



## EAST COAST RAILWAY

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

स्थापना क्रमांक/ Estt. Srl. No. 140/2016

RBE NO-116/2016

Date: 25.10.2016

पूतरे/कार्मिक/आर/ECOR/Pers/R/Promotion.

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर  
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड,वालातेरू, संबलपुर,  
मु: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 टी आर ई ए

विषय /Sub: Restructuring of certain Group 'C' cadres-Artisan Staff.


पूतरे के विषय क्रमांक/ECOR's Subject Serial No. EPS-18/2016

\*\*\*\*\*

उपर्युक्त विषय पर बोर्ड पत्र सं PC-III/2016/CRC/1 दिनांक 30.09.2016 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board's letter No. PC-III/2016/CRC/1 dated 30.09.2016 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

  
(P.B. MONDAL) 25/10/16  
Sr. Personnel Officer(Engg.)  
For 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),
- 6) सहा.कार्मिक अधि.(बिल), सहा.कार्मिक अधि.(भर्ती),

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

No. PC-III/2016/CRC/1

New Delhi,

RBE No: 116/2016  
dated 30-09-2016

The General Managers/ Director General,  
All Indian Railways/ Production Units, RDSO etc. &  
Central Training Institutes.

Sub. : Restructuring of certain Group 'C' cadres - Artisan staff.

The issue of cadre restructuring of Artisan staff/Technicians was raised by the Federations with Railway Board. The matter has been examined and keeping in view the functional, operational and administrative requirements, it has been decided with the approval of the President that the cadre of Artisan staff/Technicians (other than Signal Maintainers erstwhile ESMS/MSMs) should be restructured in accordance with the revised percentages as indicated in the table given below:

Category	Pay Structure (LEVEL) as per 7th CPC Pay Matrix	Existing %age after merger of Grade(s)	Revised percentage
Sr. Technician/MCM	Level - 6	16	25
Technician Grade-I	Level - 5	44	51
Technician Grade-II	Level - 4	20	8
Technician Grade-III	Level - 2	20	15

While implementing these orders the following instructions should be carefully and strictly adhered to.

Date of effect

1. The restructuring of Artisan cadre/Technicians (other than Signal Maintainers erstwhile ESMS/MSMs) will be with reference to the sanctioned cadre strength as on 01-09-2016. The staff who will be placed in higher grade pay as a result of implementation of these orders will draw pay in higher grades w.e.f. 01-09-2016. The benefit of restructuring will be restricted to the persons who are working in a particular cadre on the cut-off-date i.e. 01-09-2016.

Applicability to various cadres

2. These orders will be applicable to the permanent regular cadres (excluding surplus & supernumerary posts) of the Open Line establishments including Workshops, Production Units, RDSO and Centralized Training Institutes. Only those temporary posts which are in operation for at least three years may also be taken into account for the purpose of applying revised percentage. This will be subject to certification that these posts are meant for regular activities which will continue and not for any sporadic requirements.



- 2.1 These orders will also be applicable to the regular Group 'C' posts of Artisan staff/Technicians (other than Signal Maintainers erstwhile ESMs/MSMs), borne on the permanent establishment of Centralized Training Institutes, chargeable to Revenue and identical in AVC, Grade Structure, Designation & Recruitment pattern to that of same categories on the Zonal Railways.
- 2.2 These orders will not be applicable to ex-cadre & work-charged posts which will continue to be based on worth of charge.
- 2.3 These instructions will also not be applicable to construction Units and Projects, where posts are generally created on worth of charge basis. For creation of posts in these units the percentage distribution of posts as in Open Line/Production Units may be generally kept in view, taking into account the availability of funds and extant rules for the same.

Pay Fixation

- 3. The pay of staff promoted against the additional higher grade posts as a result of restructuring (including chain/resultant vacancies) will be fixed as per Rule 13 of RS(RP) Rules, 2016 with the benefit of one increment, with the usual option for pay fixation as per extant rules.

Existing classification and filling up of the vacancies

- 4. The existing classification of the posts will remain unchanged. The benefit of cadre restructuring to Artisan staff/Technicians (other than Signal Maintainers erstwhile ESMs/MSMs) will be extended only on passing the requisite Suitability/Trade Test as prescribed under extant rules.
  - 4.1 Normal vacancies existing on 01-09-2016 (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/Select Lists approved on or before 01-09-2016 and current on that date;
    - (ii) From the Panels/Select Lists likely to be formed from ongoing trade test/suitability;
    - (iii) and the balance in the manner indicated in para 4 above.
  - 4.2 All normal vacancies arising from 02-09-2016 will be filled by normal suitability/trade test procedure.



.....3/-

- 4.3 All vacancies (including chain/resultant vacancies) arising purely due to this cadre restructuring should be filled up by senior employees in the manner indicated in para 4.1 above, who should be given benefit of the promotion w.e.f. 01-09-2016 whereas for the normal vacancies existing on 01-09-2016, junior employees should be posted but they will get promotion and higher pay from the date of taking over the posts as per normal rules. Thus, the special benefit of the promotion w.e.f. 01-09-2016 is available only for vacancies arising out of cadre restructuring and for other vacancies, the normal rules of prospective promotion from the date of filling up of vacancy will apply.
- 4.4 in cases where percentages have been reduced in the lower grade and no additional post becomes available as a result of restructuring, the existing vacancies on 01-09-2016 should be filled up by normal suitability/trade test procedure.
- 4.5 Employees who retire, resign, expire or are medically de-categorised in between the period from the date of effect of these orders to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders w.e.f. 01-09-2016, if they are otherwise eligible for the said benefit.
- 5. Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders with reference to date of effect of these orders.

Minimum years of service in each grade

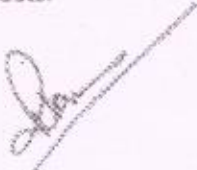
- 6. While implementing the restructuring orders, instructions regarding minimum period of service required for promotion issued from time to time should be followed. However, while considering any relaxation in the residency period prescribed for promotions to various categories, General Managers would personally ensure that the safety aspect of Railways is not compromised.

Basic functions duties and responsibilities

- 7. Since the cadre of Artisan staff/Technicians (other than Signal Maintainers erstwhile ESMs/MSMs) 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.

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.
- Pin pointing of posts 10. 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 11. 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 01-09-2016 and arising due to restructuring on the date. This relaxation will not be applicable to vacancies arising after the date of effect i.e. 01-09-2016.
- Matching Savings 12. Entire scheme of restructuring is to be a self-financing and expenditure neutral proposition. Steps for calculation of mid-value for working out the Financial implications are given as under:-

- Step 1 : Take mid-value of pay scale as per 5<sup>th</sup> CPC;
- Step 2 : Take the corresponding basic pay + grade pay as per 6<sup>th</sup> CPC for each post as per fitment table circulated vide Railway Board's letter no. PC-VI/2008/1/RSRP/1 dated 11-09-2008.
- Step 3 : For the purpose of conversion to 7<sup>th</sup> CPC, the value arrived at as per step 2 may be multiplied by 2.57.

An illustration for calculation of mid-value for working out the financial implications is also enclosed as Annexure 'A' to this letter.

12.1 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



Illustration for calculation of mid-value for working out the financial implications.

Category	Pay scales as per 5th CPC (Rs.)	Mid-value of the scales (Rs.)	Pay Structure as per 6th CPC		Mid-value as 6th CPC pay structure (Rs.) (Col. 3 x 1.86) + Grade Pay	Final mid-value by applying factor 2.57 as per 7th CPC (Rs.)
			PB	GP (Rs.)		
Sr. Technician	5000-8000	6500	PB-2	4200	16290	41865
Technician-I	4500-7000	5750	PA-1	2800	13500	34695
Technician-II	4000-6000	5000	PB-1	2400	11700	30069
Technician-RI	3050-4590	3820	PA-1	1900	9010	23156

