



EAST COAST RAILWAY

प्रमुख मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Pr.Chief Personnel Officer
द्वितीय तल, - 751 017
Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt. Srl. No.237/2018
पूतरे/कार्मिक/आर/ECOR/Pers/R/Gaz.

RBE No-192/2018
Date: 24.12.2018

सेवा मे,
सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड, बालातेरु, संबलपुर,
सु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,
व.का अधिकारी (नि) /भुवनेश्वर
महा सचिव/इकोर श्र. कां., महा सचिव/इकोर श्र. यू.,
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस डी आर ई ए

Sub: Grant of Non-functional scale to Group 'B' Officers of Organised Services on 100 % basis after completion of 04 years of regular service -Procedure.

उपर्युक्त विषय पर बोर्ड पत्र सं E(GP)2003/2/22 दिनांक 12.12.2018 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्यवाई हेतु अग्रेषित है।

A copy of the Board's Lr.No- E(GP)2003/2/22 dated 12.12.2018 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

(R.C. Sethy) 12/18
Asst. Personnel Officer(HQ)
For Pr. Chief Personnel Officer

प्रतिलिपि प्रेषित/Copy to :

- 1) महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
- 2) मुकाधि/मुकाधि(प्रशा.), उप म.प्र, अध्यक्ष(रेलवे भर्ती प्रकोष्ठ)
- 3) उप मुख्य प्रबंधक(सू.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
- 4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)
- 5) मुकाधि के निजी सचिव/सहा.कार्मिक अधि. (मुख्या.-1), सहा.कार्मिक अधि. (कल्याण), सहा.कार्मिक अधि. (बिल), सहा.कार्मिक अधि. (भर्ती)

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18/12/18

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 192/2018 05/R

No. E(GP) 2003/2/22

New Delhi, dated : 12.12.2018

The General Managers,
All Indian Railways and Production Units

Sub: Grant of Non-functional scale to Group 'B' Officers of Organised Services on 100% basis after completion of 4 years of regular service – Procedure reg.

Ref: Board's letter nos. E(GP)98/2/82 dated 09.12.98 and E(GP)2003/2/22 dated 16.06.2003 & 03.09.2004.

In terms of Ministry of Railways' Notification No. PC-VII/2017/RSRP/1 dated 08.03.2018; the higher scale of Level 10 has to be operated to the extent of 100% of the Group 'B' officers on roll including Group 'B' officers officiating in Level 11 on ad hoc basis after completion of 4 years of regular service in the respective grades in Organised Departments.

2. In this regard a few references have been received from Zonal Railways wherein they have sought clarifications with regard to the procedure to be followed in the cases of pay fixation of officials working in Senior Scale adhoc, application of reservation rules, date of assessment of these vacancies etc. Accordingly, Board has decided to clarify that following procedure should be adopted for placement of these officers in the higher scale:

3. Procedure for placement of Group 'B' officers in the higher scale:

3.1 All Group 'B' officers with minimum of four years regular service in Level 9 in Accounts Department and Level 8 in other organised Departments shall be eligible for consideration for grant of higher Group 'B' Non-Functional Upgradation scale of Level 10.

3.2 The Group 'B' officers who are officiating in Senior Scale, after having been found suitable by the Committee of HODs as per extant procedure, shall be granted Non-functional upgradation in Level-10 w.e.f. 08.03.2018, subject to completion of four years service in Group 'B' in level-8 in respect of Non-accounts department and in level-

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9 in respect of Accounts Department. On grant of Non-functional scale in Level-10, such officers would continue to officiate in Level-11.

3.3 The General Manager will constitute a Committee for this purpose, which will consist of 3 Heads of Department including the PCPO/CPO, the HOD of the concerned Department and another HOD. If none of the Committee members belongs to SC/ST, a fourth officer belonging to SC/ST, not below JAG, may be co-opted as a member of the Committee.

3.4 The same procedure for assessment of suitability, as has been prescribed for ad-hoc promotion of Group 'B' officers to Senior Scale, will be adopted by the Committee for placement of Group 'B' officers in the higher Group 'B' Scale of Level-10, i.e. the Committee may assess the fitness of the officer based on his performance as reflected in his APARs for the preceding 5 years period. The Committee should categorize the officers as 'Fit' or 'Not Yet Fit' on the basis of overall assessment of the Reports and not merely on the basis of grading/fitness assigned in the Reports. Those categorized as 'Fit' should be placed in the higher scale of pay in the order of their Seniority.

3.5 The recommendations of the Committee will be submitted to the General Manager for approval and placement in the higher scale will be ordered accordingly.

4. As the higher scale of Level-10 has now been extended to 100% of the Group 'B' officers on roll, reservation rules are not attracted.

5. **Seniority for purpose of absorption in Group 'A'/Junior Scale and ad hoc promotion to Senior Scale:**

5.1 The Officers, even after their placement in higher scale of Level-10, will be classified as Group 'B' only.

5.2 For the purpose of promotion to Group 'A'/Junior Scale, the placement of officers in the higher scale of Level-10 may not be given any weightage, as is the position in the case of Group 'B' officers who are placed in the Senior Scale of Level-11 on ad hoc basis. All the Group 'B' officers, whether in Level -8 (Level-9 in Accounts Department) or in Level-10 may be arranged in the order of their original seniority in Group 'B' for the purpose of consideration for promotion to Group 'A'/Junior Scale or for promotion on ad hoc basis to Senior Scale. Similarly, the residency period should remain as per extant rules regarding non-fortuitous service in Group 'B' irrespective of whether the officer is in Level-8 (Level-9 in Accounts Department) or in Level-10.

6. The Non-functional upgradation shall be done on the same lines as brought out above with effect from the date of notification i.e. 08.03.2018 and thereafter w.e.f. 1st January and 1st July of subsequent years.
7. Further, for consideration of officers for placement in the higher Group 'B' scale of Level-10, the senior Group 'B' officer should be deemed to have rendered the service put in by his immediate junior, and if that happens to be 4 years or more, he should be considered for placement in the higher Group 'B' scale of Level-10.
8. **Pay fixation on grant of Non-functional upgradation.**
- 8.1 On grant of Non-functional upgradation in Level-10, Pay of Group 'B' officers, working in Level-8 and 9, shall be fixed as per provision of RS(RP) Rules, 2016. Illustration in this regard is enclosed as **Annexure-I**.
- 8.2 On grant of Non-functional upgradation in Level-10, pay of such Group 'B' officers already officiating in Level-11 shall be regulated as per illustration in this regard enclosed as **Annexure-II**.
- 8.3 Benefit of Rule 1313 I(a)(i) of R-II shall be applicable on grant of Non-functional upgradation. Date of annual increment shall be regulated by provisions of Rule 10 of RS(RP) Rules, 2016.
9. Necessary action may accordingly be taken urgently. Please acknowledge receipt.

M. Saluja
12/12/18
(Meenakshi Saluja)
Dy. Director, ESTT. (GP)-III
Railway Board

Annexure-I

- (a) Fixation of pay on Non-Functional Upgradation from Level-8 to Level-10 with effect from 08.03.2018 and thereafter with effect from 1st January and 1st July of subsequent years (applicable for Non-Accounts Department Officers).

1.	Level in the revised pay structure : Level 8	Pay Band	9300-34800		15600-39100
2.	Basic Pay in Level-8 : 55200	Grade Pay	4800	5400	5400
3.	Granted Non-Functional Upgradation in Level-10	Levels	8	9	10
4.	Pay after giving one increment in Level 8 : 56900	1	47600	53100	56100
5.	Pay in the upgraded Level i.e. Level 10 : 57800 (either equal to or next higher to 56900 in Level-10)	2	49000	54700	57800
		3	50500	56300	59500
		4	52000	58000	61300
		5	53600	59700	63100
		6	55200	61500	65000
		7	56900	63300	67000
		8	58600	65200	69000

- (b) Fixation of pay on Non-Functional Upgradation from Level-9 to Level-10 with effect from 08.03.2018 and thereafter with effect from 1st January and 1st July of subsequent years (applicable for Account Department Officers).

1.	Level in the revised pay structure : Level 9	Pay Band	9300-34800		15600-39100
2.	Basic Pay in Level 9 : 59700	Grade Pay	4800	5400	5400
3.	Granted Non-Functional Upgradation in Level-10	Levels	8	9	10
4.	Pay after giving one increment in Level 9 : 61500	1	47600	53100	56100
5.	Pay in the upgraded Level i.e. Level 10 : 63100 (either equal to or next higher to 61500 in Level-10)	2	49000	54700	57800
		3	50500	56300	59500
		4	52000	58000	61300
		5	53600	59700	63100
		6	55200	61500	65000
		7	56900	63300	67000
		8	58600	65200	69000

Annexure-II

Fixation of Pay on grant of Non functional Upgradation from Level 8 to Level 10 in respect of officials officiating in Sr. Scale (level 11) prior to Grant of NFU : Representative illustration.

S.No.	Details	Date	Pay fixed in the Scale/Level	GP/Level
1	Date of promotion to Group 'B'	08.03.2014	25730	GP-4800
2	Pay as on 01.01.16 (in 6th CPC)	01.01.2016	27310	GP-4800
3	Pay on fixation in 7th CPC	01.01.2016	72100	Level 8
4	Date of promotion to adhoc Sr. Scale*	09.03.2017	78500	Level 11
5	Notional pay as on 01.01.2018 had the officer not been promoted to adhoc Sr. Scale & continued in Level-8	01.01.2018	76500	Level 8
6	Pay due to grant of NFU in Level-10 on 08.03.2018 based on (5) above (Actual Pay)	08.03.2018	80000	Level 10
7	Pay on refixation in Sr. Scale (in Level-11) after grant of NFU w.e.f 08.03.2018*	08.03.2018	80900	Level 11

*While fixing the pay in Senior Scale promotional benefit has been accorded as admissible.

* *On grant of NFU w.e.f 08.03.2018, pay of the employees shall notionally be fixed in Level 10 at Rs. 80000, thereafter the pay in Level 11 will be refixed at 80,900 in Level 11. The provisions of FR 22 (I)(a)(i) i.e. Rule 1313(I)(a)(i) of IREC Vol.II would continue to be applicable on grant of NFU.

** In respect of Accounts Department Officers, similar procedure may be followed for fixation of Pay on grant of Non functional Upgradation from Level 9 to Level 10 in respect of officials officiating in Sr. Scale (level 11) prior to grant of NFU.

*** If the employee in this illustration is drawing more pay than that computed due to fixation at Rs. 80900, the higher pay of that employee in such circumstances shall be protected as 'Personal Pay' till the date it is adjusted by the next increment.