

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

RBE No.: 180/2006

No: PC-III/2005/CRC/4

dated 30-11-2006.

The General Managers,
All Indian Railways/PUs etc.
(As per mailing list)

Sub:- Cadre Restructuring of certain Group 'C' cadres – Accounts &
Medical Department.

The Ministry of Railways have had under review Group 'C' cadres of (i) Accounts Staff of Accounts Department; (ii) Physiotherapists; and (iii) Dressers/ O.T.Assistants of Medical Department in consultation with the staff side with a view to strengthening and rationalizing 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' categories of staff as mentioned above should be restructured in accordance with the revised percentages indicated in the Annexures 'A' and 'B' to this letter. While implementing these orders the following detailed instructions should be strictly and carefully adhered to :

- | | |
|--------------------------------------|---|
| Date of effect | 1. The restructuring will be in reference to the sanctioned cadre strength as on date of issue of these orders. |
| Applicability to various cadres | 2. These orders will be applicable on the regular cadres (excluding surplus & supernumerary posts) of the 'Open Line establishments including Workshops and Production Units. |
| | 2.1 These orders will not be applicable to ex-cadre & work-charged posts which will continue to be based on worth of charge. Only those temporary posts which are in operation for atleast three years may be taken into account for the purpose of applying revised percentages. |
| Pay Fixation (Rule 1313 (FR 22)-RII) | 3. Staff selected and posted against the additional higher grade posts as a result of above upgradation will have their pay fixed under Rule 1313 (FR-22)(I)(a)(1)-R-II from the date of issue of these orders with the usual option for pay fixation under extant rules. |


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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. However, for the purpose of implementation of these orders, if an individual Railway servant becomes due for promotion to a post 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 and confidential reports without holding any written and / or viva-voce test. Naturally under this procedure the categorization as 'outstanding' will not figure in the panels. This modified selection procedure has been decided upon by the Ministry of Railways as a one time exception by special dispensation, in view of the numbers involved, with the objective of expediting the implementation of these orders. Similarly for posts classified as 'non-selection' at the time of this restructuring the promotion will be based only on scrutiny of service records and confidential reports.
- 4.1 Normal vacancies existing on date of issue of these orders (except direct recruitment quota) and those arising on that date from this cadre restructuring including chain/resultant vacancies should be filled in the following sequence:-
 - (i) From panels approved on or before date of issue of these orders and current on that date;
 - (ii) and the balance in the manner indicated in para 4 above.
- 4.2 Benefit of promotion against chain/resultant vacancies should also be given from the date of issue of these orders, if the same would arise purely due to this cadre restructuring.
- 4.3 Such selections which have not been finalised by date of issue of these orders should be cancelled/abandoned.
- 4.4 All vacancies arising from the next day of date of issue of these orders will be filled by normal selection procedure.
- 4.5 All vacancies arising out of the restructuring should be filled up by senior employees who should be given benefit of the promotion from the date of issue of these orders whereas for the normal vacancies existing on the date of issue of these orders, junior employees should be posted by modified selection procedure but they will get promotion and higher pay from the date of taking over the posts as per normal rules.


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- 4.6 In cases where percentages have been reduced in the lower grade and no new post becomes available as a result of restructuring, the existing vacancies on the date of issue of these orders should be filled up by normal selection procedure.
- 4.7 Employees who retire/resign in between the period from the date of issue of these orders to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders from the date of issue of these orders.
5. Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders with reference to the date of issue of these orders.

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.

- 7.1 (i) With implementation of cadre restructuring, there shall be no addition in the staff strength of Accounts Department. All the existing and new work assigned to the Accounts Department in future shall be managed by the existing Section and Section/Sr. Section Officers (A/cs.).

(ii) The Section Officers/ Sr. Section Officers (A/cs.) shall handle initial as well as supervisory work without any additional manpower. FA&CAOs should lay down the revised norms of work of Section/ Sr. Section Officers (A/cs.) in General & Traffic Accounts before implementation of cadre restructuring.

(iii) Dressers / O.T.Assistants in higher grade will also be taking care of day to day indents, upkeeping of instruments for operations, ensure continuous Oxygen supply in OT and ICU etc. besides their regular work.


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(iv) In addition to the professional duties, Physiotherapists will have administrative responsibilities also, when promoted to higher grade. At most of places there is only one Physiotherapist, therefore, he will be performing all the administrative Job like preparing indents, upkeeping of equipments etc. in addition to the professional duties.

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

Provision of reservation

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

Direct recruitment percentages

10. Direct recruitment percentages will not be applicable to the additional vacancies arising out of these restructuring orders as on the date of issue of these orders (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

11. The administration should take steps to pin-point the additional posts arising out of this restructuring as per administrative requirements. However, in those cases where due to pin-pointing of posts staff is required to join duties in the upgraded posts at a different station, such staff may be allowed the benefit of upgradation/ promotion on "as is where is basis" for the time being and allowed to join the pin pointed post at the new station within six months time from the date of issue of promotion order, subject to the satisfaction of HOD on merit in each case.

Refusal of promotion

12. 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 extant 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 date of issue of these orders and arising due to restructuring on the date. This relaxation will not be applicable to vacancies arising after the date of issue of these orders.


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Matching Savings

13. 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 effective surrender of posts of equivalent financial value, the existing vacant posts available in the categories on the date of issue of these orders 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 saving without any exception and difficulty. There would be no restructuring without matching savings by surrender of posts.

This issues in consultation with Accounts & Health Directorate & with the concurrence of Finance Directorate of this Ministry.

Kindly acknowledge receipt.

Hindi version will follow.

DA: Annexure 'A' & 'B'


(Urvilla Khatri)


Director, Pay Commission-II
Railway Board

No. PC-III/2005/CRC/4

New Delhi,

dt.30.11.2006

Copy (with 40 spares) forwarded to Deputy Comptroller & Auditor General of India (Railways), New Delhi.


for Financial Commissioner, Railways

.....6/-

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No. PC-III/2005/CRC/4

New Delhi,

dt.30.11.2006

Copy to :-

- (1) GMs/FA & CAOs, All Indian Railways, CLW, DLW, DMW, ICF, RCF, RWF, Metro Rail, Kolkata, MTP(R), Delhi, Mumbai, Chennai, CORE /Allahabad, (b) FA & CAOs (Construction), N.F. Railway, Maligaon & Southern Railway, Bangalore.
- (2) The Pay & Accounts Officer, Ministry of Railways (Railway Board)
- (3) Executive Director (Finance), RDSO, Lucknow.
- (4) The Chief Commissioner, Railway Safety, Lucknow.
- (5) General Manager, Northeast Frontier Railway (Construction) Maligaon.
- (6) The Managing Director, KRCL, Belapur Bhavan, Sector-11, C.B.D.Belapur, Navi Mumbai-400614.

 30/11/06

(Urvilla Khati)
Director, Pay Commission-II
Railway Board

No. PC-III/2005/CRC/4

New Delhi,

dt.30.11.2006

Copy forwarded to :-

- (1) The General Secretary, NFIR (with 35 spares)
- (2) The General Secretary, AIRF (with 35 spares)
- (3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi.
- (4) The Secretary General, All India RPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
- (5) The Secretary General, IRPOF, Room No.268, Rail Bhawan, New Delhi. (with 5 spares)
- (6) Secretary, RBSS Group 'A' Officers Association, Room No. 462, Rail Bhawan, New Delhi.


for Secretary, Railway Board

.....7/-

: 7 :

No. PC-III/2005/CRC/4

New Delhi,

dt. 30.11.2006

Sr.PPSs/PPSSs/PSs/Sr. PAs/PAs to :-

CRB, FC, MS, MT, ME, ML, MM, Secretary, AM(Finance), AM(Budget), AM(T), AM(C), AM(CE), AM(Works), AM(Elec.), AM(Mech.), AM(PU), AM(Tele.), AM(Stores), DG(RPF), DG(RHS), Advisor(Staff), Advisor(F), Advisor(IR), EDE(N), EDE, EDF(B), EDF(C & RM), EDA, EDF(E), Dir.(MPP), DE(G), DE(L), DPC-I, DE(N), DE(N), DE(Res.)-I, JDE(P&A), JDE(Rep.), JDPC-I & II, JDF(E), JDE(L), JDE(N), DDF(E) I, II, III & IV, DDE(N), US(A), DDE(RRB), DDE(Rep.) I & II, DDE(LR) I, II & III.

Copy to :-

Cash - I, II, III, Budget, E(P&A) I & II, E(G), E(NG) I & II, PC-III, IV & V, E(LR) I, II & III, F(E) - I, II & III, F(E) Special, Security (E), Accounts-I & II, Accounts Inspection, ERB-II, III, IV, V, E(SCT)I, E(D&A).

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ANNEXURE 'A'

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF
ACCOUNTS DEPARTMENT.

Annexure to Board's letter number PC-III/2005/CRC/4 dated 30-11-2006.

CATEGORY	EXISTING STRUCTURE	REVISED STRUCTURE
Accounts Staff (General Accounts)	Ratio - 1:6 (Between Supervisors comprising SO (A/cs.) + Sr. SO (A/cs.) and (Accounts Staff comprising Accounts Assistants, Jr. Accounts Assistants & Accounts Clerks)	Ratio - 1:3 (Between Supervisors comprising SO (A/cs.) + Sr. SO (A/cs.) and (Accounts Staff comprising Accounts Assistants, Jr. Accounts Assistants & Accounts Clerks)
Accounts Staff (Traffic Accounts)	Ratio - 1:9 (Between Supervisors comprising SO (A/cs.) + Sr. SO (A/cs.) and (Accounts Staff comprising Accounts Assistants, Jr. Accounts Assistants & Accounts Clerks)	Ratio - 1:6 (Between Supervisors comprising SO (A/cs.) + Sr. SO (A/cs.) and (Accounts Staff comprising Accounts Assistants, Jr. Accounts Assistants & Accounts Clerks)


30/11/06

ANNEXURE 'B'

STATEMENT REGARDING RESTRUCTURING OF GROUP 'C' STAFF OF
MEDICAL DEPARTMENT

Annexure to Board's letter number PC-III/2005/CRC/4 dated 30-11-2006.

CATEGORY	GRADE (Rs)	EXISTING %AGE	REVISED %AGE
Physiotherapists	6500-10500	-----	60
	5500-9000	-----	40
Dressers/ O.T.Assistants	4500-7000	5	15
	4000-6000	55	60
	3050-4590	40	25


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