

**Highlights of Cadre Restructure order (RBE No.102/2013) No. PC-111/2013/CRC/4, dated 8.10.2013**  
**K.V.Ramesh, JGS/IRTSA & Staff Council Member/ICF.**

- The restructuring of the cadre w.e.f. 01-11-2013.
- These orders will be applicable to the permanent regular cadres (excluding surplus & supernumerary posts).
- 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 benefits of one increment @3%of basic pay, with the usual option for pay fixation as per extent rules.
- The existing selection procedures will stand modified to the extent that the selection will be based only on scrutiny of service record and confidential reports without holding any written and /or viva-voce test.
- In the case of Artisans staff, the benefits of restructuring under these order orders will be extended only on passing the requisite Trade Test.
- Panels approved on or before 01-11-2013 and current on that date has be filled first.
- All normal vacancies arising from 02-11-2013 will be filled by normal selection procedure.
- The special benefits of the promotion w.e.f. 01-11-2013 is available only for vacancies arising out of cadre restructuring and for other vacancies, then normal rules of prospective promotion from the date of filling up of vacancy will apply.
- Direct recruitment percentages will not be applicable to the additional post 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 i.e.01-11-2013.
- The direct recruitment quota as existing prior to the date of effect in certain categories will continue to be maintained.
- 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 w.e.f. 01-11-2013.
- Extant instructions for D&A/ vigilance clearance will be applicable for effecting promotion under these orders.
- While implementing the restructuring orders instructions regarding minimum period of service required for the promotion issued from time to time should be followed.
- However, General Manager can consider relaxation in the residency period prescribed for promotion to various categories, without compromising the safety aspect.
- 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.
- The existing instructions with regard to reservations of SC/ST wherever applicable will continue to apply.
- Staff may be allowed the benefits of up gradation /promotion on “as is where is basis” for the time being and allowed to join the pin-pointed posts at the new station within six months time from the date of issue of promotion order.
- Staff refused promotion before issue of these orders and stand debarred for promotion in relaxation of the extant provision as a onetime exception , if they indicate in writing that they are willing to be considered for such promotion against the vacancies existing on 01-11-2013 and arising due to restructuring on the date.
- Entire scheme of restructuring is to be a self financing and expenditure neutral proposition.
- Next Annual review will be undertaken from 01.04.2015 taking into account the cadre strength as on 01.04.2015.

Category	Pay Structure as per 6 <sup>th</sup> CPC		Existing %age after merger of Grade(s)	Revised % age
	PB	GP (Rs)		
<b>ALL ENGINEERING DEPARTMENTS INCLUDING WORKSHOPS</b>				
Technical Supervisors (Safety Category)	PB-2	4600	50 <sup>^^</sup> 47 <sup>**</sup>	67
^^ without Mistry ** with Mistry				
Artisan Staff	PB-2	4200	8	16
	PB-1	2800	41	44
	PB-1	2400	26	20
	PB-1	1900	25	20
Drawing / Design staff	PB-2	4600	45	60
	PB-2	4200	55	40
<b>MECHANICAL ENGINEERING DEPARTMENT</b>				
Chemical & metallurgical (CMT)	PB-2	4600	70	80
	PB-2	4200	30	20
<b>STORES DEPARTMENT</b>				
Depot Material Superintendent	PB-2	4600	40	60
	PB-2	4200	60	40
Shipping Inspector	PB-2	4600	--	60
	PB-2	4200	--	40