



PBC No: 233 /2022
RBE No:

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(G)133/XVI/WC Posts

दिनांक/Dated: 07.11.2022

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 : Fresh creation / continuation of blow SAG Level workcharged
gazetted posts- reg.

A copy of Railway Board's letter No.2019E(GC)16-7 dated 30.09.2022 on the
above subject is enclosed for information guidance and necessary action.

A copy of Railway Board's letters dated 22.02.21, 27.10.2021 & 20.07.2022 is
enclosed for ready reference.

Encl. 7 pages.

(Shikha Lal)

Deputy Chief Personnel Officer/ Gaz
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
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

06 OCT 2022

दक्षिण रेलवे/Southern Railway
#-4/Chennai-600 003.

No.2019E.(GC) 16-7

New Delhi, 30.09.2022.

The General Managers/Director General/Chief Administrative Officers,
All Indian Railways/Production Units/Training Institutes

Sub:- Fresh creation / continuation of below SAG level workcharged gazetted posts.

Ref:- (i) Board's letter No. 2016E(GC)16-9 (Cadre Review)
(Vol.IV)(Part V) (21) dt. 22.2.2021 & 27.10.2021.
(ii) Board's letter No. 2020/E&R/3(1)1 dt. 20.07.2022.

Cadre Restructuring of 8 organised services was approved by the Cabinet subject to certain conditions, one of which was as under:-

"For creation of Work Charged post below SAG level, MoR may seek approval of Finance Minister and for posts of SAG level and above, MoR may seek approval of Cabinet. However, to expedite the process for creation of Work Charged posts below SAG level, MoR and DoE may develop a fast track process within the contours of the proposed mechanism involving approval of Finance Minister."

2. The issue of developing a fast track mechanism for fresh creation of below SAG level workcharged gazetted posts on the Railways is under finalization in consultation with MoF.
3. As far as existing workcharged posts of eight organized services, created after 01.01.2015 are concerned, a proposal for continuation of 431 JAG & below workcharged posts is under consideration in MoF. Till a decision is taken by MoF in this regard, Railways may extend the currency of these posts under GM's powers as per extant practice.
4. Similarly, in supersession of the letters referred above at S.No.(i) and Para '19' of letter at S.No.(ii), it has now been decided by Board that extension of currency of all workcharged posts of JAG and below levels (other than STS and above workcharged posts of 8 organised Services) may be done at Zonal level and DIG/SAG and above posts may be extended by Railway Board.
5. However, further continuation of these posts should be reviewed by General Managers and their extension should be considered strictly on need basis and a judicious decision may be taken in this regard.
6. All Railways/PUs are, therefore, advised to formulate the proposal for extension of currency of DIG/SAG and above workcharged posts as per yardsticks laid down under Ref(ii) and send to Board's office alongwith functional justification, D&G charges/outlay and with Finance concurrence and GM's approval latest by 30th April.


(Pallavi Goswami)

Director Establishment(Gaz. Cadre)
Railway Board.

Immediate

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

No.2016E(GC)16-9 (Cadre Review), (Vol.IV), (Part-V) ()

New Delhi, dt. 27/10/2021

The General Managers/Director Generals/Chief Administrative Officers,
All Indian Railways/Production Units/Training Institutions.

[Attn: PCPOs]

Sub: Proposal for extension of currency of existing work-charged gazetted posts (other than STS and above work-charged posts of 8 organized services).

Ref:- Board's Letter of even no. dated 22/02/2021

Please refer to Board's letter of even number dated 22/02/2021 under reference, vide which all Zonal Railways/PUs were advised to be prepared with their proposal for extension of currency of all those live work-charged gazetted posts (other than STS and above work-charged posts of 8 organized services) which are extended based on (i) D&G charges in various Works estimate and (ii) yardsticks for Gazetted staff in Construction Projects and which were in existence in March'19.

2. Yardsticks for Gazetted staff in Construction Projects for the year 2021-22 have since been issued vide Board's letter no. 2020/E&R/3(1)/1 dated 24/08/21 (copy enclosed).

3. All Zonal Railways/PUs are, therefore, advised to formulate the proposals for extension of currency of all live work-charged gazetted posts, as per the Yardsticks issued for the year 2021-22 and forward the same to the Board's office with the concurrence of Associate Finance and approval of the General Manager.


(Subodh Vishwakarma)
Director Estt. (Gaz. Cadre)
Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

No. 716E(GC)/16-5 (cadre Review), (Vol. IV) (Part-V) (31) New Delhi, dt. 22.02.21

The General Managers/Director Generals/Chief Administrative Officers,
Railways/Production Units/Training Institutions.

(Form PCFO-3)

Sub: Proposal for extension of currency of existing work-charged gazetted posts.

The proposal for extension of currency of all work-charged Group E and above gazetted posts (excluding STS and all work-charged posts of OR Organized Services) is under consideration in Board's office.

All Zonal Railway/PLUs are advised to be prepared with their proposal for extension of currency of all these live work-charged gazetted posts which are extended based on (i) D&C charges in various Works estimates and (ii) yardsticks for Gazetted staff in Construction Projects and which were in existence in March 19

It is to be mentioned that for extension of currency of work-charged gazetted posts in Construction Projects yardsticks for 2020-21, based on which Railways frame their proposals are in finalization stage. It is advised that on finalization of yardsticks for 2020-21, all Zonal Railway/PLUs may frame extension proposals of work-charged posts with the approval of General Managers and financial concurrence of associate finance and send them to Board's office through their Personnel Branch for their onward submission to M.F.

(Devendra Kumar)
Jt. Director Estt. (222. Cadre)
Railway Board

19.02.21

No.2020/E&R/3(1)/1

New Delhi, Dt. 20.07.2022

The General Managers,
All Indian Railways & others

Sub: Yardsticks for Gazetted staff in Construction Projects for the year 2022-23.

Ref: Board's letter No.2020/E&R/3(1)/1 dated 24.08.2021

1. The issue of yardsticks for Gazetted staff in Construction Projects for the year 2022-23 has been considered in Board's office.
2. Ministry of Railways (Railway Board) have decided that the yardsticks for operation of posts of Gazetted staff in construction projects for the year 2022-23 shall be as follows:-

Yardsticks for the year 2022-23 (Fig. in Crore of Rs.)					
Post	Civil	Electrical Including RE	S&T	Accounts	Stores
1	2	3	4	5	6
SAG	177.48	93.08	80.76	562.78	610.80
JAG	67.62	35.44	30.77	367.88	232.67
SS	25.42	13.28	11.55	107.62	82.59
JS/Gr. 'B'	16.89	8.87	7.68	84.58	

2.1. Yardsticks for HAG Post

- a) Yardsticks for HAG posts for Civil and Accounts departments for 2022-23 will be Rs. 837 Crores and Rs.2107 Crores respectively.
- b) For HAG posts of other departments, no separate yardsticks are being prescribed. The existing practice of operation of one post in HAG out of three or more admissible posts of SAG will continue.

2.2. Yardstick for operating the post of CPD in RE Projects

- a) Yardstick for operating the post of CPD in RE Projects for the year 2022-23 shall be Rs.171 Crores.

3. In case of BOT/BOLT Projects:-

- a. For determining SA grade and JA Grade posts, 100% of the likely outlay during the year in the Project may be taken into account.
- b. For posts in Jr. Scale and Sr. Scale, 50% of the outlay may be taken into account. Operation of the posts should be strictly need based.
- c. All other conditions in Board's letter no. F(E)/85/Misc./Yardstick/5 dated 13.10.95 will remain unchanged for BOLT/BOT Schemes.


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4. The yardsticks indicated above are in terms of the annual gross outlay for all the departments except for Stores Department. In case of Stores Department, the yardsticks are in terms of the Weighted Annual Outlay -

Weighted outlay for Stores Deptt. (Con.) of a Railway

(Outlay for M&P - Cost of M&P procured through COFMDW)

(Outlay for S&T, Electrical & RE - Cost of materials procured by S&T, Electrical and RE Depts.)

0.6 x (Outlay for Civil Engineering Deptt. - Cost of track materials etc. procured by Civil Engg. Deptt.)

5. Ratio of JS/SS posts:

a. In departments other than Accounts, total number of Senior Scale and Junior Scale posts will be determined by taking these posts together and not separately.

b. In case of Civil, Electrical & S&T departments, the ratio of posts of SS to JS normally should be 1:2, which can be relaxed upto maximum limit of 1:1, depending upon the discretion of the GMs. Hence the formula to calculate these posts shall be as follows:-

$$\begin{aligned} & \text{No. of SS Posts} \times \text{Yardstick for SS} + \text{No. of JS Posts} \times \text{Yardstick for JS} \\ & = \text{Total outlay} \end{aligned}$$

c. In case of Stores Department, the ratio of SS to JS posts will be 1:2.

6. For all works, the expenditure likely to be incurred during the year should be considered for working out the required Gazetted establishment. Mere availability of outlay should not be the only basis for such a calculation.

7. As regards the projects where work has to be taken up on the basis of matching contribution from the state government like ROB, RUBs, MTP etc., outlay on only such works where formal firm commitment of acceptance of the works and the contribution has been confirmed, should be taken into account.

8. Railways should not take into account outlays for the works which stand transferred to MRVC/RVNL/RailTel or other PSUs. Only in cases where execution of a work or part thereof vests with the zonal railways, should the commensurate outlay be added for working out the number of admissible posts.

9. In case of Deposit works, outlays are only to be reckoned provided the money has actually been received and only to the extent of the expenditure likely to take place upto 31.03.2023. However in some cases where the state Govt. or the agency may have given commitment even if the actual deposit is less, merits of such cases may be considered.

10. In case of 'turn-key' projects, 25% of the outlay should be taken for determining the admissible Gazetted posts. However, as a dispensation for J&K turn key projects in view of special circumstances, 50% of the outlay for SAG/JAG and 25% of outlay for SS/JS posts should be taken, subject to the condition that this provision should not result in additional SAG posts than existing at present i.e. on 30.06.2022 in the project.

11. Operation of Gazetted posts against Open Line works/ individual posts should be undertaken subject to availability of plan outlay in the year, with the proviso that not more than 50% of the outlay should be utilized for operation of posts, in any year.

12. Operation of posts in survey organization should also be linked to outlay and yardsticks for respective departments as stipulated in Para 2
13. The yardsticks may not be applied separately to individual projects, some of which may be more complex and intensive supervision oriented than others, but if necessary, the same may be made applicable to a basket of projects for a railway or a unit as a whole. It will be the responsibility of GM/PHOD to post and distribute the work taking such factors into account to ensure quality level of planning and supervision for individual works.
14. All projects would be governed by these yardsticks. Any earlier dispensation stands withdrawn.
15. An efficiency cut of 10% has been applied on the existing prescribed limits of D&G charges (Estt. portion) in all Plan Heads advised vide Board's letter No. 2018/E&R/3(2)/1 dated 04.03.2020.
16. Overall expenditure on Gazetted establishment should be within the D&G charges after applying 10% efficiency cut prescribed vide Para 15. Even in projects where Project Management Consultants (PMCs) are engaged, the cost of PMC contract and the departmental manpower taken together should be within the stipulated D&G Charges.
17. After working out the admissible number of posts as per revised yardsticks & guidelines as above, a further cut of 10% is to be applied on the no. of Gazetted posts as a measure of economy.
18. The Gazetted posts should be utilized in the projects/basket of projects against which these are sanctioned.
19. No new work charged posts should be created for the year 2022-23 at the level of Zonal Railways/PUs. Also, as per MoF's Instructions, for creation/continuation of below SAG level posts, Finance Minister and for creation/continuation of SAG and above level posts, Cabinet would be the Competent Authority. Accordingly, all cases of creation/continuation of work charged posts should be referred to E(GC) Directorate of Railway Board in terms of Board's letter no. 2016E(GC)16-9(Cadre Review)(Vol. IV)(Part V)(21) dated 22.02.2021 for approval of Competent Authority, as applicable.
20. This supersedes all earlier orders in this regard.
21. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

(Ajit Kumar Singh)
Executive Director (E&R)
Railway Board