

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

PC-VII No. 200

RBE No.155 /2022

No. PC-VII/2019/RSRP/3

dated 17/11/2022

The General Manager/CAOs(R),
All India Railways & Production Units,
(As per mailing list)

Sub: - Upgradation of pay structure of certain cadres.

Consequent upon approval conveyed by Ministry of Finance vide their ID Note No. 36(1)/E.III(B)/2015 dated 01.11.2022, the President has now accorded his approval for upgrading the pay structure of certain Group 'C' cadres of Ministry of Railways detailed in the list enclosed as *Annexure-I* in following manner :-

- (i) Upgradation of 50% posts from Level-7 (PB-2/GP-4600)/Group 'C' to Level-8 (PB-2/GP-4800)/Group 'C'.
 - (ii) Further upgradation of these 50% posts in Level-8 (PB-2/GP-4800)/Group 'C' to Level-9 (PB-2/GP-5400)/Group 'C' on non-functional basis after 4 years of service in Level-8(PB-2/GP-4800).
2. Modalities governing above upgradation are enclosed as *Annexure-II*.
 3. This issues with the concurrence of Finance Directorate of Ministry of Railways.

Encl : As above



(Jaya Kumar G)
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NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)
3, Chelmsford Road, New Delhi

No. IV/NFIR/7th CPC (Imp)/2016/R.B./2020

Dated: 17/11/2022

Copy of Railway Board's letter No. PC-VII/2019/RSRP/3 dated 17/11/2022 (RBE No. 155/2022) together with Annexure-I, Annexure-II and Annexure-III is forwarded to the General Secretaries of Affiliated Unions of NFIR for information and wide publicity. Affiliates may connect NFIR's message of even number dated 16/11/2022 sent to all the Supervisory Officials for the historic victory. The subject was raised before the Railway Ministry vide PNM Agenda Item No. 36/1998, 03/2018 and 10/2018 for upgradation of Supervisory posts from GP 4600/Pay Level-7 to GP 4800/Pay Level-8 and GP 5400/Pay Level-9.

C/: Media Centre/NFIR.

C/: File No. 36/1998 (PNM), 03/2018 (PNM) and 10/2018 (PNM).


(Dr. M. Raghavaiah)
General Secretary

Annexure-I**List of Categories covered under Upgradation**

| SN | Name of the Department | Designation | Categories |
|----|------------------------|--|--|
| 1 | Civil | Senior Section Engineer (SSE) | 1 Sr. Section Engineer/P-Way |
| | | | 2 Sr. Section Engineer/Bridge |
| | | | 3 Sr. Section Engineer/Works |
| | | | 4 Sr. Section Engineer/Civil |
| | | | 5 Sr. Section Engineer/Estimator |
| | | | 6 Sr. Section Engineer(Research)/ Engineer |
| | | | 7 Sr. Section Engineer/Track Machine |
| 2 | Electrical | Senior Section Engineer (SSE) | 8 Sr. Section Engineer/ Electrical/Electrical (GS) |
| | | | 9 Sr. Section Engineer/ Electrical Operations |
| | | | 10 Sr. Section Engineer/ Electrical Maintenance |
| | | | 11 Sr. Section Engineer/ Electrical (TRD) |
| | | | 12 Sr. Section Engineer/ Electrical (TRS) |
| | | | 13 Sr. Section Engineer/ Electrical (RS) |
| | | | 14 Sr. Section Engineer/ Electrical |
| | | | 15 Sr. Section Engineer/Workshop |
| 3 | Mechanical | Senior Section Engineer (SSE), Chemical & Metallurgical Supdt. | 16 Sr. Section Engineer/ Mechanical Workshop |
| | | | 17 Sr. Section Engineer/ Mechanical |
| | | | 18 Sr. Section Engineer/ Carriage & Wagon |
| | | | 19 Sr. Section Engineer/ Dsl Mechanical |
| | | | 20 Sr. Section Engineer/ Dsl Electrical |
| | | | 21 Sr. Section Engineer/ Dsl (A) |
| | | | 22 Sr. Section Engineer/ Loco |
| | | | 23 Sr. Section Engineer/ J&T(Jig&Tools)/ |
| | | | 24 Sr. Section Engineer/ Drawing |
| | | | 25 Sr. Section Engineer/ Design Mechanical |
| | | | 26 Sr. Section Engineer/ Engg Workshop |
| | | | 27 Sr. Section Engineer/ Mechanical/ Dy.Car/ BG & MG |
| | | | 28 Sr. Section Engineer/Melting |
| | | | 29 Chemical & Metallurgical Supdt. |
| 4 | Signal & Telecom (S&T) | Senior Section Engineer | 30 Sr. Section Engineer/Signal |
| | | | 31 Sr. Section Engineer/Telecom |
| | | | 32 Sr. Section Engineer/Drawing S&T |
| | | | 33 Sr. Section Engineer/Research (Instrumentation) |
| | | | 34 Sr. Section Engineer/ S&T Workshop |
| 5 | Stores | | 35 Sr. Section Engineer/Printing Press |
| | | | 36 Chief Depot Material Superintendent (CDMS) |
| 6 | Traffic/ Commercial | Chief Controller, Station Manager, Station Supdt, Chief Yard Master (CYM), | 37 Chief Controller |
| | | | 38 Station Manager/Station Supdt. |
| | | | 39 Chief Yard Master (CYM) |
| | | | 40 Traffic Inspector |

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| | | | | |
|---|---------------------------|-----------------------|----|---------------------------------|
| | | Traffic Inspector, | 41 | Commercial Supdt. |
| | | Commercial Supdt., | 42 | CRS |
| | | CRS, Chief Booking | 43 | Chief Booking Supervisor |
| | | Supervisor, Chief | 44 | Chief Ticketing Inspector |
| | | Ticketing Inspector | | |
| 7 | Personnel/ Ministerial | Chief Office | 45 | Chief Office Superintendent |
| | | Superintendent, Chief | 46 | Chief Staff & Welfare Inspector |
| | | Staff & Welfare | | |
| | | Inspector | | |

(Note # Certain designations exists in certain Railways only)

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Annexure-II

| 1 | Date of effect (hereinafter referred to as cut-off date) | This upgradation will be effective from 01.12.2022 . While determining the 50% of the strength for benefit of granting the upgradation, sanctioned cadre strength on 30.11.2022 will be taken into consideration. The benefit of upgradation will be restricted to the persons who are in service on the cut-off date. | | | | | | | | | | | | | | |
|------------------------|--|---|-----------|-------------------------|------------------------|----|------------------------|----|-----------|-------------------------|------------------------|----|------------------------|----|------------------------|----|
| 2 | Phases for implementation of above orders | <p>(i) Phase-I : On the cut-off date, in first phase, only 50% posts of the cadre strength to be upgraded from Level-7 (PB-2/GP-4600) to Level-8 (PB-2/GP-4800).</p> <table border="1" data-bbox="734 795 1380 952"> <thead> <tr> <th>Pay Level</th> <th>Percentage distribution</th> </tr> </thead> <tbody> <tr> <td>Level-7 (PB-2/GP-4600)</td> <td>50</td> </tr> <tr> <td>Level-8 (PB-2/GP-4800)</td> <td>50</td> </tr> </tbody> </table> <p>(ii) Phase-II : Further upgradation of the 50% posts in Level-8 (PB-2/GP-4800) to Level-9 (PB-2/GP-5400)/Group 'C' on non-functional basis after 4 years of service in Level-8(PB-2/GP-4800). After implementation of Phase-II, cadre structure of supervisory categories would be as under :</p> <table border="1" data-bbox="734 1254 1380 1444"> <thead> <tr> <th>Pay Level</th> <th>Percentage distribution</th> </tr> </thead> <tbody> <tr> <td>Level-7 (PB-2/GP-4600)</td> <td>50</td> </tr> <tr> <td>Level-8 (PB-2/GP-4800)</td> <td>25</td> </tr> <tr> <td>Level-9 (PB-2/GP-5400)</td> <td>25</td> </tr> </tbody> </table> <p>In any case, after four years the total number of posts in Level-8 & Level-9 will not be more than 50% of the total cadre strength.</p> | Pay Level | Percentage distribution | Level-7 (PB-2/GP-4600) | 50 | Level-8 (PB-2/GP-4800) | 50 | Pay Level | Percentage distribution | Level-7 (PB-2/GP-4600) | 50 | Level-8 (PB-2/GP-4800) | 25 | Level-9 (PB-2/GP-5400) | 25 |
| Pay Level | Percentage distribution | | | | | | | | | | | | | | | |
| Level-7 (PB-2/GP-4600) | 50 | | | | | | | | | | | | | | | |
| Level-8 (PB-2/GP-4800) | 50 | | | | | | | | | | | | | | | |
| Pay Level | Percentage distribution | | | | | | | | | | | | | | | |
| Level-7 (PB-2/GP-4600) | 50 | | | | | | | | | | | | | | | |
| Level-8 (PB-2/GP-4800) | 25 | | | | | | | | | | | | | | | |
| Level-9 (PB-2/GP-5400) | 25 | | | | | | | | | | | | | | | |
| 3 | Annual review of the Scheme | After the cut-off date, annual review of the Scheme to be taken on 1st July of every year. | | | | | | | | | | | | | | |
| 4 | Matching Saving | (i) Entire scheme of upgradation is to be financially neutral proposition. For working out the financially implications and ensuring financial neutrality, methodology prescribed under Ministry of Finance/Department of Expenditure's O.M No. 2(13)/E.III Desk/2017 dated 13.06.2018 (Annexure-III) shall be followed. The methodology to be adopted is explained as under :- | | | | | | | | | | | | | | |


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|---|--------------------------------|--|
| | | <p>(ii) Financial implications shall be worked out as under :-</p> <p>Financial Implications = (Pay Cell 1 + Pay Cell 10 of Pay Level as per 7th CPC + DA) / 2</p> <p>(iii) After working out the financial implications, the matching savings shall be effected from posts in Level-1 of the concerned departments, before granting the benefit of upgradation to the cadre as per the revised percentage distribution of posts. An illustration in this regard is enclosed as Annexure -IV</p> <p>(iv) If the Department/Railways are not able to provide the matching savings, the particular category/department will not be granted the benefit of upgradation till such time alternative solution is found with the approval of Board.</p> <p>(v) While effecting surrender of posts of equivalent financial value, the existing vacant posts available in the categories on the cut-off date shall also be considered.</p> <p>(vi) Details of posts so surrendered shall be intimated to Board invariably.</p> |
| 5 | Classification and designation | There will be no change in the nomenclature/designation, duties and responsibilities and classification of the posts after upgradation and they will remain classified as Group 'C'. |
| 6 | Pay fixation | Pay Fixation benefits as per extant Rules will be applicable. |



No.2(13)/E.III Desk/2017
Ministry of Finance
Department of Expenditure
(E.III Desk)

North Block, New Delhi
Dated 13 June, 2018

13-06-2018

Office Memorandum

**Subject: Cadre Restructuring of Group 'C' categories on Indian Railways
- method of calculation of financial implications.**

The undersigned is directed to refer to Ministry of Railways' O.M. No. PC-III/2013/CRC/4 dated 07.05.2018 seeking clarification/ guidelines with regard to calculation of financial implication and to say that the matter was referred to E.Coord.I Branch of this Department the nodal section. The E.Coord.I Branch, D/c Expenditure has clarified the issue as under:

i. For regular/ temporary posts:

'Average of Pay cell-1 (entry pay) & Pay cell-10 of proposed Pay Level of the post as per 7th CPC (w.r.t. pre-revised Grade Pay) + DA'

Financial Implication = $\frac{\text{Pay Cell 1} + \text{Pay Cell 10 of Pay Level as per 7th CPC} + \text{DA}}{2}$

Concept: Personnel's posted against any post in particular Pay Level usually get promoted to higher posts within 7-8 years or get MACP after completion of 10 years of services in that particular Pay Level (pre-revised GP). Next person to be recruited against the post either joins at entry pay i.e. Pay Cell-1 or in Pay Cell-1 to 6 of that Pay Level of the post. Hence, financial implication of any post in particular Pay level may be calculated as 'Average of Pay Cell-1 (entry pay) & Pay cell-10 of proposed Pay Level of the post as per 7th CPC (w.r.t. pre-revised Grade Pay) + current DA.'

ii. For co-terminus posts:

'Pay cell 1 (entry pay) of proposed Pay Level as per 7th CPC + DA'

Concept: Co-terminus posts are created in respect to the tenure of the Minister/ Member of the organization wherein the tenure of the Minister/ Member is not known (not fixed). In those cases, the financial implication of the posts in proposed Pay level may be calculated as 'Pay cell 1 (entry pay) of proposed Pay Level as per 7th CPC (w.r.t. pre-revised Grade Pay) + current DA'.

iii. For HAG level & Apex Level posts i.e. Pay Level- 15 & above:

'Pay cell 1 (entry pay) of proposed Pay Level as per 7th CPC + DA'

Concept: For HAG levels post (Level-15 & 16), only upto Pay cell-8 & upto Pay cell-4 is mentioned in Pay matrix of 7th CPC, respectively. For Apex level (level-17) & Cabinet Secretary (Level-18), only one Pay cell i.e. entry pay cell

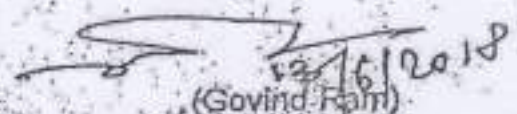
9:-
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mentioned in pay matrix. It would appropriate to calculate financial implication of the proposed posts in Pay level-15 & above as "Pay cell 1 (entry pay) of proposed Pay Level as per 7th CPC (w.r.t. pre-revised Grade Pay) + current DA".

Note: Pay Levels are the respective levels in 7th CPC Pay matrix corresponding to the pre-revised Grade Pay of 8th CPC where Pay cell are sub-levels of the particular Pay Levels of 7th CPC as marked in Annexure-I.



(Govind Ram)

Under Secretary to the Govt. of India
Tel: 23095725

Encl: as above

[Ministry of Railways]
Sh. A.K. Prasad
Financial Commissioner,
Room No. 232, Rail Bhavan,
New Delhi

| Pay Structure as per 6th CPC | Pay Level as per 7th CPC | Mid Value as per MoF's O. M. Dated 13.6.2018(DA taken as 38%) | Existing sanctioned Strength of the cadre (Example only) | Proposed revised distribution in Phase I | Existing cost (vi) | Revised cost as per revised percentage (vii) | Financial implication per month (viii) | Financial implication per year (ix) |
|------------------------------|--------------------------------|---|--|--|--------------------|--|--|-------------------------------------|
| (i) | (ii) | (iii) | (iv) | (v) | (vi) | (vii) | (viii) | (ix) |
| 4800 | Level-8 | 75762 | 0 | 50 | 0 | 3788100 | | |
| 4600 | Level-7 | 71415 | 100 | 50 | 7141500 | 3570750 | | |
| | | | | TOTAL | 7141500 | 7358850 | 217350 | 2608200 |
| | | | | | | | | |
| | Mid Value of post in Level I | | | 28635 | | | | |
| | No. of Posts to be surrendered | | | Financial implication per month/ Mid value of post in Level I) | (217350)/(28635) | 7.590361446 | | Seven posts |

Note: The cadre strength of 100 in column (iv) has been taken for the purpose of illustration only. While determining the financial implication, Sanctioned Strength shall be taken into consideration

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