Sub: Sixth CPC Recommendation as accepted by Government – Training of Group ‘D’ staff for placement in PB-1 Grade Pay Rs.1800/-

The Sixth Pay Commission has recommended that the existing Group ‘D’ category employees should be upgraded to Group ‘C’ in Pay Band 1 Grade Pay Rs.1800. Those employees who do not possess minimum qualifications prescribed should be trained with emphasis on multi-skilling and upgraded. The Government has since accepted the recommendation.

2. Accordingly, Railways are required to take following action:

i) Identify the existing Group ‘D’ staff who do not possess the qualification of Matric/ITI.

ii) Such staff should be imparted suitable training by the concerned executive department with emphasis on multi-skilling.

iii) The job content of the trained staff would thus include multiple task handling which would facilitate putting a single employee to perform a number of jobs/tasks.

iv) Most of the staff have long years of experience and already perform tasks which require multiple skills. These staff would require guidance to make them adequately trained.

v) Training should be imparted on seniority basis (i.e. staff in regular Group ‘D’ scale at higher seniority positions should be trained first) so that a senior Group ‘D’ staff due for training is not over taken by a similar junior Group ‘D’ staff.

vi) It is expected that Railways would meet the target of training the staff at the earliest.

3. Detailed instructions regarding procedure for placement in Pay Band -1 Grade Pay Rs.1800/- will be issued separately.

4. Hindi version will follow.

Please acknowledge receipt.

[Signature]
Deputy Director (MPP)
Railway Board.