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Confidential

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

No. PC-VII/2019/RSRP/3

New Delhi, dated: 17/09/2021

OFFICE MEMORANDUM

Sub: - Proposal to upgrade Pay Structure of Supervisory Cadres of Railways working in Level-7 of Pay Matrix – introduction of two new grades.

Introduction: - It is to state that Indian Railways is a multi-departmental, multidisciplinary organisation having distinct horizontal and vertical relativities amongst various departments. The synergistic contribution of all these departments is vital for optimum output for the entire Railways network spread throughout the length and breadth of the Country. Amongst these departments, Supervisory Cadres of various departments is most important and considered as the back bone, playing a vital role in the smooth operation of Indian Railways thereby ensuring safety of the entire Railway system. The strength of Supervisory Cadres of Indian Railways is approximately 70000.

1.1. Supervisory Cadres of Indian Railways are reeling under acute stagnation primarily due to non availability of even a single promotion to those directly recruited in the grade of Level-7 (PB-2/GP-4600) in Group 'C'. As Indian Railways is going through the process of technological upgradation and to ensure that transition is seamless, for attracting quality manpower, sufficient avenue of promotions has to be ensured which do not exist as of now. The technological upgradation Indian Railways is stressing for which future manpower requirements are increasingly likely to be more of skilled and Supervisory categories vis-a-vis relatively unskilled categories. Keeping these factors into account ensuring better promotional prospects to Supervisory Cadres is utmost essential for attracting quality manpower in the Supervisory grade which is vital from operational point of view.

2. **Recent Developments:** In view of the sensitivity of the matter, the issue was deliberated in the NC/JCM Meeting held on 26.06.2021. Staff side highlighted various issues being faced by Supervisory Cadres of Indian Railways. After due deliberations it was decided that Railway Board and Department of Expenditure will resolve the issue expeditiously. Copy of the Minutes of NC/JCM Meeting is enclosed as **Annexure I**.

3. **Present Proposal of Ministry of Railways:** - Taking these factors into account, in order to ensure career progression for Supervisory Cadres of Indian Railways and also to attract quality manpower to Supervisory Cadres, the issue was examined holistically in this Ministry. After, elaborate consultation, this ministry proposes **upgradation of 35000 posts (50%) of Supervisory Cadres from Level-7 (PB-2/GP-4600) to Level-8 (PB-2/GP-4800) and further upgradation of these 35000 posts in Level-8 (PB-2/GP-4800) to Level-9 (PB-2/GP-5400) on non-functional basis after 4 years of service in Level-8 (PB-2/GP-4800).**

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4. **Financial Implication of present Proposal:** - The cost of above proposal is Rs. 169.34 crore (approx.) which will be financially neutral after matching surrender of 5313 posts in Level-1 (PB-1/GP-1800) only. Detailed calculation is enclosed as **Annexure-II**. The financial implication resulting from grant of Non-Functional Scale of Level-9 to 35000 posts after four years, works out to be Rs. 8.41 crore (approx) per month is not resulting from upgradation of posts but by way of granting promotional benefit applicable under relevant rules relating to Financial Upgradation/Promotion and hence no posts in lower grades are required to be surrendered against the same. A list of Railway-wise number of categories in GP-4200, GP-4600 & GP-4800 and sanction strength as on 01.01.2014 is enclosed as **Annexure-III**.

5. **Implementation of 7th CPC recommendation:-** 7th CPC's recommendations in respect of categories under Chemical & Metallurgical (CMT) Department of Railways were finalized by the Committee vide DoP&T's OM dated 27.11.2018 (**Annexure-IV**). The Committee in its recommendations recommended not to accept the recommendations of 7th CPC contained in para 11.40.83 of its report on account of reversal of relativity between Supervisory Cadres and Chemical & Metallurgical Cadre and change in educational qualification of the Chemical & Metallurgical Staff.

6. In view of the above proposal of upgradation of pay scale of Supervisory Cadres of Indian Railways, the proposal already forwarded to Ministry of Finance vide this Ministry's OM No. PC-VII/2015/R-U/9 dated 08.02.2017 may please be **treated as withdrawn**. The benefit of NFU has been granted to the Supervisors of Accounts Departments of Railways through implementation of 7th CPC recommendations after being concurred by Ministry of Finance and Department of Personnel & Training vide this Ministry's letter RBE No. 39/2021 dated 21.06.2021 (**Annexure-V**).

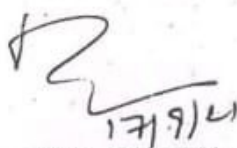
7. **Conclusion:-** Approval of Ministry of Finance is solicited on proposal mentioned at para 3 above. The proposal excludes Supervisors of Accounts Cadre who have already been granted the benefit of non-functional upgradation/higher scales as mentioned in para 6 above.

8. This issues with the approval of Member, Finance and Chairman & Chief Executive Officer, Railway Board.

Encl. As above

02/7/21
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