



**PBC No:247 / 2022**  
**RBE No: 155 / 2022**

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी का कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(R) 535 / P / Upgradation / Vol.I

दिनांक/Dated:18.11.2022

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub :Upgradation of pay structure of certain cadres.**

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A copy of Railway Board's letter No. PC-VII/2019/RSRP/3 dated 17.11.2022  
alongwith its enclosures on the above subject is enclosed for information guidance  
and necessary action.

Encl. 8 pages

**Deputy Chief Personnel Officer / Co-ord**  
**For Principal Chief Personnel Officer**

Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR  
IT Section/PB/HQ - to upload in the SR website.

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*

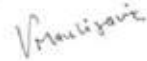


(Jaya Kumar G)  
Deputy Director, Pay Commission-VII & HRMS  
Railway Board  
e-mail: [jaya.kumarg@gov.in](mailto:jaya.kumarg@gov.in)  
Ph. No: 011-47845125

No. PC-VII/2019/RSRP/3

dated 17/11/2022

Copy (with 40 spares) forwarded to the A.D.A.I., Railways, New Delhi.



For Member (Finance), Railway Board

**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



		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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*[Handwritten signature]*  
12/11/22

**Annexure-II**

1	Date of effect (hereinafter referred to as cut-off date)	<b>This upgradation will be effective from 01.12.2022.</b> 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) <b>Phase-I</b> : On the cut-off date, in first phase, only 50% posts of the cadre strength to be upgraded from <b>Level-7 (PB-2/GP-4600)</b> to <b>Level-8 (PB-2/GP-4800)</b>.</p> <table border="1" data-bbox="740 757 1331 891"><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) <b>Phase-II</b> : Further upgradation of the 50% posts in <b>Level-8 (PB-2/GP-4800)</b> to <b>Level-9 (PB-2/GP-5400)/Group 'C'</b> on non-functional basis after <b>4 years</b> of service in <b>Level-8(PB-2/GP-4800)</b>. After implementation of Phase-II, cadre structure of supervisory categories would be as under :</p> <table border="1" data-bbox="740 1182 1331 1348"><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 &amp; 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 <b>1<sup>st</sup> July</b> 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 ( <b>Annexure-III</b> ) 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><b>Financial Implications</b> =(Pay Cell 1+Pay Cell 10 of Pay Level as per 7<sup>th</sup> 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 <b>Annexure -IV</b></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.

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12/11/22

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.1 Branch of this Department the nodal section. The E.Coord.1 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 7<sup>th</sup> CPC (w.r.t. pre-revised Grade Pay) + DA.

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

**Concept:** Personnel 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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> CPC + DA

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

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 7<sup>th</sup> CPC (w.r.t. pre-revised Grade Pay) + current DA".

Note: Pay Levels are the respective levels in 7<sup>th</sup> CPC Pay matrix corresponding to the pre-revised Grade Pay of 6<sup>th</sup> CPC where Pay cell are sub-levels of the particular Pay Levels of 7<sup>th</sup> CPC as marked in Annexure-1.

  
(Govind Ram)  
Secretary to the Govt. of India  
Tel: 23005726

Encl: as above

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



Annexure-IV

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	Revised cost as per revised percentage	Financial implication per month	Financial implication per year
(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


  
 12/11/22