NMENT OF INDIA (भारत सरव

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

File No. PC-VII/CRC/2023

New Delhi, Dated: 01.12.2025

To.

The General Secretary, All India Railwaymen's Federation, 4, State Entry Road, New Delhi-110055 The General Secretary, National Federation of Indian Railwaymen, 3, Chelmsford Road, New Delhi-110055

Sub: Record note of discussion of meeting of Core Committee on CRC-2023 on 17.11.2025

A meeting of the Core Committee on CRC-2023 was held on 17th November, 2025 in the Conference Hall, Railway Board. The Committee deliberated on issues relating to the identification of categories for cadre restructuring and the proposed revised cadre structure for such categories.

- 2. During the discussions, the Core Committee unanimously decided that the *Staff Side* shall furnish comprehensive proposals indicating the categories proposed for restructuring, the existing cadre structure and current staff strength, the desired structure for each category, and the likely financial implications of the proposed changes.
- 3. The Committee agreed that these detailed proposals, once submitted by the Staff Side, will be examined by the Official Side and taken up for further deliberation in the next meeting.
- 4. In view of the above, the Record Note of Discussions of the meeting is placed below for the information of the Staff Side along with a proforma for furnishing details regarding the desired cadre structure and proposed way to account for the financial implications arising out of upgradation of categories, with a request to furnish the details at the earliest for timely progression of CRC-2023.

Encl: As above

Sincerely,

(Sundeep Pal)

Convenor of CRC-2023 & Executive Director, Pay Commission

Railway Board

Ministry of Railways (Ph. No: 011-47845117)

(e-mail: sundeep.p@gov.in)

Copy to:

- i. PPS to AM(Staff), for information of AM(Staff)
- ii. PED(N), EDF(E)

Record Note of discussion of meeting of Core Committee on CRC-2023 held on 17.11.2025

The second meeting of the Core Committee of Cadre Restructuring Committee-2023 was held on 17th November, 2025 in Conference Hall, Rail Bhawan. The meeting was attended by the full quorum of the Core Committee.

- 2. To initiate the meeting, Staff Side was presented with a comprehensive list of the categories that have been identified by the Official Side for restructuring based on the discussions held in the previous meeting of Core Committee and the following criteria:
 - (a) Categories already upgraded vide RBE 155/2022 shall not be included within the ambit of CRC-2023.
 - (b) Categories having occupancy of more than 50% in apex grade shall not be further restructured to adhere to the cadre structure recommended by Min. of Finance.
- 2.1 In the list prepared by Official side, revised cadre structure was proposed for 16 categories. The annual financial implication and number of Level-1 posts to be surrendered in lieu of the said implications were also indicated. The said proposal entailed surrender of 15637 posts to cover the additional financial implication of Rs. 47.4 Crore of the cadre restructuring.
- 3. The Staff side while appreciating the proposal and the revised cadre structure which would ensure better promotional avenues for the Group 'C' staff, also expressed reservations regarding the decision to exclude the categories covered under RBE 155/2022 from the ambit of CRC-2023 and demanded the following:
 - i. Even if posts under Level-7 which have been provided a 2 stage upgradation vide RBE 155/2022 cannot be further upgraded, restructuring should be effected for lower posts in the cadre upto Level-6.
 - ii. Technicians' cadre may be granted an additional promotional grade in Level-7 and the same may further be included within the ambit of RBE 155/2022.
 - iii. The ratio of Station Masters and Station Superintendents may be made 50:50.
 - iv. Level-1 posts may be merged en-masse with Level-2.
 - v. The conditions imposed by Ministry of Finance vide their letter dated 31.07.2023, specifically regarding financial neutrality, may not be strictly adhered to and MoF may be apprised of the dire need for additional staff to be sanctioned for Railways in view of the rapidly growing network, electrification of tracks and introduction of new technology. Staff Side insisted that reduction in strength of the field personnel would be detrimental for safe operation of trains and hence the requirement for making the CRC proposal a cost neutral proposition may be relaxed.
 - vi. As regards the surrender of posts against the restructuring to be effected by CRC, it was proposed that the total number of posts surrendered since creation of CRC-2023 i.e. 25th April, 2022 may be collectively reckoned to offset the financial implications of restructuring to be effected by CRC-2023 and MoF may be informed accordingly.

- 4. In view of the demands of Staff Side, following clarifications were furnished by Official side:
 - i. Due to the upgradation effected vide RBE 155/2022, there is already certain reluctance in staff for induction in Group 'B' as the Pay level for Gr. 'B' starts at Level-8, while the Supervisors have already been granted Level-8 and Level-9(NF) vide RBE 155/2022. As such, further restructuring the categories already benefitted from RBE 155/2022 would not be practical and detrimental to the operational requirements of Indian Railways.
 - ii. The proposal for creation of 5000 supervisory Group 'C' and 2000 posts in Gr. 'B' has already been submitted to Ministry of Finance to account for enhanced requirement of workforce in the field.
 - iii. The proposal for inclusion of leftover categories within the ambit of RBE 155/2022 is under examination in Railway Board.
 - iv. The conditions imposed by Ministry of Finance cannot be circumvented suo-motu by Railway Board and any relaxation in the same needs to be approved by MoF. However, Official Side will examine the proposal of Staff side to reckon the total posts surrendered since formation of CRC-2023 against the posts in Level-1 to be surrendered against the restructuring effected by CRC-2023.
- 5. The Core Committee unanimously decided that the Staff side shall submit comprehensive proposals detailing the categories desired for restructuring, their existing structure and staff strength and the desired structure for such categories along with relevant financial implications. These proposals will then be studied by Official Side and discussed in the next meeting.
- 6. The meeting ended with a vote of thanks to the Convener.

(Sundeep Pal)

Convener/CRC-2023 and Executive Director, Pay Commission Railway Board

Copy to:

- (i) PPS to AM/Staff for information of AM/Staff
- (ii) PEDE(N), EDF(E)
- (iii) GS/AIRF
- (iv) GS/NFIR

DETAILS OF THE DESIRED REVISION IN CADRE STRUCTURE OF GROUP 'C' CATEGORIES BY STAFF SIDE

S.No.	S.No. Department Category	Category	Present Cad	re structure	Present Cadre structure Desired Cadre Structure	re Structure	Justification for revision	Details of stagnation (if any)
			Grade Pay % age	% age	Grade Pay % age	% age		
				,				