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

No. PC111/83/UPG/3

New Delhi, dated 1.5.1984

The General Managers,  
All Indian Railways,  
SLW, DLW and ICF.

Sub:- Cadre Review and restructuring of  
Group 'C' cadres.

Arising out of a demand made by the Staff Side in the Departmental Council (Railways) of the Joint Consultative Machinery, the Ministry of Railways have decided that following Group 'C' categories should be restructured as indicated in Annexure 'A' with effect from 1.1.1984:-

- i) Technical Supervisors in the Production Units, Open Line including Open Line workshops of the Civil, Mechanical, Electrical and Signal & Telecommunication Departments.
- ii) Scientific staff of the CMT under the Mechanical Engineering Department.

2. For the purpose of restructuring, the cadre strength as on 1.1.1984 will be taken into account and will include Rest Giver and Leave Reserve Posts.

3. Staff selected and posted against the additional higher grade posts as a result of restructuring will have their pay fixed under Rule 2018-B(FR-22C) RII with effect from 1.1.1984. The benefit of fixation effective from 1.1.1984 will also be applicable to the chain/resultant vacancies. In effect, the benefit of fixation from 1.1.1984 should be given against all vacancies which arise from restructuring.

4.1 The existing classification of the posts covered by these restructuring orders, as "Selection" and "Non-Selection" as the case may be, remains unchanged. However, for the purpose of implementation of these orders, if an individual railway servant becomes due for promotion to only one grade above the grade of the post held by him, at present, on a regular basis, and such higher grade post is 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 without holding any written and/or viva voce test. Naturally, under this procedure, the categorisation as 'Outstanding' will not exist.

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4.2 In case, however, as a result of these restructuring orders, an individual railway servant becomes due for promotion to a grade more than one grade above that of the post held by him at present on a regular basis, the benefit of the modified procedure of selection as aforesaid will be applicable only to the first such promotion (if that post happens to be a 'Selection' post); the second and subsequent promotions, if any, will be based only on the normal rules relating to filling in of 'Selection' or 'Non-selection' posts (as the case may be).

4.3 Vacancies existing on 1.1.1984 and those arising on that date from this cadre restructuring should be filled in the following sequence:-

- i) from panels approved on or before 30.4.1984 and current on that date; and
- ii) balance in the manner indicated in paras 4.1 and 4.2 above.

5.1 The extant orders regarding recruitment of Engineering Graduates to grade Rs.550-750 will stand modified in that:-

- 1 20% of vacancies arising after 1.1.1984 in grade Rs.700-900 in the category of technical supervisors of all Departments will be filled by direct recruitment of Engineering Graduates through Railway Service Commissions.
- 2 There will be no direct recruitment in future in the grade of Rs.550-750, except that where a panel of candidates for direct recruitment in this grade has already been received by the Railway Administration from the Railway Service Commissions, appointments therefrom (subject to usual formalities) will be made to the grade Rs.550-750.

5.2 Specific qualifications prescribed for Engineering Graduates for recruitment currently to grade Rs.550-750 now automatically apply to grade Rs.700-900.

5.3 There is currently provision for direct recruitment in the category of Chemists and Metallurgist Assistants in grade Rs.425-700 to the extent of 33-1/3%. Consequently to restructuring the percentage of direct recruitment in grade Rs.425-700 will be raised to 66-2/3%. The qualifications prescribed will remain unchanged. This will, however, be effective for vacancies arising after 1.1.1984.

6. The selection for SC/ST additional vacancies will be based on the result of the selection process.

7. The details of the selection process for the various categories against the various selection grades and such grades as are mentioned in the details of the selection process for 30.9.84.

8. In all cases, though posts are vacant as a result of the restructuring, the responsibility will continue to remain with the responsible authorities.

9. The Board of staff after the restructuring will be constituted expeditiously.

10. The Railways will continue to include the funds on account of the restructuring in the budget.

11. Hindi version of the restructuring orders will be prepared.

12. Kindly refer to the restructuring orders for details.

Encl:- One.

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6. The existing rules and orders in regard to reservation for SC/ST will continue to apply while filling up additional vacancies in the higher grades arising as a result of restructuring.

7. The Non-functional selection grade posts created in the categories covered by these orders should be adjusted against the upgraded posts. Any holders of non-functional selection grades not so adjusted will continue to retain such grades as personal to them till the next review. Details of such cases should be reported to the Board by 30.9.84.

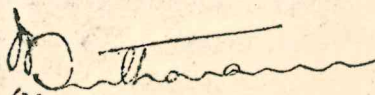
8. In all the categories covered by this letter even though posts in higher scales of pay have been introduced as a result of restructuring, the basic function, duties and responsibilities, attached to these posts at present will continue to which may be added such other duties and responsibilities as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

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

10. The Railways will carefully assess requirement of staff on account of this restructuring for the year 1984-85 and include them in the Revised Estimates for 1984-85.

11. Hindi version will follow.

12. Kindly acknowledge.



(M. SEETHARAM)  
ADDL. DIRECTOR, PAY COMMISSION,  
RAILWAY BOARD.

Encl:- One.

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No. PCIII/83/UPG/3

New Delhi, dt

1-5-1983

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The Chief Engineer, Railway Electrification, Allahabad

The CAO, Diesel Component Works, Patiala.

The Chairman, Railway Service Commission, Allahabad,  
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The CAO, MTP(R), Bombay, Delhi, Madras.

The Principal, Indian Railways Institute of Signal  
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The Railway Liaison Officer, New Delhi.

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The Jt. Director, Rail Movement, Mughalsarai.

The Secretary, Railway Rates Tribunal, Madras.

The Jt. Director, Iron & Steel, Koilaghat Street, Calcutta

The Chief Mining Adviser, Ministry of Railways, Dhansiri

The Managing Director, IRCON, Rajendra Place, New Delhi

The Managing Director, RITES, New Delhi House, New Delhi

Encl:- One.

(M. SETHURAM)  
Addl. Director, Pay Comm.  
RAILWAY BOARD.

No. PCIII/83/UPG/3

New Delhi, dt 1-5-1983

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(M. SEETHARAM) 11/5/84

Addl. Director, Pay Commission,  
RAILWAY BOARD.

No. PCIII/83/UPG/3

New Delhi, dt 1-5-1984

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ANNEXURE 'A'

Statement indicating restructuring of  
certain Group 'C' Cadres

(Annexure to Railway Board's letter  
No. PCIII-83/UPG/3 dated 1.5.84)

- I. Restructuring of Technical Supervisors in Production  
Units/Open Line including workshops in all Technical  
Departments, viz. Civil Engineering, Mechanical,  
Electrical and Signal and Telecommunication Deptts.

<u>Grade (Rs)</u>	<u>Existing Percentage</u>	<u>Revised Percentage</u>
425-700	55*	33
550-750	30	30
700-900	15	27
840-1040	10% of posts in Rs 700-900.	10

\* applicable only to IOWs, BRIs, FWIs,  
TXRs/CWIs and Supervisors Elec.  
General Services.

Note:

- 1) The existing number of posts in Rs 840-1200 in the Production Units/Open Line Workshops and the extant procedure for filling them up will continue to remain in force.
- 2) If, prior to issue of this letter, the number of posts existing in grade Rs 840-1040 in any particular cadre, exceeds the number admissible on the sanctioned percentage, the excess may be allowed to continue.

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II Restructuring of Group 'C' Scientific Staff in CMT (Mech. Department)

<u>Grade</u> <u>(Rs.)</u>	<u>Existing</u> <u>Percentage</u>	<u>Revised</u> <u>Percentage</u>
380-560	15	15
425-700	55	35
550-900	30	25
650-960	not laid down	25

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