27.1.1993.

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Ministerial Staff (Estt. and other than Estt. Excluding Accounts Staff)	950-1500	20	20
	1200-2040	35	35
	1400-2300	30	25
	1600-2660	10	12
	2000-3200	5	8
* Typists	950-1500	35	20
	1200-2040	42.5	35
	1400-2300	13	25
	1600-2660	7	12
	2000-3200	2.5	8
Misc. Group 'D' Staff including Safaiwala of C & W Department	750-940	50	35
	775-1025	50	65
Safaiwalas excluding C & W Department	750-940	50	35
	775-1025	50	45
	800-1150	-	20

* Footnote :- Board's letter No. E(NG)II/92/CD/1 dated 17.7.1992, may be kept in view while restructuring the cadre of the Typists.

ANNEXURE -'J'

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF STORES & PERSONNEL & STATISTICAL DEPARTMENT / PUBLICITY.

Annexure to Board's letter No.PCIII/91/CRC/1 dated 27.1.1993.

CATEGORY	GRADE (Rs.)	EXISTING %AGE	REVISED %AGE
Ward Keeping Staff	1400-2300	55	40
	1600-2660	30	35
	2000-3200	15	25
Personnel/ Inspector Welfare Inspector/ HOER Inspector/ Statistical Inspectors / Publicity Inspector.	1400-2300	30	25
	1600-2660	40	40
	2000-3200	30	35