

RBE No. 223/1998: Drawing, Design and Estimating Staff

No.PC-V/97/I/11/3, dated 28.09.1998

Sub: Allotment of pay scales - Recommendations of V CPC - Drawing, Design and Estimating Staff.

1. The question of implementation of the recommendations of the V CPC relating to the staff working in Drawing, Design and Estimators; cadre in the Railways has been under consideration of the Ministry of Railways for sometime past.
2. The ministry of Railways, with the approval of the President, have decided to introduce a new scale of Rs.7450-11500 in the cadre of Drawing, Designing and Estimating as indicated in the Annexure to this letter. Further, keeping in view the changing work pattern in the Drawing Offices, the introduction of this new grade shall be accompanied by abolition of the category of Assistant Draftsman in grade Rs.4000-6000 in the manner indicated in the following paragraphs, read with the Annexure to this letter.
3. 50% of the posts lying vacant in the grade Rs.4000-6000 as on 01.09.1998 shall stand surrendered and the remaining 50% will be upgraded to the grade Rs.5000-8000. As and when more posts in the grade Rs.4000-6000 fall vacant in future, 50% of such posts shall be surrendered and 50% upgraded to Rs.5000-8000. Such reviews will be done every six months with effect from 01.09.1998. The posts surrendered in the above manner shall not be credited to the surplus staff bank. In the circumstances, the number of posts in the grade Rs.4000-6000 and Rs.5000-8000 will keep changing till all posts in grade Rs.4000-6000 stand abolished in the manner indicated above. While the posts in the grade Rs.4000-6000 will get worked off progressively, affecting also the percentage of posts in the grade Rs.5000-8000 (which will finally become 30% of the cadre strength as on 01.09.1998), the posts in grade Rs.5500-9000 will be kept at 20% of the cadre strength as on 01.09.1998, those in Rs.6500-10500 at 35.5% and the posts in the grade Rs.7450-11500 will be kept at 4.5 % of the cadre strength as on 01.09.1998.
4. In partial modification of the existing instructions on the subject, it has also been decided that the posts in the cadre of Drawing, Design and Estimating shall be filled in the following manner:-
 - (a) Additional posts becoming available in the grade Rs.5000-8000 as a result of working off and up-gradation of the posts in Rs.4000-6000, shall be filled by

promotion of the staff in the grade Rs.4000-6000 through the normal mode of selection.

- (b) Till such time the posts in grade Rs.4000-6000 continue to exist, the vacancies in the grade Rs.5000-8000 arising in normal course will continue to be filled as per the existing procedure except that the direct recruitment quota of 20% for Diploma holders in the Civil Engineering Department will stand enhanced to 50% of the vacancies. After the posts in the grade Rs.4000-6000 are fully worked off, posts in the grade Rs.5000-8000 will be filled up entirely by direct recruitment of Diploma holders in relevant Engineering disciplines through RRBs.
- (c) Direct recruitment quota of 25% of engineering graduates in the grade Rs.1600-2660 (since replaced by revised scale of Rs.5500-9000) shall stand discontinued and the same will instead be in the grade Rs.6500-10500 to the extent of 20%. The remaining 80% of the posts in the grade Rs.6500-10500 will be filled by promotion of staff from the lower grade of Rs.5500-9000 in the usual manner.
- (d) With a view to ensuring that the benefit of the grade Rs.6500-10500 becomes available in a reasonable time frame to the existing engineering graduates working in grade Rs.5500-9000, it has been decided that:-
 - (i) The additional posts becoming available as per the revised percentage given in para 3 above in grade Rs.6500-10500 may be filled from amongst such staff following a process of selection; and
 - (ii) The 20% direct recruitment quota becoming available in this grade from 02.09.1998, may also be filled up by engineering graduates holding the grade of Rs.5500-9000 as on 01.09.1998, by LDCE for a period of three years up to 31.08.2001 or till such time as no such staff remains awaiting such placement, whichever is earlier.

5. While implementing these orders the following detailed instructions should be strictly and carefully adhered to:

Date of effect

- (a) The number of posts to be operated in these scales will be with reference to the sanctioned cadre strength as on 01.09.1998. Staff who are placed in the grade Rs.7450-11500 as a result of implementation of the orders by promotion or non-selection basis as indicated in the Annexure, will draw pay in the grade with effect from 01.09.1998, subject to other conditions laid down in the succeeding

paragraphs. In all other cases, the benefit of these orders will accrue in the usual manner from the date of actual placement of the staff concerned in the respective grades.

Applicability to various Cadres

- (b) (i) These orders will be applicable to regular cadres on Open Line Establishment including Workshops and will include posts of rest givers and leave reserves. They shall not apply to the Production Units.
- (ii) Insofar as operation of posts in various higher grades is concerned, these orders will not be applicable to Construction Units and Projects and also to ex-cadre and work charged posts which will continue to be based on worth of charge. However, posts in the grade Rs.4000-6000 in such organizations also will have to be phased out.

Pay Fixation

- (c) Staff selected and posted against the higher grade posts as a result of introduction of the new scales will have their pay fixed under Rule 1313(R-II) [FR-22-I(a)1] with the usual option for pay fixation as per extant instructions.

Classification and filling up of the vacancies

- (d) The classification of the posts and other related issues have been mentioned in the Annexure attached.

Minimum Years of Service for promotion to new grade

- (e) The normal minimum eligibility condition of 2 years service in the immediate lower grade will apply as usual, except in the case of employees with engineering degree qualification being placed in the grade Rs.6500-10500 as detailed in Para 4(d).

Basic functions, duties and responsibilities

- (f) Since the posts in the grade Rs.7450-11500 are being created, inter alia, on functional considerations, such posts should be pin pointed and should include duties of higher importance. The benefit will become admissible to the staff concerned after they actually move to the pin pointed posts.

Specific instructions given under foot note of annexure

- (g) While implementing these orders, specific instructions given as foot notes against the relevant categories in the enclosed annexure should be strictly and carefully adhered to.

Provision of Reservation

- (h) The existing instructions with regard to reservation will continue to apply while filling up posts in the new grades.

Annual Review

(i) Annual Review shall remain suspended till further instructions from this office.

ANNEXURE

Department: Civil, Mechanical S&T, Electrical (all Railways except PUs)

Category: Draftsman/ Design Assistant/ Estimating Staff

Pre Revised Scale	Revised Scale	Existing %age	Revised %age	Remarks	Classification and Procedure for filling up
1200-2040	4000-6000	20	10 (to be surrendered)	Grade to be abolished ²	No further rectt. In this grade. All pending indents to be frozen.
1400-2300	5000-8000	20	30	Existing Grade	Direct recruitment ³ of Diploma Holders in respective disciplines.
1600-2660	5500-9000	25	20	Existing Grade	Promotion - Non-selection.
2000-3200	6500-10500	35	35.5	Existing Grade	Direct recruitment of Engg. Degree Holders in respective disciplines.
	7450-11500	-	4.5	New Grade	Promotion - Non-selection.

Explanatory Notes:

1. These percentages will be with the reference to cadre strength as on 01.09.1998. The percentage of 30 in the grade Rs.5000-8000 shall be reached when all posts in grade Rs.1200-2040 (Rs.4000-6000) have been worked off as per Note 2 below.
2. This grade will be progressively abolished. 50% of the posts lying vacant shall stand surrendered and the remaining 50% upgraded to Rs.5000-8000. As and when the more posts in Rs.4000-6000 fall vacant in future, 50% of such posts will be

- upgraded to the grade Rs.5000-8000 and the remaining 50% surrendered. Posts surrendered shall not be credited to the surplus staff bank.
3. Additional posts becoming available in the grade Rs.5000-8000 as a result of working off and up-gradation of the posts in Rs.4000-6000, shall be filled by promotion of the staff in the grade Rs.4000-6000 through the normal mode of selection. Till such time the posts in grade Rs.4000-6000 continue to exist, the vacancies in the grade Rs.5000-8000 arising in normal course will continue to be filled as per the existing procedure except that the direct recruitment quota of 20% for Diploma holders in the Civil Engineering Department will stand enhanced to 50% of the vacancies. After the posts in the grade Rs.4000-6000 are fully worked off, posts in the grade Rs.5000-8000 will be filled up entirely by direct recruitment of Diploma holders in relevant Engineering disciplines through RRBs.
 4. 20% direct recruitment through RRB with qualification of degree in respective Engineering disciplines. Remaining posts to be filled up by promotion from staff in grade Rs.5500-9000 through selection. With a view to ensuring that existing staff recruited with the qualification of degree in Engineering get placed in the grade Rs.6500-10500 in a reasonable time frame, the direct recruitment quota will be filled up by such Engineering graduates in grade Rs.1640-2900 (Rs.5500-9000) for a period up to 31.08.2001 or till such time as no such staff remain awaiting such placement, whichever is earlier.

Download Railway Board Circular RBE No. 223/1998

Forward reference ⇒ RBE No.