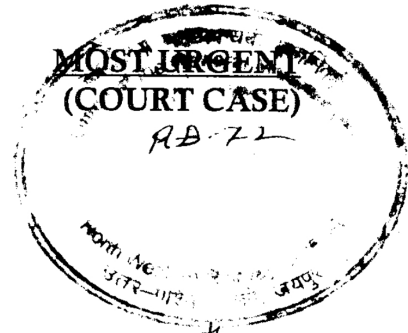


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भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)



No.E(NG)I/2016/PM 1/12 (Pt.)

New Delhi, dated January 9th, 2019

NWR The General Managers (P)
All Zonal Railways.

Sub: Merger of three categories of posts in the Commercial Department viz. Ticket Checking Staff (TC), Commercial Clerk (CC) & Enquiry-cum-Reservation Clerk (ECRC).

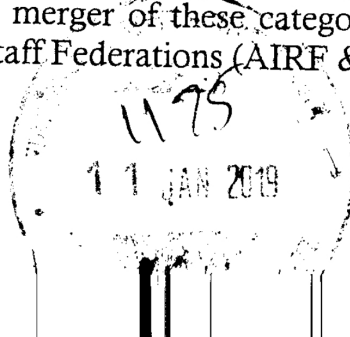
(28/2018)
Attention is invited to Railway Board's letter No.E(NG)I-2016/PM 1/12(Pt.) dated 22.02.2018 (RBE No.22/2018) vide which instructions with regard to merger of posts in the categories of Ticket Checking Staff, Commercial Clerk & Enquiry-cum-Reservation Clerk were issued.

2. It has come to the notice of Board's office that the matter has been agitated in the form of OAs before various benches of the Hon'ble CAT.

3. In this connection, it is pointed out in OA No.3006/2018 filed before the **Principal Bench** of the Hon'ble CAT, New Delhi, the Hon'ble Tribunal vide order dated 09.08.2018 has directed the Respondents to consider the representation of the applicants and to pass reasoned speaking orders on the same.

While the representation of the applicants in the case has still not been forwarded to Board's office, the facts of the matter are as below.

4. The said instructions dated 22.02.2018 were issued on the basis of recommendations of the 7th CPC, which had *inter-alia* observed that with the proliferation of technology for booking unreserved and reserved tickets, the requirement of Commercial Clerks and ECRCs is going down and at the same time, with an increase in the number of trains, the need of ticket checking staff is on rise and accordingly recommended for merger of the three cadres. This recommendation was accepted by Government of India and instructions regarding up-gradation of employees in GP 1900 to GP 2000 and employees in GP 2400 to GP 2800 were included while issuing Schedules for revised scales of pay vide Board's letter dated 02.08.2016 (RBE No.93/2016). Guidelines regarding revision in cadre structure and staffing pattern due to merger of these categories were issued later in consultation with both recognized staff Federations (AIRF & NFIR) vide letter dated 22.02.2018.



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As per these guidelines that were issued after deliberations, it was decided to implement the merger into a unified category of 'Commercial and Ticketing Staff' in a phased manner. In first phase, the Ticket Checking Category would continue as a separate category while the existing staff working in the categories of CC and ECRC, be merged. In the second phase of merger, all future recruitments to the relevant category (ies) will be in the unified cadre structure, merging Ticket Checking category also with the cadre of CC & ECRC. The percentage distribution of posts in the cadre is in accordance with recommendation of 7th CPC.

5. Thus the decision to implement 7th CPC's recommendations regarding merger of the three categories viz. CCs, ECRC and Ticketing Staff in a phased manner has been taken only after deliberations, including with the recognized Federations, who represent all categories of employees. Thus the contention that it is a biased decision in favour of either the Ticket Checking or the ECRC category, is misplaced. After second phase of merger, the final merged cadre will have a four tier structure in Level-3 (11%), Level-5(22%), Level-6(47%) & Level-7 (20%), hence, there is no deviation from accepted recommendations of 7th CPC in the final structure.

6. The aforesaid background behind the issued instructions and the direction of the Principal bench of the Hon'ble CAT, New Delhi, which has not imposed any stay on these instructions may be brought on record for the notice of other Benches of the Hon'ble CAT where the matter has come up/may come up for hearing. Where any coordinate bench of the Hon'ble Tribunal has stayed implementation of the issued instructions, appropriate prayer for vacation of the stay orders may be preferred immediately.

7. Action taken in the matter and updated position of court cases filed on this issue may please be apprised to this office, immediately.



(P.M.Meena)
Dy. Director-II/E(NG)I
Railway Board