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GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
( RAILWAY BOARD )

NO.E(NG)I-79-PMI-242(DC/JCM). New Delhi, dated 13-9-84.

The General Managers,  
All Indian Railways,  
CLW, DLW & ICF.

Sub:- Production Control Organisation(PCO)  
in Workshops - staffing pattern -  
streamlining of.

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Reference this Ministry's letters No.E(NG)I59-SR6/22 dated 22.4.1963 and E(NG)I-78-SR6-44 dated 9-6-1978 as amended/clarified from time to time) on the above mentioned subject.

2. The question regarding further streamlining of the staffing pattern of P.C.O. in the Workshops on the Indian Railways and Production Units has been engaging the attention of the Ministry of Railways for quite sometime. Pursuant to negotiations with the Staff Side in the Departmental Council of the Ministry of Railways, under the JCM Scheme, the Ministry of Railways have decided as under in partial modification of the orders contained in their letters dated 22.4.63 and 9.6.1978 quoted above:-

- i) posts in the P.CO. will continue to be ex-cadre posts so that experienced shop floor staff are drawn from time to time as per the requirements on tenure basis;
- ii) the staff from the shop floor shall be transferred to the P.C.O. only in the same grade, no staff should be transferred to P.C.O. on promotion;
- iii) the tenure of posting in P.C.O. will be five years which should be strictly adhered to. But, if in any exceptional circumstances, or for unavoidable reasons, staff is to be retained in the P.C.O. beyond five years, maximum two extensions of six months each may be given, the first extension will be allowed with the personal approval of the CME/CWE and the CPO and the second with the personal approval of the General Manager;

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- iv) no staff working in P.C.O. will be promoted to the higher grade within the PCO. Such promotion within PCO may, however, be allowed if the staff concerned becomes due for regular promotion in his own cadre within the prescribed tenure period of five years in the PCO;
- v) the tenure laid down in sub-item (iii) above will be enforced in respect of the existing staff of the PCO also subject, however, to the following conditions:
  - a) to avoid large scale transfers at one time, shifting of staff, who have already completed five years tenure in PCO, may be phased out and completed within one year's time reckoned from the date of issue of these orders; and
  - b) if any of the said staff have secured promotion in P.C.O. on or before 31.12.1983 and their transfer to the shop floor will involve reversion to a lower grade than that in which they are presently working in PCO, they may be allowed to continue in PCO till such time they become due for regular promotion in their turn in the shopfloor.
- vi) The quantum of special pay admissible to staff posted in the PCO at the rate of 10% will now be enhanced to 15% (fifteen percent) with effect from 1st August, 1984. The grant of special pay at the enhanced rate will be subject to the same conditions as laid down in Board's letter No.E(NG)I-78-SR6-44 dated 9.6.1978 subject, however, to modification in para 2(ix) below;
- vii) the staff absorbed permanently in the PCO or recruited directly in PCO as on 31.12.83 may be allowed fresh opportunity to opt for shop floor cadre. In the case of direct recruits, in the PCO, opting to go to the shop floor, they will be allotted the trade as laid down in para 7(iii) of the Ministry of Railway's letter of 22.4.1963 referred to above. In case after exercising option for the shop floor, the incumbents are not released for shop floor for administrative reasons but are retained in PCO, they will be deemed to have been transferred to the shop floor and as such will be eligible for the grant of special pay as at (vi) above;

viii) in future, no person should be posted direct to PCO without giving him lien in the shop floor cadre; and

ix) Such of the staff as had gone on promotion to PCO may be given an opportunity to exercise an option either for the pay in his cadre in the shop floor plus special pay as admissible on posting to PCO or to continue to draw pay in higher grade in the PCO without special pay. Such option will be exercised within two months of the date of circulation of these orders by the Workshop authorities is concerned. The option will be effective from the date the same is exercised in each individual case. In the absence of any option, the staff will continue in the scale of pay in PCO. Options once exercised will be final. Fresh option will, however, be allowed when a person is due NBR certificate in respect of any higher grade in the parent cadre while still in PCO.

3. The existing position obtaining on the Southern Railway and ICF regarding en-cadring of the posts in all the wings of PCO on the former and en-cadring of the posts in the progress wing of the PCO in the latter will be allowed to continue.

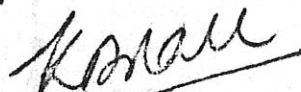
4. The instructions contained in this Ministry's wireless message of even number dated 19.12.1981 and 6.2.1982 staying the repatriation of staff to the shop floor, stand withdrawn with the issue of this letter.

5. The above orders should be scrupulously followed and no deviation therefrom should be allowed except as expressly provided for in this letter as a transitory measure.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways and has the sanction of the President.

7. Please acknowledge receipt of this letter.

Hindi version will follow.



( K.B. LALL )

JOINT DIRECTOR ESTABLISHMENT (N)  
RAILWAY BOARD.

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