

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

No. PC-III/2013/CRC/2

New Delhi,

RBE No. 69/2015
dated 29-06-2015

The General Manager,
Metro Railway,
Kolkata.

Sub. : Restructuring of cadre of Traffic Assistants.

Keeping in view the fact that the cadre of Traffic Assistants in Metro Railway, Kolkata is a unique cadre performing both Operational and Commercial duties, the percentage distribution of posts for restructuring of this cadre as proposed by Metro Railway administration was under consideration of the Ministry of Railways for some time. As a result of the review undertaken on the basis of functional, operational and administrative requirements, it has been decided with the approval of the President that benefit of cadre restructuring may be given to the Traffic Assistants, Metro Railway, Kolkata as per the percentage distribution of posts indicated in the enclosed Annexure 'A'. While implementing these orders, the following detailed instructions should be strictly adhered to :

Date of effect

1. The restructuring of the cadre will be with reference to the sanctioned cadre strength as on the date of issue of these orders. 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 **date of issue of these orders**. The benefit of restructuring will be restricted to the persons who are working in the cadre on the cut-off-date i.e. date of issue of these orders.

Applicability to various cadres

2. These orders will be applicable to the **permanent regular posts of Traffic Assistants cadre (excluding surplus & supernumerary posts)** of the Metro Railway establishment. Only those temporary posts which are in operation for atleast 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 not be applicable to ex-cadre & work-charged posts which will continue to be based on worth of charge.

(Signature)

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, 2008 with the benefit of one increment @ 3% of basic pay, with the usual option for pay fixation as per extent rules.

Existing classification and filling up of the vacancies

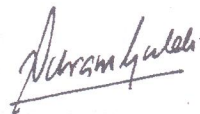
4. The existing classification of the posts covered by these orders as 'selection' and 'non-selection', as the case may be remains unchanged. However, for the purpose of implementation of these orders, if any Traffic Assistant becomes due for promotion to a post classified as a 'selection' post, the existing selection procedure will stand modified in such a case to the extent that the selection will be based only on scrutiny of service records and confidential reports without holding any written and/or viva-voce test. This modified selection procedure has been decided upon by the Ministry of Railways as a one time exception by special dispensation, in view of the numbers involved, with the objective of expediting the implementation of these orders. Similarly for posts classified as 'non-selection' at the time of this restructuring, the promotion will be based only on scrutiny of service records and confidential reports.
 - 4.1 Normal vacancies existing on the date of issue of these orders (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 approved on or before the date of issue of these orders and current on that date;
 - (ii) and the balance in the manner indicated in para 4 above.
 - 4.2 Such selections which have not been finalized till the date of issue of these orders should be cancelled/abandoned.
 - 4.3 All normal vacancies arising from the next day of issue of these orders will be filled by normal selection procedure.
 - 4.4 All vacancies (including chain/resultant vacancies) arising purely due to this cadre restructuring should be filled up by senior employees who should be given benefit of the promotion from the date of issue of these orders whereas for the normal vacancies existing on the date of issue of these orders, junior employees should be posted by modified selection procedure but they will get promotion and higher pay from the date of taking over the posts as per normal rules.

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Thus the special benefit of the promotion from the date of issue of these orders 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.

- 4.5 In cases where percentages have been reduced in the lower grade and no additional post becomes available as a result of restructuring (including chain/resultant vacancies), the existing vacancies on the date of issue of these orders should be filled up by normal selection procedure.
 - 4.6 Direct recruitment percentages will not be applicable to the additional posts arising out of these restructuring orders as on the date of effect. The direct recruitment percentage will apply for normal vacancies arising on or after the date following the date of effect. The direct recruitment quota as existing prior to the date of effect will continue to be maintained.
 - 4.7 Employees who retire/resign or expire 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 from the date of effect, 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.
 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, General Manager would personally ensure that the safety aspect of Metro Railway is not compromised.
 7. Since the cadre as detailed in the annexure to this letter is 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.
 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.
- Minimum years of service in each grade
- Basic functions duties and responsibilities
- Adjustment of excess number of posts.

- Provision of reservation 9. The existing instructions with regard to reservation of SC/ST wherever applicable will continue to apply.
- Refusal of promotion 10. 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 the date of issue of these orders and arising due to restructuring on the date. This relaxation will not be applicable to vacancies arising after the date of effect.
- Matching Savings 11. Entire scheme of restructuring is to be a self-financing and expenditure neutral proposition. Financial implications should be worked out taking into account the revised basic pay (including the Grade Pay) corresponding to the midpoint of the pre-revised pay scales in respect of each post as listed in the fitment table circulated vide Railway Board's letter no. **PC-VI/2008/I/RSRP/1 dated 11-09-2008 and 12-09-2008**, along with the Dearness Allowance as applicable on date of effect of these orders.
- 11.1 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 zonal level. **But before restructuring the cadre as per the revised percentage distribution of posts, matching savings will have to be ensured by surrender of 24 posts at the lowest grade.** While effecting surrender of posts of equivalent financial value, the existing vacant posts available in the category on the date of effect should be considered for the purpose of off-setting the cost of restructuring/financial effects of restructuring. Board desires that the General Manager should ensure that the restructuring is implemented expeditiously with matching saving without any exception and difficulty. There would be no restructuring without matching savings by surrender of posts.
- 11.2 Revised percentage distribution of posts as per these orders is to be based upon the sanctioned cadre strength as on the date of issue of these orders. Surrenders are to be effected on this sanctioned strength and the resulting imbalance/variation in the cadres is to be reviewed at the time of next annual review as indicated below.



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Annual review

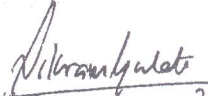
12. The next Annual Review will be undertaken from 01.04.2016 taking into account the cadre strength as on 01.04.2016.

This issues in consultation with the Establishment Directorate and with concurrence of the Finance Directorate of this Ministry.

The receipt of this letter may please be acknowledged.

DA : Annexure – A

Hindi version will follow.


(Vikram Gulati) 25/6/15
Director, Pay Commission - II
Railway Board

No. PC-III/2013/CRC/2

New Delhi,

dated 29-06-2015

Copy (with 40 spares) forwarded to Dy. Comptroller & Auditor General of India, New Delhi.


For Financial Commissioner, Railways.

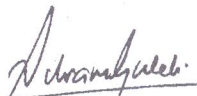
No. PC-III/2013/CRC/2

New Delhi,

dated 29-06-2015

Copy forwarded to: -

1. FA& CAO, Metro Railway, Kolkata.
2. The Pay & Accounts Officer, Railway Board, Rail Bhawan, New Delhi.
3. The Commissioner, Railway Safety, Lucknow.
4. M/s Bahari Brothers, Lajpat Rai Market/Delhi.


(Vikram Gulati)
Director, Pay Commission-II
Railway Board.

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ANNEXURE - 'A'

STATEMENT REGARDING RESTRUCTURING OF
TRAFFIC ASSISTANTS, METRO RAILWAY, KOLKATA

Annexure to Board's letter No. PC-III/2013/CRC/2 dated 29-06-2015.

Category	Pay Structure as per 6th CPC		Existing %age after merger of Grade(s)	Revised percentage
	PB	GP (Rs.)		
TRAFFIC ASSISTANTS	PB-2	4600	----	13
	PB-2	4200	----	40
	PB-1	2800	----	22
	PB-1	2000	----	25

[Handwritten Signature]