

For any inquiry/information Case ID:29401

**GOVERNMENT OF INDIA(भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
RAILWAY BOARD (रेलवे बोर्ड)**

New Delhi, Dated:- 23/11/2012

No. RB/RTI/2011/010029401 /CPIO-45 (Final Reply)

Mr Harchandan Singh
32, Phase 6,
Mohali
Chandigarh 160055

Subject:- Information sought under Right to Information Act, 2005.

Reference: 1. Your letter received in this office on 14/11/2012.

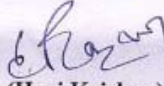
Dear Sir,

Kindly refer to your letter which was received in this office on 14/11/2012, seeking information under the Right to Information Act, 2005.

The requisite information as received from the Directorate(s) concerned on item no. 1(i)(a) & (b) and (ii) is enclosed.

However, in case you are not satisfied with the information, you may prefer an appeal within 30 days as provided in the Act to the **Appellate Authority, EDPC-II, Railway Board, DFCC Building, Pragati Maidan Metro Station, New Delhi-110001.**

DA:- As above.

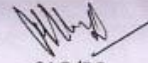

(Hari Krishan)
CPIO-45 & DPC-II
Railway Board.
Ph.No.23370080

Sub:- Information sought by Shri Harchandan Singh, Mohali, Chandigarh.
Ref:- Case No. RB/RTI/2011/010029401 seeking information under RTI Act.

Ministry of Railway's response:

Item No. 1 (i) (a) & (b) and (ii):

A copy of noting regarding upgradation of PWMs and merger with JE-II (P.Way) duly approved by Board/MR and a copy of instructions in this regard issued vide Board's letter no. PC-III/2003/CRC/6 dated 09-10-2003 are enclosed. Further, information sought is in the nature of opinion/clarification, which is not covered under RTI Act.


SAO/PC

The proposal for upgradation of Permanent Way Mistries as finally emerged from the notings of ME and MS contemplate upgradation of the posts of PWMs (Rs.4500-7000 + Rs.100 special pay) supervising more than one gang as JEs (Rs.5000-8000) with the proviso that since they are mostly in charge of the yards there will be no need to create the posts of Trolleyman. ME had confirmed that PWMs who get upgraded to JE-II would be utilized primarily in yards/stationary duties for which no Trolleyman would be necessary. This aspect, considered along with provision of motor trolleys over the years do not warrant any addition to the category of Trolleyman. Therefore, ME's observation that there should not be additional demand for Trolleyman is acceptable and is in conformity with the concurrence accorded at np63-64.

In regard to the number of posts to be upgraded, I find that there are only 869 PWMs on roll supervising more than one gang. Accordingly the upgradation can be restricted to these 869 posts only with corresponding surrender of posts. Posts remaining over and above the required surrender for the upgradation can be utilized for offering matching surrender for the cadre restructuring of other Gr. C & D categories. I also agree to the change in designations for the PWMs, who are in charge of the DTM gangs as 'Track Supervisors' as suggested by ME. While the pay scale for Track Supervisors would be Rs.4500-7000, the existing PWMs would continue to draw Rs.4500-7000 + Rs.100 special pay as personal to them.

The existence of large number of vacancies in the category of PWMs in charge of DTM Gangs is probably an indication of the extent of mechanized maintenance of the track calling for surrender of the vacant posts. This should also be done simultaneously. ME's reply is in general terms for the continued need for the DTM gangs for works like overhauling and replacement of fittings and LWR track. I suggest that this aspect is studied separately in depth with reference to the Corporate Safety Plan objective of 100% mechanized laying and maintenance of tracks and introduction of mobile mechanized unit for maintenance in the entire group 'A' route on Indian Railways in the next five years. As has been rightly stated in the Corporate Safety

Plan, use of track machines is a necessity for maintenance with prestressed concrete sleepers and LWRs being laid progressively.

In regard to the 237 PWMs who are shown under the category "others", bulk of whom are in N.Rly. and N.E.Rly., it is necessary to examine the need for continuance of these posts. This has to be gone into separately and the concerned Railways shall evaluate the necessity for continuance and send a report.

The proposal for upgradation of 869 PWM supervising more than one gang as JE-II with spread effect in higher grades is agreed to subject to the above observations. The proposal for upgradation of PWMs in non-P.Way side had been approved by MR earlier. The date of effect will be same as that of cadre restructuring for other Gr.C & D categories.

MR may please approve.

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

RBE No.177/2003

No. PC-III/2003/CRC/6

New Delhi, dated 09-10-2003

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 Group 'C' & 'D' staff in consultation with the staff side with a view to strengthening and rationalising the staffing pattern on Railways. As a result of the review undertaken on the basis of functional, operational and administrative requirements, it has been decided with the approval of the President that the Group 'C' & 'D' categories of staff as indicated in the Annexures to this letter should 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
(hereinafter referred to
as cut-off date)

**Applicability to
various cadres**

1. This restructuring of cadres will be with reference to the sanctioned cadre strength as on the date following the date on which the cadres in the headquarter offices of new Zonal Railways/new Divisions are closed. The benefit of restructuring will be restricted to the persons who are working in a particular cadre on the cut-off date.
2. These orders will be applicable on the regular cadres (excluding surplus & supernumerary posts) of the Open Line establishments including Workshops and Production Units. These orders will, however, not be applicable to staff of RDSO for which separate orders will be issued.
- 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, where posts are generally created on worth of charge basis, though these should broadly be conforming to these percentage distributions.

Signature

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

3. 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)-RII on proforma basis w.e.f the cut-off date with the usual option for pay fixation as per extant rules. Actual payment based on the pay so fixed should be made from the date of taking over the charge of the higher grade post arising out of these restructuring orders. The benefit under this rule will, however, no longer be available in the case of movement from lower grade to higher grade in the non-functional situations where there is no change in duties as in the case of movement from Goods Guards to Sr.Goods Guards and Goods Drivers to Sr.Goods Drivers etc. In the case of such movement, the pay will be fixed under Rule 1313 (FR 22) (I) (a) (2)-RII. However, the benefit of fixation of pay under rule 1313 (FR-22)(I) (a) (1)-RII will now be admissible in the cases of functional promotions such as promotion from Sr. Goods Guards to Passenger Guards and Sr.Goods Drivers to Passenger Drivers etc. though in identical scale of pay.

Existing classification and filling up of the vacancies

4. The existing classification of the posts covered by these orders as 'selection' and 'non-selection', as the case may be, remains unchanged. Action should be taken to position the employees on the basis of selection/non-selection/suitability/Trade Test, as the case may be. However, the instructions contained in Para-13.2 should be followed in case of placement of Supervisors (erstwhile Mistries) to grade Ra.5000-8000.

5. Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders with reference to the cut-off date.

Minimum years of service in each grade

6. 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

7. 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

8. If prior to issue of these instructions the number of posts existing in any grade in any particular cadre exceeds the number admissible on the revised percentages, the excess may

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**Introduction of Multi
skilling - merger of**
i) SM/ASM + YM + TI
(ii) Personnel/ Welfare/
HOER Inspectors
(iii) ESM & MSM

be allowed to continue to be phased out progressively with the vacation of the posts by the existing incumbents.

9. While implementing these orders, specific instructions given in the foot-notes for the relevant categories in the enclosed annexures should be strictly and carefully adhered to.
10. The concept of Multi-skilling is to be introduced by merging the different categories as mentioned hereunder. While the revised percentage distribution of posts as indicated in the annexures to this letter should be implemented in the unified cadres based on the integrated seniority list, the duties, responsibilities and functions being performed by the employees of the respective cadres will be combined in a phased manner. Each member of the cadre will have to be equipped with necessary skills and functions through proper training and development. The categories indicated herein will be merged by integrating the seniority of the employees working in respective grades with reference to length of non-fortuitous service in the relevant grade keeping the inter-se seniority in the respective group intact.
- 10.1 The category of Station Masters/Assistant Station Masters, Yard Masters and Traffic Inspectors should be merged into one unified cadre of SM/ASM. The recruitment and promotion pattern as prescribed for the category of SMs/ASMs should be followed in the merged cadre. In the initial stage of the merger, efforts should be made to post the employees in the categories in which they have been working. Accordingly, while the staff belonging to the erstwhile three categories will be working and enjoying the benefit of the unified cadre of SMs/ASMs, on their posting in the Yard, they will perform the duties of Yard Master retaining their designation as applicable to the category of Yard Master. Similarly, while performing the inspectorial job they will retain their designation as applicable to Traffic Inspectors. But at a later stage, when they are made fully equipped to discharge all the functions hitherto being discharged by SMs/ASMs, YMs & TIs, administration will have the flexibility to post a person as per the administrative requirement. While redefining the duties and functions, Railways may also review and rationalise the cadre keeping in view the administrative requirements.
- 10.2 The Personnel, Welfare and HOER Inspectors should be merged and a unified cadre of Personnel Inspectors introduced. After merger, 50% of the posts in the entry grade

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of the combined cadre viz Rs.5000-8000 should be filled from amongst the opted Sr.Clerks of Personnel Department in grade Rs.4500-7000 with three years of service in the grade and the remaining 50% of the posts should be filled as per the instructions contained in Board's letter No.E(NG)-I/2002/PM4/1 dated 12-07-02.

10.3 The categories of Electric Signal Maintainers (ESM) and Mechanical Signal Maintainers (MSM) should be merged and a unified cadre of Signal Maintainers introduced. The recruitment and promotion pattern as applicable to the Electric Signal Maintainers will be followed in the unified cadre of Signal Maintainers.

Introduction of Direct recruitment

**(i) Ministerial Staff
(excluding Accounts staff)**

(ii) Personnel Inspectors

(iii) Depot Material Superintendents

11. The implementation of restructuring scheme in the categories of Ministerial staff, Personnel Inspectors and Depot Material Superintendents is subject to the introduction of direct recruitment in these categories. After implementation of the restructuring in accordance with the revised percentage distribution of posts indicated in the annexures enclosed, the vacancies arising in these categories on or after the cut-off date should be filled through direct recruitment in the manner indicated hereunder:-

11.1 An element of direct recruitment of graduates with not less than 50% marks shall now be introduced at the level of Office Superintendent Gr.II in the pay scale Rs.5500-9000 in the Ministerial categories (Establishment & other than Establishment but excluding Accounts) to the extent of 20% of the posts. The remaining 80% of the posts in grade Rs.5500-9000 shall continue to be filled by promotion of staff from the lower grade Rs.5000-8000 as per the procedure in force.

11.2 20% of the posts in grade Rs.6500-10500 in the category of Personnel Inspectors shall be filled by direct recruitment from amongst the candidates possessing Bachelor degree with Postgraduate Diploma in Personnel Management, labour laws, etc, as mentioned in Board's letter No.E(NG)I-2002/PM4/1 dated 12-07-2002. The remaining 80% of the posts shall continue to be filled by promotion of staff from the lower grade of Rs.5500-9000 as per the procedure in force.

11.3 20% of the posts in grade Rs.6500-10500 in the category of Depot Material Superintendents should be filled by direct recruitment from amongst the candidates possessing

Shri Prasad

qualification of degree in Engineering in any discipline. The remaining 80% of the posts shall continue to be filled by promotion of staff from the lower grade of Rs.5500-9000 as per procedure in force.

Gatemen (Engg.)

12. As a result of implementation of this restructuring, more number of additional posts will be available in the highest grade of this category. Henceforth, therefore, the posts of Gatemen (Engg.) should be operated in grade Rs.2750-4400. In order to ensure the full availability of Gatemen (Engg.) and rotation of the existing staff specially those who are working, as such, for a long period, the Trackmen etc. at the time of their promotion to grade Rs.2750-4400 should be posted as Gatemen (Engg.) subject to their fulfilling the requirement of prescribed medical standard and literacy level etc. as per extant instructions.

Upgradation of the posts of Supervisor (erstwhile Mistries)

- 13(a) Subject to provisions of Para-13.2 below, all the posts of Supervisors (erstwhile Mistries) in grade Rs.4500-7000 + Rs.100 Special Allowance (excluding Supervisors (P.Way) should en bloc be upgraded to the posts of Junior Engineer Gr.II in the pay scale of Rs.5000-8000 and merged with the respective cadre of Technical Supervisors with its spread effect in higher grades Rs.5500-9000, 6500-10500 & 7450-11500 as per the revised percentage distribution of posts prescribed for Technical Supervisors in these orders.

- 13(b) In case of Supervisor (P.Way), the posts being held by the erstwhile PWMs supervising more than one gang upto a maximum of 17.26% of the sanctioned cadre of PWMs shall be upgraded to and merged with the posts of Junior Engineer (P.Way) Gr.II in the pay scale of Rs.5000-8000 with its spread effect in higher grades of JE-I, SE & SSE, in grades Rs.5500-9000, 6500-10500 & 7450-11500 respectively, as per the revised percentages prescribed for Technical Supervisors in these orders.

- 13.1 The financial implications involved in the upgradation covered by (a) & (b) above should be off set by surrender of posts of Supervisors of equivalent money value.

- 13.2 The placement of the existing incumbents will be regulated as per the procedure given below:-

- (a) The existing regular incumbents of the posts of Supervisors (including Supervisors/P.Way to the extent of upgradation of

Procedure for fitment

Shri. Prasad

posts) will be placed in grade Rs.5000-8000 without subjecting them to normal selection procedure. Their suitability shall be adjudged by following modified selection procedure according to which the selection will be based on scrutiny of service records and confidential reports only.

(b) The Supervisors (other than P.Way) who do not get promoted to grade Rs.5000-8000 shall continue to hold the post in the existing grade Rs.4500-7000 + Rs.100 SA as personal to them. To this extent, the posts upgraded to grade Rs.5000-8000 will be operated in the lower grade Rs.4500-7000 + Rs.100 SA till the existing incumbents vacate the same by way of promotion, retirement etc. On vacation of the posts, the same shall automatically be operated in grade Rs.5000-8000.

Specific provisions for Supervisor (P.Way)

13.3 The remaining posts of Supervisors (P.Way), erstwhile PWMs which are not to be upgraded and shall continue to be operated in the existing scale of pay, should be redesignated as "Track Supervisor".

13.4 While the existing incumbents of the post of Supervisor (P.Way) redesignated as 'Track Supervisor' shall continue to draw the scale of pay Rs.4500-7000 + Rs.100 SA as personal to them, the future incumbents to the post of 'Track Supervisor' will be in the pay scale of Rs.4500-7000 without the Special Allowance of Rs.100/-.

13.5 The upgradation of posts of Supervisor (P.Way) as indicated hereinabove should not result in creation of posts of Trolleyman. In other words under no circumstances, additional posts of Trolleyman would be created.

Provision of reservation.

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

Direct recruitment percentages

15. Direct recruitment percentages will not be applicable to the additional posts arising out of these restructuring orders as on the cut-off date. The direct recruitment percentage will apply for normal vacancies arising on or after the date following the cut-off date. Also the direct recruitment quota as on the date preceding the cut-off date will be maintained.

Pin pointing of posts

16. The administration should take steps to pin-point the additional posts arising out of this restructuring as per administrative requirements.

Sd/- Praveen

Refusal of promotion

17. 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 grant provisions 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 the cut-off date and arising due to restructuring on that date. This relaxation will not be applicable to vacancies arising after the cut-off date.

Matching Savings

18. 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 itself. Wherever it is not possible to do so from the category itself, the matching savings should be arranged from the department at the divisional/zonal level. But before restructuring the cadre as per the revised percentage distribution of posts, matching savings will have to be ensured and if the Department/Railways are not able to provide the matching savings, the particular category/department will not be restructured. While effecting surrender of posts of equivalent financial value, the existing vacant posts available in the categories on the cut-off date 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.

Re-organisation of Zonal Railways/ Divisions:

19. Due to re-organisation of Zonal Railways/Divisions cadres are in a fluid situation. It may, therefore, take some time for the cadres in the headquarter offices of New Zones and New Divisions to stabilise. In the circumstances, new Zonal Railways are required to ensure 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

Shri Praveen

promotion as a result of this restructuring.

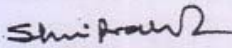
Annual review

20. As per instructions contained in Board's letter No. PC-III/91/FP-2 dt. 08.10.2002, the Annual Reviews for gradewise percentage distribution of posts in force were to be conducted from 01-04-03 taking into account the cadre strength as on 01.04.2003. It has now been decided that the next Annual Review will be undertaken from 01-04-2005 taking into account the cadre strength as on 01-04-2005. The Annual reviews, wherever conducted already as per instructions dated 08-10-02 will not be undone.

Kindly acknowledge receipt.

Hindi version will follow.

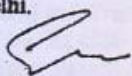
DA Annexures-A to K with key.
(14 sheets)


(Shriprakash)
Director, Pay Commission - II
Railway Board

No.PC-III/2003/CRC/6

New Delhi, dated 09-10-2003

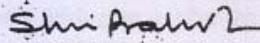
Copy (with 40 spares) forwarded to ADAI, Railways, New Delhi.


(G. Suman)
For Financial Commissioner, Railways.

No.PC-III/2003/CRC/6

New Delhi, dated 09-10-2003

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


(Shriprakash)
Director, Pay Commission - II
Railway Board