

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

No: PC-VI/2009/CRC/3

dated 01 -03-2013.

✓ The General Secretary,
AIRF,
4, State Entry Road,
New Delhi.

The General Secretary,
NFIR,
3, Chelmsford Road,
New Delhi.

Sir,

Sub:- Meeting regarding Cadre Restructuring of Group 'C'
categories on Indian Railways.

A copy of Record Notes of discussions between Official Side and Staff Side held on 22-02-2013 on the above subject is sent herewith for your concurrence, which may please be conveyed early.

Encl: As above

Yours faithfully,



for Secretary, Railway Board

**Record Note of discussion of Meeting of Cadre Restructuring Committee
held on 22.02.2013 in Committee Room, 2nd Floor, Railway Board's office.**

Present:

Official Side	Staff Side	
	AIRF	NFIR
Addl. Member(Staff)... ..Chairman	Sh.Umraomal Purohit	Sh.Guman Singh
Adv.(Fin.)	Sh.S.G.Mishra	Sh.M. Raghavaiah
ED(IR)	Sh.Rakhal Das Gupta	Sh.R.P.Bhatnagar
EDPC-II	Sh. N.Kanniah	Sh.P.S.Suriyaparkasam
EDPC-I	Sh.Ch.Sankara Rao	Sh. B C Sharma
EDE(N)	Sh. J.R. Bhosale	Sh. J.G.Mahurkar
		Sh. Taposh Mukherjee

1. AM(Staff), as Chairman of the Cadre Restructuring Committee, extended a hearty welcome to all members of the Cadre Restructuring Committee and introduced two new official side member joined as ED(IR) in place of Adv.(IR) and EDE(N). He advised that guidelines issued by DOP&T/MOF for in-house cadre restructuring of Group 'C' categories should be followed. He further stated that there are 2.41 lakh vacancies in Indian Railway out of which 1.30 lakh are being filled up. Railways can identify redundant categories and vacant posts in these non-safety categories can be considered for surrender against matching savings in the current cadre restructuring exercise.

2 The Staff Side also welcomed new members of Official Side. They pointed out that there has already been delay in issue of cadre restructuring orders. They stated that orders for cadre restructuring should be issued early and these orders may also be effective from the date of effect of orders of cadre restructuring of ALPs i.e. 01-05-2010. However, Official Side stated that implementation of cadre restructuring with retrospectively effect is not feasible due to surrender of posts against matching savings.

2.1 The Staff side reiterated that restructuring for Safety categories should be exempted from matching surrender in totality. However, they were apprised by Official Side about Board's decision regarding cap of 10% as per which increase in percentages through cadre restructuring upto 10% in the apex scale of the safety category will be met through revenue (financial implications as per present DA rates @ 72% would be Rs. 121.10 Cr.) and increase beyond 10% would be offset by matching surrender of posts as in the case of non-safety categories as per standard norms of cadre restructuring.

3. After detailed discussions, keeping in view various aspects like cadre structure, feeding cadres, inter-grade ratio etc., the Committee recommended the revised percentage distribution of posts for the categories discussed during the meeting as under:

Category	Pay Structure as per 6th CPC		Existing Percentage	Percentage recommended by CRC	Addl. financial Implication per annum (in crores of Rs.)
	PB	GP (Rs.)			
Cooks (Traffic/ Mechanical Running Rooms)	PB-1	2400	27	40	1.71
	PB-1	1900	46	40	
	PB-1	1800	27	20	
Goods Guards (Safety)	PB-2	4200	27	50	27.50
	PB-1	2800	73	50	
Assistant Guards /Brakesmen (Safety)	PB-1	2400	27	50	-0.09
	PB-1	1900	73	50	
Loco Pilot (Shunting) (Safety)	PB-2	4200	30	50	14.49
	PB-1	2400	70	50	
Stock Verifiers	PB-2	4600	35	60	0.92
	PB-2	4200	65	40	
Finger Print Examiners	PB-2	4600	25	50	0.07
	PB-2	4200	75	50	
Cashiers (Non-Supervisory)	PB-2	4200	85	90	0.57
	PB-1	2400	15	10	
Cashiers (Supervisory)	PB-2	4600	---	55	0.57
	PB-2	4200	---	45	
Shroffs	PB-2	4200	39	50	0.25
	PB-1	2400	38	35	
	PB-1	1900	23	15	
Dressers/OTA	PB-1	2800	15	35	1.74
	PB-1	2400	60	45	
	PB-1	1900	25	20	
Health & Malaria Inspectors	PB-2	4600	47	65	4.36
	PB-2	4200	53	35	
Lab Assistants/Lab Technician/ Asstt. Chemist	PB-1	2800	75	80	0.27
	PB-1	2400	15	10	
	PB-1	2000	10	10	
X-Ray Staff	PB-2	4200	52	70	0.46
	PB-1	2800	48	30	

Cooks (Medical)	PB-2	4200	9	20	0.76
	PB-1	2400	31	30	
	PB-1	1900	30	30	
	PB-1	1800	30	20	
Health Visitor(Multipurpose)	PB-2	4200	20	30	0.06
	PB-1	2800	40	40	
	PB-1	2400	40	30	
Field Workers	PB-1	2400	75	85	0.11
	PB-1	1900	25	15	
Physiotherapists	PB-2	4600	60	75	0.17
	PB-2	4200	40	25	
Extension Educator/District Extension Educator	PB-2	4600	(36)*	55	0.08
	PB-2	4200	(64)*	45	
Typists	PB-2	4600	12	20	0.92
	PB-2	4200	45	65	
	PB-1	2400	23	15	
	PB-1	1900	20		
Shipping Inspector	PB-2	4600	3 posts	65	0.13
	PB-2	4200	100	35	
Staff & Welfare Inspectors	PB-2	4600	50	65	4.02
	PB-2	4200	50	35	
Statistical Inspectors	PB-2	4600	50	65	0.12
	PB-2	4200	50	35	
Publicity Inspectors	PB-2	4600	50	60	0.80
	PB-2	4200	30	25	
	PB-1	2800	20	15	
Hindi Staff	PB-2	4600	25	40	3.29
	PB-2	4200	30	60	
	PB-1	2800	45		
Hostel Management Staff of Oak Grove School, Jharipani.	PB-2	4200	20	35	0.01
	PB-1	2800	40	40	
	PB-1	2400	40	25	
Canteen Staff (Group-II)	PB-2	4200	5	12	6.84
	PB-1	2400	30	40	
	PB-1	2000	35	25	
	PB-1	1900	7	8	
	PB-1	1800	23	15	

Canteen Staff (Group-III)	PB-2	4200	15	25	0.28
	PB-1	2400	25	25	
	PB-1	2000	20	25	
	PB-1	1900	40	25	
Scientific Asstt./ Supervisors (Psycho Tech.Cell)/RDSO	PB-2	4600	70	80	0.02
	PB-2	4200	30	20	
Scientific Staff (Research)/RDSO	PB-2	4600	50	65	0.15
	PB-2	4200	50	35	
Scientific Staff (Design)/RDSO	PB-2	4600	50	65	0.62
	PB-2	4200	50	35	
Technical Staff (Mech.etc.)/ RDSO	PB-2	4600	70	80	0.04
	PB-2	4200	30	20	
				100	
Total					71.22

3.1 During the discussion, Staff Side of the Cadre Restructuring Committee also raised the issue of revision of percentage distribution of posts for the category of Track Maintainers. They stated that recommendations of Joint Committee set up for progression of Trackmen were not fully implemented and this should be implemented. Accordingly, this issue was also discussed in the meeting in detail. Keeping in view previous and present cadre structure of Track Maintainers, recommendations made by the Joint Committee and further progression of this critical safety category, following revised percentage for distributions of posts was recommended by CRC:-

Category	Pay structure (PB-1)	Existing %age (approved by Board/MR)	%age now recommended by CRC	Addl. financial Implication per annum (in crores of Rs.)
Track Maintainer-I	GP Rs. 2800	3	6	195.21
Track Maintainer-II	GP Rs. 2400	6	12	
Track Maintainer-III	GP Rs. 1900	20	22	
Track Maintainer-IV	GP Rs. 1800	71	60	

4 Total projected additional financial implications for the above mentioned 32 categories would be Rs. 266.43 crores per annum excluding allowances except DA .

5. The Staff Side pointed out that cadre restructuring of Catering Staff and Traffic Assistants/Metro Railway, Kolkata may also be undertaken. It was advised by Official Side that after collecting data from Railways, these categories will be examined separately in consultation with Staff Side and Nodal Directorates. As regard, extension of benefit of cadre restructuring to the Canteen Staff of Parliament Canteen of Northern Railway, it was agreed that clubbing of this category with Canteen Staff on Railways will be examined separately.

6. The above recommendations would form part of the final report to be submitted by the Cadre Restructuring Committee in respect of all the Group C categories which have been considered by the Committee.

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