

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

No: PC-VI/2009/CRC/3

dated 17-08-2012.

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

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

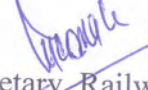
Sir,

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 18-07-2012 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

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Pl send to all
members for their comments
S

**Record Note of discussion of Meeting of Cadre Restructuring Committee
held on 18.07.2012 in Board's office, DFCCIL Building Pragati Maidan.**

Present:

Official Side	Staff Side	
	AIRF	NFIR
Addl. Member(Staff)... ..Chairman	Sh.Umraomal Purohit	Sh.Guman Singh
Adv.(IR)	Sh.S.G.Mishra	Sh.M. Raghavaiah
Adv.(F)	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.U.C.Tyagi	
	Sh. J.R. Bhosale	

1. AM(Staff), as Chairman of the Cadre Restructuring Committee, extended a hearty welcome to all members of the Cadre Restructuring Committee. He informed the participants that as decided in the last CRC meeting held on 11-04-2012, position of categories discussed so far in the CRC meetings was apprised to Board and keeping in view all administrative and functional aspects in view, Board has viewed with concern the trend of discussion in the categories covered so far. The Chairman also invited attention to the functional problems that would doubtlessly arise if we were to improve too liberally inter-grade ratios at higher levels in our already top heavy cadres. The Chairman accordingly urged that we must avoid a situation where it becomes administratively and functionally unworkable for the cadres to deliver efficiently in the organizational interests if we were to increase percentage ratios steeply or disproportionately. He also advised that guidelines issued by DOP&T/MOF for in-house cadre restructuring of Group 'C' categories should be followed strictly. Adviser (Finance) also outlined the difficult financial position that the Railways are going through presently and expressed hope that cadre restructuring exercise would be conducted keeping this aspect in view. She also expressed concerns of FC(Rlys) on the ongoing cadre restructuring of Group 'C' categories in the context of financial position of the Railways.

2 The Staff Side stated that the issue of financial crunch should not be linked with cadre restructuring of Group 'C' categories on Indian Railways. Staff of Indian Railways are performing their duties with complete dedication, and should therefore not be held responsible for the present financial position of the Railways. Bringing about improvement in the financial position is the duty of Management, and that staff & federations cannot be held accountable for it directly. Staff Side also reiterated that restructuring orders may be issued for the categories already discussed. However, it was stated by Official side that as per the practice followed since the beginning, cadre restructuring orders are issued after final submission of the report by the Committee and approval of the competent authority. Staff Side however pointed out there has already been abnormal delay (i.e. 2 years). They pointed out that after the restructuring order for ALP cadre issued in April, 2010 there has been no progress.

3. Staff Side further stated that the official side's insistence on matching surrender of posts is not acceptable. As per norms for field staff issued by Railway Board, there is acute shortage of staff in critical categories in the field and vacancies are not being filled by the administration. Therefore, they stated that there should be no requirement of surrender of posts in cadre restructuring against matching savings. Staff Side mentioned that there is lot of discontentment amongst the Field staff due to delay in finalizing cadre restructuring orders and there is a growing apprehension amongst staff about the Federations' efforts in upholding their interests through an expeditious process of cadre restructuring. They noted that even though Federations are regularly negotiating with Board on this issue, Board is not responding seriously.

4.. 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 (Grade Pay) (Rs.)	Existing %	Proposed %	Projected annual financial implications in Crores of Rs.
Trains Clerks	4200	66	76	6.48
	2400	17	12	
	1900	17	12	
Shunting Master/ Jamadar	4200	50	65	5.19
	2400	50	35	
Cabinmen	2400	50	65	1.92
	1900	50	35	
Shuntmen/Poinstsmen/ Levermen	1900	83	90	10.87
	1800	17	10	
Pharmacists	4600	20	35	5.91
	4200 (NFG)*	60	65	
	2800	20		

* To be operated as non-functional grade in terms of Board's letter no. PC-VI/2009/I/RSRP/10 dated 30-03-2010(RBE 47/2010).

Chemists/ Lab Supdts.	4600	34	45	0.37
	4200	66	55	
Dieticians	4600	29*	50	0.04
	4200	71*	50	
	* %age as per SS as there is no existing %age			
Depot Material Supdts. (erstwhile Ward Keeping staff)	4600	40	60	4.44
	4200	60	40	

5.1 Total projected additional financial implications for the above mentioned 8 categories would be Rs. 35.22 crores per annum excluding allowances except DA .

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

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