



भारतसरकार GOVERNMENT OF INDIA
रेलमंत्रालय MINISTRY OF RAILWAYS
(रेलवेबोर्ड) (RAILWAY BOARD)



No. PC-III/2019/CRC/1

New Delhi Dated: 07.10.2023

OFFICE MEMORANDUM

Sub: Cadre Restructuring of Pointsmen Category of Operating Department of Indian Railways- Proposal for Introduction of two new grades (L4 & L5)

Indian Railways operates around 10,488 passenger trains daily. In addition, there has been a substantial increase in freight loading from 739 Billion NTKM in 2018-19 to 903 Billion NTKM in 2022-23 resulting in significant increase in freight train operations. Pointsmen (which includes Gateman/Traffic) of the Operating Department perform critical safety duties on day to day basis ensuring efficient and safe train operations.

2. In most cadres, the structure normally has more than four stages of pay levels but in the case of the Pointsmen cadre, 7th CPC, accorded only two levels, Level-1 (GP 1800) and Level- 2 (GP 1900). In the past, the Pointsmen (which includes Gateman/Traffic) had opportunities of promotion upto L-4 (Rs 2400/-) of 6th CPC as Levermen /Cabinmen. These promotional posts were part of Pointsmen cadre. However, with the closure of cabins due to modernization, all the posts of Levermen /Cabinmen were surrendered. Consequently, the Assistant Pointsmen, now can only expect one promotion to Pay Level-2 in his/her entire service. This long stagnation has lead to great dissatisfaction and demotivation among Pointsmen of Indian Railways.

2.1 The issue of career advancement prospect of Pointsmen was taken up aggressively by both the recognized Federation of Indian Railways viz AIRF and NFIR. Accordingly, the issue was considered by M/o Railways and examined by five member Committee of Executive Directors (SAG level officers).

3. The Pointsmen are also eligible for appearing in general selection through LDCE & GDCE for post of Station Master, Guard, Junior Train Clerk and Commercial cum ticket clerk in grade L2 to L4, in addition to the post of Shunting Master in L4. However, the cadre posts of Shunting Master is relatively very small as compared to the cadre of Pointsmen. Further, for other LDCE & GDCE posts, Pointsmen are not the only category eligible, it is open for all categories of staff working in L1 & L2 on IR. All these aspects were deliberated in detail by the said Committee of 5 SAG level officers as evident from the report of the committee.(Copy of the report is attached at **Annexure 6**).

3.1 The report of the committee was also deliberated in detail by Board and also with representatives of AIRF & NFIR. It has been decided that the recommendations of the committee for cadre restructuring of Pointsmen cadre may be processed further.

4. Proposal of M/o Railways:

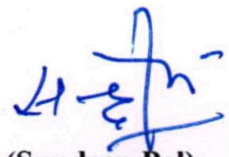
- a) Pointsmen cadre (which includes Pointsman & Gateman/Traffic) may be upgraded into a four (4) grade structure by introducing two new grades from existing two grade L1(11%)& L2 (89%) in the ratio 11:89 to namely L1, L2, L4 and L5 in the ratio of 45:30:15:10 as detailed at **Annexure-IV**
- b) The existing strength of Pointsmen Cadre would be reduced from around 70,158/- to 66,388/- , thereby leading to surrender of around 3,770 posts in L-2, which would lead to net financial saving of Rs. 46,008/- per annum calculated with DA@42% (**Details at Annexure-V**)
- c) New post being introduced in Level-4 & Level 5 would be filled up by Non - selection mode(Seniority-cum-suitability).

5. Conclusion/Approval Sought :

The cadre restructuring proposal of Pointsmen as brought out in **para 4** above entails introduction of two new grades viz L4 GP 2400/- & L5 GP 2800/- of 7th CPC, as such the proposed proposal is submitted to M/o Finance, Department of Expenditure with Check list as detailed at **Annexure-I**{as per para 3.1(d)& (e) of OM No.7(1)/E.Coord-I/2017 dated 12.4.2017} for approval of M/o Finance.

6. This issues with the approval of Member/Finance, Chairman & Chief Executive Officer, Railway Board and Minister of Railways.

Encl: **Annexure- I to VI**



(Sundeep Pal)

**Executive Director/Pay Commission
Railway Board**

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**Smt. Annie G Mathew
Special Secretary (Personnel),
Ministry of Finance,
D/o Expenditure,
39-A, North Block,
New Delhi-110001**

Check List For Creation of Posts

{As per para 3.1(e) of M/o Finance, D/o Expenditure's OM No.7(1)/E.Coord-I/2017 dated 12.4.2017}.

Details of Post		
1	Name/Designation of the post	i) Pointsmen, Grade-II, PM-GR.II; and ii) Pointsmen, Grade-I, PM-GR.I
2	Pay Scale of the post	i) Pointsmen, Grade-II, PM-GR.II, Level 4, GP 2400/- 7 th CPC; and ii) Pointsmen, Grade-I, PM-GR.I Level 5, GP 2800/-7 th CPC
3	Nature of post (Scientific/Technical/Admin/Faculty/ other)	Safety Category post of Operating Department under M/o Railways. Nature of post is Technical.
4	Duties and responsibilities of the post	Duties and responsibilities of the post are attached at Annexure-II
5	Functional justification for creation	Attached at Annexure-III
6	Does this post exists with same scale of pay and grade pay	No, the existing posts are i) Pointsmen 'B' (to be re-designated as Pointsmen Grade-IV) in L-1, GP Rs.1800/- and ii) Pointsmen 'A' (to be re-designated as Pointsmen Grade-III) in L2, GP Rs.1900/-
7	How work is being managed in the absence of the post	The duties are being managed by assigning duties to Pointsmen 'B' (L-1) and Pointsmen 'A' (L-2) as per availability.
8	Mode of recruitment of post (enclose copy of RRs)	Level-4 & Level-5 : Seniority-cum-Suitability/Non-Selection.
9	Essential and minimum qualification of the post	Essential and minimum qualification for L-1 are already existing. L-2 is filled up by promotion from L-1. L-4 & L-5 are proposed to be filled by promotion from lower level employees of Pointsmen category in L-2 and L-4 respectively.

Details of Post		
10	No. of existing posts in the grade of the post	(a) Sanctioned (b) Vacant (with date) Posts in L4 & L5 are to be introduced Presently Nil as new Introduction:- Proposed Number of posts are as under i) Pointsman, Grade-II, in Level 4, GP 2400/-, 9958 posts ii) Pointsman, Grade-I, in Level 5, GP 2800/-, 6639 posts
11	Immediate lower (feeder) post in the hierarchy	Pointsmen Grade-III and Pointsmen Grade-IV The sanctioned strength and vacancy position of overall Pointsmen as on 01/04/2021 is as under : Sanction- 70158 Vacancy- 12729 As on 1/4/2023, there are approx. 11308 posts vacant in Pointsmen cadre (L1-3487, L2-7821)
12	Immediate higher (promotional) post in the hierarchy	No such post in the hierarchy, however, Pointsmen are eligible for appearing, for the post of Shunting Master Grade.II (L4- 2400/-) through General Selection. The sanctioned strength and vacancy position (as on 1/3/2023) of Shunting Master Grade I & II is as given below: a). Sanctioned- 6932 b). Vacancy - 2720 Date of occurrence and filling up of vacancies is a continuous process. Hence, there is no particular date of these vacancies.
13	Workload of the post (Extracts of SIU study, if any)	Standard Duties of Pointsmen is published in Operating Manual, which is supplemented as mentioned in Station Working Rules (SWR) (formulated at Divisional level). Broad duties and responsibilities of the post are attached at Annexure-II
14	Possibility of outsourcing/contract/redeployment	Being connected with safety and operational aspect, it is not possible to outsource it.

15	Financial Implication (both recurring and non-recurring)	Surrender of 3770/- post in L2 GP 1900/- leading to saving of around Rs 46,008/-per annum calculated with DA @42%
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Details of Post

16	Matching Savings (Specific posts with pay scales) (FA may certify that posts are live and not surrendered earlier or recommendation by SIU for abolition)	Surrender of 3770/- post in L2 GP 1900/- As on 1/4/2023, there are 7821 vacant posts in Pointsmen in pay level, L2 (1900/-)
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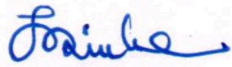
17	Whether any Norms exist for the proposed posts. A copy of the Norms may be provided.	Do not exist as these post are new posts to be introduced. The proposed posts in L4 & L5 would be filled up by Non-Selection mode(seniority cum suitability) from lower level employees of Pointsmen category of L-2 and L-4 respectively.
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Organization Details

1	Name of the organization	Ministry of Railways
2	Status of Organization (Ministry/Department/Autonomous/Attached/Subordinate)	Ministry as per AOB Rule 1961
3	Detailed sanctioned strength (category wise) with pay scale and vacancy position (with date of vacancy)	Total Sanctioned strength of Indian Railway– 14,70,563 (as on 01/03/2023) Vacancy – 3,13,172 (as on 1/03/2023) Category wise/pay scale wise data is not maintained.
4	Whether the organization has been studied by SIU/IWSU. If so, details	No work-study has been conducted on pan India basis in view of the large dimension/coverage of Indian Railways. However, Zonal Work Study Organizations carry out work studies in a particular section on its own, taking into consideration various factors affecting staff strength at a particular work area viz. type of Section, layout plan of station, route density, system of working etc. and is not specific to any particular category of staff.

Organization Details		
5	Any other relevant information	Entire Staff of Operating Department (which includes Pointsmen) comes under Safety Category because of the nature of job, which concerns train operations on day to day basis. Recently, yardstick for Operating Department has been revised duly taking into account the benefits of mechanization, information technology and computerization so as to ensure optimum utilization of manpower at work places like stations, yards, sidings etc. Pointsmen, Yard Master and Shunting staff work in close co-ordination and have to always remain alert to ensure safe movement of trains. Over the years, there has been substantial growth in both passenger and freight traffic which has put additional work load on the field staff since increased in the strength of Operating staff has been very minimal. Further deployment of safety category of staff which includes Pointsmen are regulated by Hours of Employment Rule(HOER).
Certificate: It is certified that all such posts under the administrative control of this Ministry/Department which are vacant for more than 5 years, have been abolished		There are no deemed abolished posts in railways, as the process of occurrence of vacancies and filling up of these vacancies is a continuous and time taking process.


(Anjali Goyal)
Member (Finance)


(Jaya Varma Sinha)
Chairman & Chief Executive Officer, Railway Board

Duties / Responsibilities of Pointsmen

- i) He shall obey all lawful orders of the Assistant Station Master(ASM) on duty or official in-charge supervising the shunting during the course of shunting operations including coupling or uncoupling of vehicles of wagons. Fixing rubber washers, closing wagon doors, displaying hand signals etc.
- ii) He shall exhibit danger signal to the official supervising the shunting should the crossing be fouled during the shunting operation.
- iii) He shall pilot the trains in case of abnormal working and when ordered by the Station Master (SM) on duty.
- iv) He shall be in proper neat and clean uniform while on duty.
- v) He shall come on duty after taking complete rest and shall not perform duty under the influence of liquor, drugs or intoxicants.
- vi) Neither shall he absent himself from duty nor shall he exchange his duty without prior permission of his superiors.
- vii) He shall not leave his duty unless properly relieved or authorized by his superiors.
- viii) He shall set the points properly in non-interlocked yard and man them for all shunting movements and shall not interfere with the points while the vehicles are standing and, or passing over them.
- ix) He shall be responsible to see that fouling marks are kept clear after completion of shunting.
- x) He shall always commence his duty equipped with hand signal lamps during night and flags during day.
- xi) He shall verify the correct setting of route before delivering required papers to the loco pilot either through taking 'OFF' the relevant shunt signal or by personal observation.
- xii) In case of track failure he shall assist the SM to ascertain the clearance of line.
- xiii) He shall be responsible for lighting up of the indicators in the evening and putting out in the morning time fixed by DRM office and ensuring that these burn brightly at night.
- xiv) He shall be responsible for cleaning and oiling the burners and trimming wicks during day time under the supervision of Station Manager/Deputy Station Manager.

Functional Justification for Pointsmen Cadre

The issue of lack of promotional opportunities for the category of Pointsmen in the Operating Department of Indian Railways was being raised by both the recognized Federations (NFIR & AIRF) and also through representations at unrecognized Forums etc. for removal of stagnation in the cadre. The request for enhancement of promotional avenues was being made citing following facts:-

- a) While in most of the cadres, the structure has been provided with not less than four levels (example: Track Maintainers, Technicians), but in the case of Pointsmen cadre, it ends with 7th CPC, Pay Level-2;
- b) During the previous decades, the Pointsmen (which includes Gateman/Traffic) had opportunities of promotion up to 6th CPC, GP Rs.2400, Pay Level-4 (7th CPC) since Levermen/Cabinmen posts were part of Pointsmen cadre. However, with the closure of Cabins, all posts of Levermen/Cabinmen were surrendered even though they were promotion posts meant to be filled by Pointsmen. With this development, the Assistant Pointsmen can only expect one promotion to Pay Level-2 in his/her entire service;
- c) The posts of Shunting Jamadar and Shunting Master are very small in number due to closure of most of the marshalling yards and consequent surrender of posts. These are not made part of Pointsmen cadre, as duties involved with the post of Shunting are more intricate in nature and requires particular skills and techniques. As a result, there is no cadre hierarchy for promotion for Pointsmen cadre while in other departments the 4/5 Pay Levels cadre structure, are available for career growth;
- d) The ground reality is that the Pointsmen of Operating Department performs the duties of Pointsmen, Gate Keeper, Shunting Jamadar which comes under 'critical safety duties' directly connected with train operations. But they are not provided cadre structure for promotion beyond Pay Level-2. Further, in several stations the Pointsmen perform 12 hours duty per day, while they cannot leave their headquarters even on periodic rest day without prior approval of Station Manager;
- e) Due to long stagnation, there is greater amount of dissatisfaction and frustration among Pointsmen of Indian Railways as they are made to retire on superannuation as Pointsmen only (Pay Level-2).

1.1 The Federation, requested for creation of unified cadre for Pointsmen category akin to that of Track Maintainers and Technicians in Railways for ensuring promotional avenue duly integrating the posts of Pointsmen, Shunting Jamadar and Shunting Master. As there was merit in the contention of the Federation that at present there are only two grades within the category of Pointsmen (Pointsmen 'B' in GP Rs.1800/- Pay Level-1 and Pointsmen 'A' in GP Rs.1900/- Pay Level-2), a Committee comprising five Executive Director level Officials viz EDPG-II, EDTT/S, EDTC/R, EDF/E with EDE/N as Convenor was constituted vide Ministry of Railways, Railway Board's order No. ERB-I/2019/23/37 dated 19.09.2019, to examine the feasibility of the demand of the Federations.

2. The Committee deliberated on various aspects regarding enhancing the promotional avenues of Pointsmen duly considering the fact that there are only two grades within the category of Pointsmen and recommended four pay structure of Pointsmen category (which would include Pointsmen & Gateman/Traffic) instead of existing two grade duly recommending 3770 posts in L2 for surrender as detailed below:-

Proposal (L1-1800, L2-1900, L4-2400, L5-2800)

Designation Pointsmen	Existing			Proposed		
		Existing Number of Posts	Existing %age	Desired %age	Desired Number of Posts	Increase / Decrease in Number of posts in Level
Asst PM	L1	7,717	11	45	29,875	22,158
PM-A	L2	62,441	89	30	19,916	-42,525
PM-B	L4	0	0	15	9,958	9,958
PM-C	L5	0	0	10	6,639	6,639
Total		70,158			66,388	-3,770 *

* 3770 posts to be surrendered from L2 grade.

3. The report of the committee was further examined by technical Directorates of M/o Railways viz Traffic Transportation, Pay Commission, Man Power Planning and Finance Directorate in addition to consideration of the report by both recognized Federation (AIRF & NFIR) and all have agreed to the proposed restructuring.

4. The proposed restructuring and formation of Pointsmen Cadre from existing two Level (Level-1&2) into 4 level viz Level 1, 2, 4 & 5 with financial neutrality (saving of approx. Rs. 46,008/-calculated with DA @42%) has been approved by Member Finance, Chairman & CEO Railway Board & Minister of Railways.

Proposed Cadre Structure of Pointsmen Cadre

Existing				Proposed				
Existing Designation	Existing Pay Level	Existing No of Posts	Present % distribution of posts	Proposed Designation	Proposed Pay Level	Proposed No of Posts	Proposed % Distribution of Posts	Increase /Decrease in No of post
Pointsmen 'B'	L1, GP1800/-	7,717	11%	Pointsmen Grade-IV – PM-Gr.IV	L1, GP1800/-	29,875 *	45%	22,158
Pointsmen 'A'	L2, GP 1900/-	62,441	89%	Pointsmen Grade-III PM-GR.III	L2, GP1900/-	19,916 *	30%	-42,525
		-		Pointsmen Grade-II PM-GR.II	L4, GP2400/-	9958 #	15%	9,958
		-		Pointsmen Grade-1 PM-GR.I	L5, GP2800/-	6639 #	10%	6,639
Total		70,158	100%			66,388	100%	-3,770

* With Increase in posts in L1 there would likely be a number of employees who would already be placed in L2. Such employees would continue in L2 cadre and the upgradation in that specific unit would be affected gradually as and when such employees get promoted or retired over time. Reduction of 3,770 post would be in L2

#Posts of L4 & L5 would be filled up by Non-Selection mode

Proposed Financial Implication of Cadre Structure of Pointsmen Cadre

Existing/ Proposed Designation	Existing Pay Level	MV per month @ 42% DA	Annual Cost of Post	Existing Position			Proposed Position		
				Existing No of Posts	Present % of posts of posts	Existing Financial Implication	Proposed No of Posts	Proposed % Distribution of Posts	Proposed Financial Implication
1	2	3	4	5	6	7	8	9	10
			(3x12)			4x5			4x8
PM-'B'/ PM-Gr.IV	L1, GP1800/-	29,465	3,53,580	7,717	11%	2,72,85,76,860	29,875	45%	10,56,32,02,500
PM-'A'/ PM-GR.III	L2, GP 1900/-	32,589	3,91,068	62,441	89%	24,41,86,76,988	19,916	30%	7,78,85,10,288
PM-GR.II	L4, GP 2400/-	41,748	5,00,976	0	0	0	9958	15%	4,98,87,19,008
PM-GR.I	L5 GP 2800/-	47,783	5,73,396	0	0	0	6639	10%	3,80,67,76,044
Total				70,158	100%	27,14,72,53,848	66,388	100%	27,14,72,07,840

Financial Saving- Total (Col 10-Col7)= (27147207840-27147253848)= (-) 46008.

No.E(NG)I/2019/PM 1/13

Sub: Lack of Promotional opportunities to the Pointsmen category of Operating Department.

A Committee of EDs has been constituted vide order No. E(RB)I/2019/23/37 dated 19.09.2019 to examine the feasibility for advancement prospects of Pointsmen category.

The committee consists of the following members with EDE(N) as the convener:

- i) Executive Director Establishment/N Convener
- ii) Executive Director/PC-II Member
- iii) Executive Director/TT(S) Member
- iv) Executive Director/TC(Rates) Member
- v) Executive Director/Finance (E) Member

The terms of reference of the Committee are as under:-

“To examine and suggest measures for enhancement of promotional avenues of Pointsmen (Operating Department) with specific reference to the introduction of a 4-grade cadre structure for this category.”

Following the transfer of Shri Rahul Agarwal, EDTT(S), Shri Afzal Karim Shamsi, ED(Coal) has replaced him as Committee Member.

Issue in brief

- 1) Both the Federations i.e. NFIR and AIRF have raised the issue regarding lack of promotional opportunities for the category of Pointsmen in the Operating Department. They have requested for enhancement of the promotional avenues of this category. The following points have been brought forward by the Federations:
 - a) While in most of the cadres, the structure has been provided with not less than four levels (example: Track Maintainers, Technicians), but in the case of Pointsmen cadre, it ends with 7th CPC, Pay Level-2.
 - b) During the previous decades the Pointsmen had opportunities of promotion up to 6th CPC GP Rs.2400, Pay Level-4 (7th CPC) as Levermen/Cabinmen posts were part of Pointsmen cadre. With the closure of cabins, all posts of Levermen/Cabinmen were surrendered even though they are promotion posts meant to be filled by Pointsmen. With this development, the Assistant Pointsmen can only expect one promotion to Pay Level-2 in his/her entire service.
 - c) The posts of Shunting Jamadar and Shunting Master are very small in number due to closure of most of the marshalling yards and consequent surrender of posts. These are not made part of Pointsmen cadre resulting no cadre hierarchy for promotion while in other departments the 4/5 Pay Levels cadre structure, are available for career growth.

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- d) The ground reality is that the Pointsmen of Operating Department performs the duties Pointsmen, Gate Keeper, Shunting Jamadar which come under 'critical safety duties' directly connected with train operations. But they are not provided cadre structure for promotion beyond Pay Level-2. It is also reported that in several stations the Pointsmen perform 12 hours duty per day, while they cannot leave their headquarters even on periodic rest day without prior approval of Station Manager.
- e) Due to long stagnation, there is greater amount of dissatisfaction and frustration among Pointsmen of Indian Railways as they are made to retire on superannuation as Pointsmen only (Pay Level-2).
- 2) The Federation have therefore requested for creation of unified cadre for Pointsmen category akin to that of Track Maintainers and Technicians in Railways for ensuring promotional avenue duly integrating the posts of Pointsmen, Shunting Jamadar and Shunting Master as suggested hereunder:
- | | |
|-----------------------------------|---|
| a) Asstt. Pointsmen entry Level – | GP 1800, Level-1 of 7 th CPC – 10% |
| b) Pointsmen – | GP 1900, Level-2 of 7 th CPC – 30% |
| c) Shunting Jamadar – | GP 2400, Level-4 of 7 th CPC – 30% |
| d) Shunting Master – | GP 4200, Level-6 of 7 th CPC – 30% |

Deliberation and Analysis

- 3) Presently, there are only two grades within the category of Pointsmen i.e. Pointsmen 'B' in GP 1800/Pay Level-1 and Pointsmen 'A' in GP 1900, Pay Level-2. As on 01.04.2021, out of a sanctioned strength of 70158 in the Pointsmen category (which includes Pointsmen, Cabinman, Leverman, Gateman) over entire Indian Railways, there were 57429 on roll and 12729 vacancies. As per existing AVC, Pointsmen get promoted to posts of Shunting Master and Shunting Jamadar which are in levels 4 and 6 of 7th CPC. As such they have an avenue of promotion to higher grades. However, the only issue in this context is the number of posts available in higher grades for promotion as Shunting Master and Jamadar are relatively small cadres compared to the cadre in levels 1 & 2. In comparison to Pointsmen, the sanctioned strength of Shunting Master / Jamadar category is 3339, of which 2161 were on roll and 1178 posts were vacant as on 01.04.2021.
- 4) The committee observed that cadre restructuring of NG staff was last done in 2013 and the next cadre restructuring would be due in 2023. However, as highlighted by federations, the restructuring of Pointsmen cadre is being taken up early to tide over stagnation in this category following merger of grades in the last two pay commissions.
- 5) Keeping this in view, the committee examined various measures for enhancement of promotional avenues of Pointsmen including restructuring of cadre of Pointsmen from existing 2 grades to 4 grades. Different 4-grade cadre structure scenarios including that as suggested by the Federations have been simulated below:

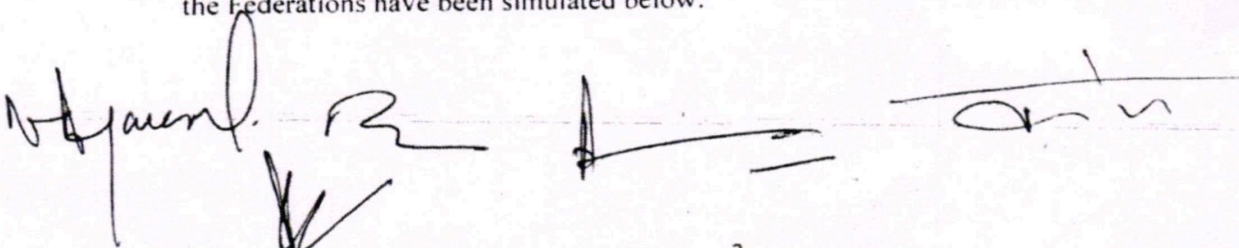


Table: 3 scenarios taking L6 as the 4th tier (L1-1800, L2-1900, L4-2400, L6-4200)

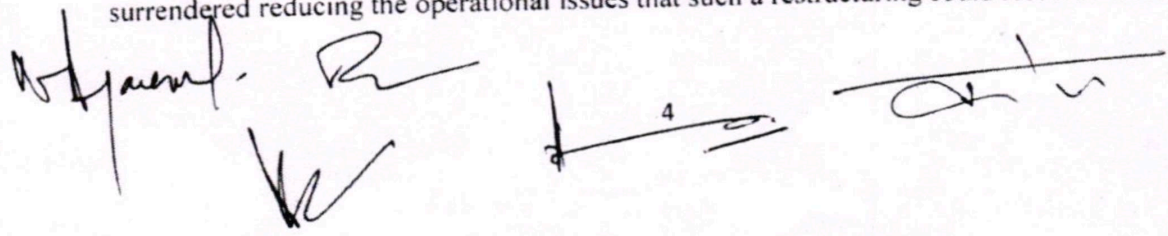
Existing Position				Scenario 1			Scenario 2 (by Federations)			Scenario 3		
		Existing Number of Posts*	Existing %age	Desired %age	Desired No. of Posts	Increase / Decrease in No. of posts in Level	Desired %age	Desired No. of Posts	Increase / Decrease in No. of posts in Level	Desired %age	Desired No. of Posts	Increase / Decrease in No. of posts in Level
Asst PM	L1	7717	11	10	5240	-2477	10	5500	-2218	30	18071	10353
PM-A	L2	62441	89	20	10480	-51960	30	16499	-45942	30	18071	-44370
PM-B	L4	0	0	30	15721	15721	30	16499	16499	20	12047	12047
PM-C	L6	0	0	40	20961	20961	30	16499	16499	20	12047	12047
Total		70158			52402	-17756		54997	-15161		60235	-9923

Table: 3 scenarios taking L5 as the 4th tier (L1-1800, L2-1900, L4-2400, L5-2800)

Existing				Scenario 4 (Distribution similar to Track man)			Scenario 5			Scenario 6		
		Existing Number of Posts	Existing %age	Desired %age	Desired Number of Posts	Increase / Decrease in Number of posts in Level	Desired %age	Desired Number of Posts	Increase / Decrease in Number of posts in Level	Desired %age	Desired Number of Posts	Increase / Decrease in Number of posts in Level
Asst PM	L1	7717	11	50	32903	25185	45	29478	21761	45	29875	22150
PM-A	L2	62441	89	20	13161	-49280	25	16377	-46064	30	19916	-42524
PM-B	L4	0	0	20	13161	13161	20	13102	13102	15	9958	9958
PM-C	L5	0	0	10	6581	6581	10	6551	6551	10	6639	6639
Total		70158			65805	-4353		65502	-4650		66388	-3770

- 6) The sanctioned strength of Gateman/ Cabinman/ Leverman/ Pointsman as on 01.04.2021 was 70158. As may be seen from above, every scenario leads to surrender of posts in Level-2, since the number of posts in L1 is already very small.
- 7) Upgradation of existing posts to Levels 4 and 6 requires substantial surrender for the proposal to be financially neutral. Since, the existing cadre of Pointsman is close to bare minimum and existing posts are essential, any substantial surrender is not feasible and would cause operational issues. Besides, in scenario 1 and scenario 2 (suggested by the Federations) the AVC Pyramid is top heavy and not sustainable.
- 8) Accordingly, the committee did not consider scenarios 1,2 and 3 any further.
- 9) Keeping the above in view, the committee considered upgradation of Pointsman from a 2-grade structure existing at present to 4-grade structure, namely L1, L2, L4 and L5 with the stipulation that posts in L4 & L5 will continue to perform responsibilities of Pointsman / gateman handled traditionally. Based upon the same, the committee has taken up scenarios 4 to 6 for further examination.

- 10) The Committee deliberated grant of 4 grade structure Pointman similar to Track maintaine... cadre granted vide Railway Board letter No. 2015/CE-1/GNS/2 dated 08.03.2019 RBE No.44/2019 having inter-grade distribution vide aforesaid letter is in the ratio of 10:20:20:50 for L5, L4, L2, L1 respectively. However, it is seen that in this case the AVC Pyramid is bottom heavy with very high weightage in L1 level and less weightage in L2 & L3 which does not look attractive for the Pointman.
- 11) The inter-grade distribution as per Scenario 6 of the table with ratio of 10:15:30:45 for L5, L4, L2, L1 respectively is far better pyramid giving adequate promotional avenue at all levels by providing required no of higher posts at different levels.
- 12) In the Scenario 6, the surrendering of L2 post on account upgradation of post is 3770.
- 13) The committee is of the view that posts in Level-1 may be enhanced from the present 11 percent to correct the present skew in the cadre. Presently, since posts in entry grade, L1 is very small, it leads to early promotion of new entrants to level 2 who then stagnate for a long period in L2. The structure defies our objective to provide employees with gradual career progression and instead results in early stagnation. On the other hand, if the structure were to be distributed evenly, early stagnation can be avoided and the pace of promotion can be rationalized to the extent feasible.
- 14) Employees who enter the cadre in level 1 should ideally work at that level for a few years before they take up opportunities for career progression. Those employees who are qualified would get several opportunities for appearing in GDCE and LDCE examinations and can be on a fast track progression even during their residency in L1. This would naturally lead to attrition in L1, further enhancing opportunities for those who are less qualified / unable to get selected in GDCE/LDCE and remain in the cadre as PM and gradually get promoted to L2, L4, L5.
- 15) Both Asstt. Pointsmen in Level-1 and Pointsmen in Level-2 along with Shunting Masters are presently eligible for consideration for promotion to Station Master (GP 4200/Level-6) under the 15% LDCE quota (for Graduates) and 25% General Selection quota (for Matriculate) subject to upper age and qualifying service conditions. This existing quota, which is filled up on merit and through competition, may continue to enable meritorious Pointsmen to fast track migration to the SM's category. However, the competitive nature and level of Written Exam of the selection had made it difficult for most employees recruited earlier with minimum academic qualification to qualify such exams.
- 16) An analysis of age and educational profile of Level 1 of Operating staff, tabulated and placed at Annexure 'A', shows that about 80% of this staff are 10th Class pass and above and 75% are less than 40 years of age. There is therefore high correlation between age less than 40 and higher educational qualification. It can thus be concluded that going forward, the new recruits are likely to be better placed than their senior colleagues in availing merit based selection procedures through LDCE and GDCEs.
- 17) As such, the committee is of the view that the cadre structure proposed in **scenario 6 with posts in L5, L4, L2 and L1 distributed in the ratio of 10:15:30:45** is the most reasonable and efficient option which would increase the promotional prospects of Pointman, besides, other avenues available to Pointman brought out below. Further, a normal pyramidal cadre structure with a broad base would therefore not lead to stagnation but instead redistribute opportunities available to all. Besides, this would also reduce the number of post that would have to be surrendered reducing the operational issues that such a restructuring could result in otherwise.


 A collection of handwritten signatures and initials in black ink, including a large signature on the left, a smaller one in the middle, and another on the right. There is also a small number '4' written in the center.

18) It may however be noted that though there is minimal reduction in the cadre due to the above scenario, it would nonetheless entail creation of posts in L1, L4 and L5 level which would require to be processed through Competent authority for concurrence of the Ministry of Finance in terms Para 3.1(d) Ministry of Finance, Department of Expenditure OM NO.F.No.7(1)E/Co-ord-1/2017 dated 12th April, 2017. The proposal will, therefore be need to be processed through Board (MF, CRB & CEO) for approval of Hon'ble MR for referring the same to Ministry of Finance together with check list prescribed in aforementioned MoF OM.

19) The Operating member informed that Traffic department has already proposed surrendering of 1844 post of Pointman on reviewing work done for major yards on account of revised yardstick of 4 Pointman per shunting engine to 3 Pointman per Shunting engine in yards vide Letter No. 2015/TT-1/76/Staff/13 Dt 08.09.2020 to HR Dte. The revised yardstick is under Board's approval. The proposal involves notional surrender of 1513 post of Pointman and 331 existing Post of Pointsman. The committee views that Traffic Dte can link the above surrendered post while processing creation of Post to upgrade required no. of post of L4 and L5.

20) Regarding financial implication, the same has been worked out in r/o Scenerio-6 as following:

SN	Design.	7 th CPC Pay Level	Annual cost of post	Existing Scenario		Recommended Scenario	
				No. of Posts	Financial Implication	No. of Posts	Financial Implication
1.	Asstt. PM	L1	Rs.318720	7717	Rs.2459562240	29875	Rs.9521760000
2.	PM-A	L2	Rs.352512	62441	Rs.22011201792	19916	Rs.7020628992
3.	PM-B	L4	Rs.451584	00	00	9958	Rs.4496873472
4.	PM-C	L5	Rs.516864	00	00	6639	Rs.3431460096
Total				70158	Rs.24470764032	66388	Rs.24470722560

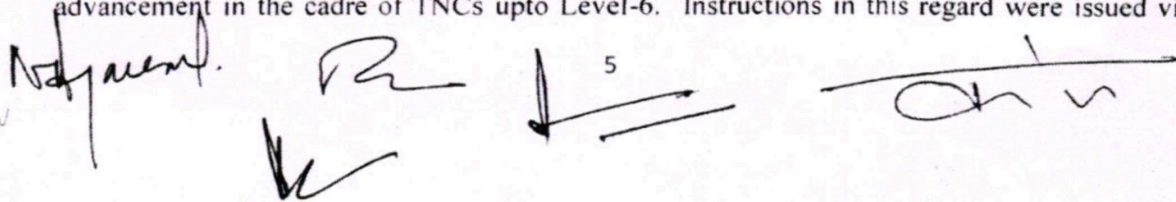
Matching Savings = Rs.2447,07,64,032 – Rs.2447,07,22,560
= Rs.41,472/-

Other Promotional Prospects of Pointsman

21) Besides the above, the Committee evaluated existing promotional avenues within existing categories of Operating, Commercial and other Departments.

22) Presently, Pointsman are considered for promotion to Shunting Master Gr.II, GP 2400, Level-4 and subsequently promoted to Gr.I GP 4200 Level-6 through selection. Demands have been raised several times for making the promotion from 2400 to GP 4200 non-selection considering high failure rate of candidates since many of them who have come up through the ranks find it difficult to clear written examination. A onetime dispensation has already been given recently for filing up vacancies in Shunting Master-I by non-selection.

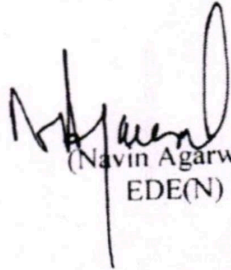
23) Trains Clerk is a less competitive category for entry and career advancement for Pointsman. The entry level in this category is Jr.TNC in Level-2. For this, the Pointsman in Level-1 only were eligible. Pursuant to demand from the Federations, the Pointsman in Level-2 were also made eligible for promotion to Jr.TNC in Level-2 so that they could also avail further advancement in the cadre of TNCs upto Level-6. Instructions in this regard were issued vide

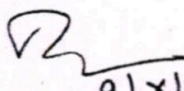
Agreement


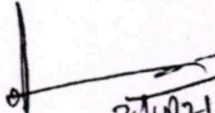
Board's letter dated 09.05.2019, wherein it was also clarified that fixation of pay with promotional increment under Rule 13(i) of RSRP Rules will not be allowed in such cases.

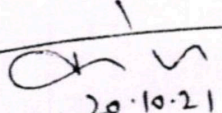
Recommendations

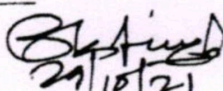
- 24) Keeping the results of the above analysis into consideration, the committee recommends the cadre of Pointsman may be upgraded into a 4 grade structure namely L1, L2, L4 and L5 in the ratio 45:30:15:10. **This will entail surrender of 3370 posts on account of above distribution ratio reducing the total cadre of Pointsman/Gateman to 66388. The grade wise distribution of posts will be L1:29875; L2:19916; L4:9958; L5:6639.** With increase of posts in L1 there would likely be a number of employees who would be already placed in L2. The Committee is of the view that such employees would continue in the L2 cadre and the upgradation in that specific unit would be affected gradually as and when such employees get promoted or retired over time. Posts in L4 and L5 will be filled up by Non-Selection mode.
- 25) The posts of Pointsman which would be surrendered on account of approved revised yardstick of 4 Pointman per shunting engine to 3 Pointman per Shunting engine in yards to be linked by the Traffic Dte to avoid double surrendering of pointman post while processing creation of Post to upgrade required no of post of L4 and L5.
- 26) Further, considering the objective of the present exercise to enhance the promotional prospects of senior and suitable Pointsmen, who perform a hard field job and have years of hands-on experience in the Operating Deptt., the Committee also makes the following recommendations to facilitate promotion of Pointsmen in the cadre;
- 27) The eligibility for Level-II/III in Commercial/Operating Department may be restricted to only employees in these departments as is the practice prevalent in the Engineering and other departments. This will protect opportunities for Pointsmen who are experienced in operations / commercial functions and who do not have any opportunities in other technical departments vide LDCE etc.


 (Navin Agarwal)
 EDE(N)


 29/10/21
 (M K Gupta)
 EDPC-II


 20/10/21
 (A K Shamsi)
 ED (Coal)


 20.10.21
 (B. Dharmani)
 EDTC(R)


 29/10/21
 (B K Singh)
 EDF (E)