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GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

PCIII/90/UPG/19

New Delhi, dated 29.7.1983

General Managers,
Indian Railways,
PLW and ICF

Sub: Restructuring of certain
Group 'C' & 'D' Cadres

Arising out of certain proposals made in the
Departmental Council of the JCM (Railways) by the Staff
the Ministry of Railways have decided that the
'C' and 'D' categories indicated in the Annexure
this letter should be restructured and placed in the
as indicated against each designation in accordance
the percentages indicated therein. Detailed instru-
are given below for implementation.

This restructuring of the cadres will be with
reference to the sanctioned cadre strength as on 1st August '85.
Staff, who will be placed in the revised grades in terms of
orders, will be eligible to draw pay in higher grade
1.8.85 with the benefit of proforma fixation from 1.8.82.
Benefit of proforma fixation will be admissible only to
staff, who are placed in the vacancies arising directly
result of these restructuring orders. Pay of the staff,
have been promoted in the normal course to higher grades
the period 1.8.82 to 31.7.83, will be stepped up under
normal rules, with reference to the pay of their juniors,
pay is fixed under these orders.

The classification of the posts in the categories
indicated by these orders as 'Selection' and 'Non-Selection'
has been changed in some cases and the revised classifi-
cation is indicated in Column 7 of the Annexure enclosed.
In respect of the vacancies in these categories arising
on 1st August, 1983 promotions to posts in the various grades
in terms of revised classification will be made in accordance
the normal procedure for filling in 'Selection' and
'Non-Selection' posts obtaining at present.

The vacancies in the various grades of the posts
in these categories as existing on 31.7.1983 and
arising in the context of present cadre restructuring
will be filled in the manner indicated below. However, in
cases where, as a result of this restructuring, an indivi-
dual railway servant becomes due for promotion to more than
one grade above his present grade, and if promotion to posts

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of these grades calls for selection then promotion grade(s) will be governed by the normal rules for same.

(i) Group 'D' posts:

(a) For vacancies in Group 'D', promotion will be on the basis of the existing procedure.

(b) Wherever promotion from Group 'D' to Group 'C' is involved, promotions will be on the basis of a modified selection procedure as prescribed in para 3.2. infra.

(ii) Group 'C':

(a) Where all the posts in an existing grade are en bloc placed in a higher grade, the existing regular incumbents thereof may be allowed the higher grade without subjecting them to any selection, even where the posts are now classified as 'Selection' posts. For example, all the posts of Switchmen at present in the scale of Rs.260-400 will be placed in the scale Rs.330-560 and, as such, all the existing regular incumbents in this scales will be automatically given the scale of Rs.330-560. Similarly having regard to the percentage prescribed for the category of Shunting staff, all the existing posts of Shunting Jamadars in the scale of Rs.225-350 will be placed in the scale of Rs.330-480 or above. Hence, all the regular incumbents against these posts presently in the scale of Rs.225-350 will be allowed the scale of Rs.330-480 without subjecting them to any selection.

(b) Wherever the vacancy to be filled in is in a post now classified as 'Selection' as per the enclosed Annexure, the existing regular incumbents in the next lower grade/grades shall be considered for promotion on the basis of the modified selection procedure prescribed in para 3.2. infra.

For the purpose of promotion in terms of the sub-paragraph, the existing selection procedure is modified to the extent that the selection will be only on scrutiny of service records without holding written and/or viva voce tests. Naturally, under this the category of "outstanding" will not arise. The modified selection procedure has been decided upon by the Ministry of Railways as a one-time exception by way of dispensation in view of the numbers involved, the objective of expediting the implementation of these

orders. It is reiterated that the normal rules governing promotion to selection and non-selection posts will apply to vacancies in the aforesaid categories arising after August, 1983.

3.3 Wherever in terms of the revised classification given in the enclosed Annexure, posts which were hitherto classified as 'Selection' posts are now to be treated as 'Non-selection' posts, the unoperated part of any panels prepared for such posts, as on 31 August, 1983, will lapse and the posts will be filled according to the changed classification.

3.4 However, in those cases where selections have already been finalised and promotions also made on or before 31 July, 1983 such selected and promoted persons shall rank senior to the persons selected and promoted according to the provisions in the preceding paragraphs.

4. In all cases of restructuring, pay of the staff fitted against higher scales of pay will be fixed under rule 2018B (FR.22C) R.II, except in the case of merger of the existing grades of Rs.425-600 and Rs.455-700 into a single revised scales of Rs.425-700 as indicated against item 20 of the Annexure. In the latter case, the staff concerned will be allowed an option under Rule 2019(FR23) R.II and pay of the staff who elect to be fixed in the revised scale of Rs.425-700 will be fixed under Rule 2017 (FR 22(c)) (ii) R.II read with Audit instructions No. 4 thereunder.

5. The Selection Grade posts, wherever introduced, either on sanctions issued by the Ministry of Railways or on the basis of powers delegated to the GMs, in respect of specified categories listed out in the Annexure will be adjusted against upgraded posts; any holders of selection grade not so adjusted will continue to retain such grade as personal to them till the next review. Details of such cases should be reported to the Board by 30th September, 1983. The General Managers' powers to sanction selection grades/the categories, which are covered by this restructuring are hereby withdrawn.

6. In the case of restructuring of the category of yard-keeping staff indicated against item 20 of the Annexure, the restructuring scheme is subject to the condition of direct recruitment of Engineering diploma holders in the grade of Asstt. Store Keepers in scale Rs.425-700, to the extent of 33-1/3% of the vacancies in this grade, for which a detailed scheme will be devised separately. While the posts in grade higher than Rs.425-700 in this category arising as a result of restructuring may be filled by promotion, 33-1/3% of the resultant vacancies in grade Rs.425-700 which arise on or after 1.8.82 will have to be earmarked for direct

recruitment of Engineering Diploma holders and these posts should be operated in the lower grade till such time direct recruits are available.

6.1 The restructuring in the cadre of Ward-keeping staff of the Stores Department including the revised percentages of distribution and direct recruitment and the conditions prescribed therefor will also apply to posts in the Stationery and Forms Depots, where such Depots are manned wholly by the Ward-keeping cadre of the Stores Department.

7. The educational qualifications for future entrants to the category of Switchmen will be increased to 'Matric'. This category will, however, continue to be an avenue of promotion for the category of Yard staff as at present.

8. In the category of Fingerprint Examiners (Item 18 of Annexure) one post in grade Rs.455-700 from out of the restructured cadre will be placed in the grade Rs.700-900 in the Headquarters of each Zonal Railway and will be designated as Chief Fingerprint Examiner. The question whether any additional training/examination should be prescribed, passing of which would be a pre-condition for allotment of this grade, in so far as future entrants are concerned, is ~~appropriately~~ under Board's consideration and orders in this regard will follow.

9. In the category of ASMs/SMS (vide item 24 of the Annexure) the restructuring proposals are in two separate groups, depending upon whether the existing cadres for SMS/ASMs are separate or combined. The revised percentages prescribed for this category will accordingly be allotted, depending upon whether the existing cadre structure is a combined one or a separate one, since different practices are in vogue in the different zonal railways.

10. In the category of Yard Masters and Station Masters, the existing provision for placing 10% of the posts in scale Rs 700-900 and in scale Rs 840-1040 will continue to be in force.

11. - Those categories of posts which were earlier in grades Rs 210-290 and below but have now been placed in grade Rs 225-308 and above will now be treated as belonging to Group 'C' after this restructuring.

12. In all the categories of Group 'C' & 'D' posts covered by this scheme, even though posts in higher scales of pay have been introduced as a result of restructuring, the basic function, duties and responsibilities attached to these posts at present will continue, to which may be added such other duties and responsibilities considered appropriate.

The category of Head/Master cooks in grade B 380-560 is to be utilised in selected and very important dining establishments.

The posts of Chief Telephone Operators in scale 900-900 will be utilised in those exchanges which are busiest and the heaviest.

The special pay of Rs 35/-p.m. introduced as a result of restructuring, vide Item No. 49 of Annexure in category of Mistries in Steam/Diesel/Electric Loco Sheds and Car Sheds, will not count as pay for purposes of fixation of pay or protection. The staff will be eligible for special pay only so long as the basic condition of being independently in charge of or supervising highly skilled artisans continues to be satisfied.

The existing rules and orders governing reservations for SOs/STs will continue to apply while filling up of vacancies in higher grades that may be generated on account of improved percentage distribution prescribed in various categories in the enclosed Annexure. However, reservation orders will not apply to cases where existing 1(s)/Grade(s) is being replaced as a whole by new 1(s)/Grade(s), since in these cases the reservation has already been applied.

The restructuring orders contained herein in respect of categories indicated against Cols. 2 & 3 of the enclosed Annexure may also be made applicable to such of the categories whose duties and responsibilities and existing pay scales are identical with the designations in categories indicated in the enclosed Annexure but are referred to by slightly different designations as per existing practice. However, after the restructuring exercise is completed the nomenclature for these categories should strictly conform to the revised designations indicated against Col. 4 of the enclosed Annexure.

The requirements of funds, for this purpose may at the present be met by reappropriation from within the existing budget allotments under the relevant grants. Additional requirements of funds should be assessed and appropriately reflected in the August review and the revised Estimates for the current financial year.

The Railways should provide matching savings by bringing numbers from the respective categories where improvements are now proposed to be made to the extent possible and from elsewhere to make up the shortfalls. The upgradations may be carried out now, according to revised percentage distribution of posts, on the basis of existing numbers in a particular category, reduction in numbers may be achieved in a phased manner over the next three years. The review for this purpose should be done by a Committee consisting of AGM(EC),

EA&CAO and CELO. The departmental HODs may be associated with this Committee as necessary to determine the areas where such reduction are possible and the numbers and grades of posts. The Board should be kept informed half-yearly (in Sept. & March) of the progressive reductions in posts, achieved and proposed to be achieved during the next three years.

17.2 The Board are keen that there should be no delay in implementation of these cadre restructuring orders. The exercise in regard to savings by reduction in numbers should be taken up in all earnestness and progressed with vigour.

18. In view of the simplified procedure laid down in para 3.2(supra) the orders should be implemented completely in all respects by 30.9.83 and a compliance report submitted to the Board by middle of October '83 positively.

19. This has the sanction of the President.

20. Please acknowledge receipt.

21. Hindi version will follow.

K. Venkatesan

(K. VENKATESAN)
Jt. Director, Estt. (P&A)
RAILWAY BO. ED.

New Delhi, dt 29-7-83

PCIII/30/UPG/19

For information only to:-

The General Managers, Metro Rail, Calcutta; Wheel & Axle Plant, Bangalore and N.F. Railway (Const.) Maligaon.

The Director General, RDSO, Lucknow.

The CAO/Central Organisation for Modernisation of Workshops, Maharani Bagh, New Delhi.

The Chief Engineer, Railway Electrification, Allahabad.

The Chief Administrative Officer, Diesel Component Works, Patiala.

The Chairman, Railway Service Commission, Allahabad/
Bombay/Calcutta/Madras/Muzaffarpur/Secunderabad/
Ganeshi/Bangalore/Patna.

The Principal, Railway Staff College, Vadodra.

The Principal, Indian Railways Institute of Adv. Tech Technology, Pune.

The Principal, Indian Railways Institute of Mech. & Engrg., Jamalpur.

The Chief Administrative Officer, MTP(R), Bombay/
Madras.