



## National Federation of Indian Railwaymen

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**Affiliated to : Indian National Trade Union Congress (INTUC) &  
International Transport Workers' Federation (ITF)**

No. IV/NFIR/7 CPC (Imp)/2016/RB-Part II

Dated: 04/09/2017

**The Secretary (E),**  
Railway Board,  
New Delhi  
Dear Sir,

**Sub:** Option for pay fixation in the 7 CPC Pay Matrix levels to the Railway employees during the period 01/01/2016 to 25/07/2017-reg.

- Ref:**
- (i) Railway Ministry's Notification vide RBE No. 90/2016 dated 29/07/2016.
  - (ii) Railway Board's letter No. PC-VII/2016/1/6/2 dated 20/10/2016 – RBE No. 124/2016.
  - (iii) NFIR's letter No. IV/NFIR/7<sup>th</sup> CPC (Imp)/2016/RB-Part I dated 16/01/2017 & 07/08/2017.
  - (iv) Railway Board's reply to NFIR vide No. PC-VII/2017/R-U/7 dated 31/03/2017.

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Further to the above cited references, Federation has since found that on Zonal Railways, option 2 given by staff had not been accepted on the wrong plea that option opportunity has been allowed to those promoted/got financial upgradation under MACPS/got increment during the period 01/01/2016 and 28/07/2016 (i.e. date of notification). In this connection, Federation cites below the following instances as example:-

- (i) **Employees promoted between 29/07/2016 to 28/10/2016 and exercised option for fixation of pay in 7<sup>th</sup> CPC within the stipulated period electing option No. 2.**

The pay of the Technicians GP 2800/Level 5 on promotion as Sr. Technicians GP 4200/Level 6 on 27/10/2016 has been fixed in the 7<sup>th</sup> CPC Pay Matrix as shown vide 'A' below whereas pursuant to option No. 2 exercised by staff, they are entitled for pay fixation on promotion as shown vide 'B' below:-

Pay in 6 <sup>th</sup> CPC as on 01/01/2016 GP 2800	Pay Revised & fixed in 7 <sup>th</sup> CPC w.e.f. 01/01/2016	Pay in 7 <sup>th</sup> CPC as on 27/10/2016	Pay in 6 <sup>th</sup> CPC when continued upto 27/10/2016	Pay in 6 <sup>th</sup> CPC on promotion to GP 4200 as on 27/10/2016	Pay required to fixed in 7 <sup>th</sup> CPC taking into account option
12970	34900	35900	13360 (10560+2800)	15160 (10960+4200)	39900

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//2//

Unfortunately, the staff have been denied their legitimate pay fixation benefit even after submission of their correct option in time.

- (ii) Another aberration is that in the case of Technicians who have been granted cadre restructuring w.e.f. 01/09/2016 vide RBE No. 116/2016, the Zonal Railways have issued promotion orders belatedly while at the same time, option opportunity not allowed, consequently pay fixation has been granted vide 'A' below instead granting pay fixation benefit (on the basis of re-option) as 'B' below:-

A			B		
Pay in 6 <sup>th</sup> CPC as on 01/01/2016	Pay Revised & fixed in 7 <sup>th</sup> CPC as on 01/01/2016	Pay in 7 <sup>th</sup> CPC as on 01/09/2016 in L5	Pay in 6 <sup>th</sup> CPC when continued till 31/08/2016	Pay in 6 <sup>th</sup> CPC on promotion in GP 4200 as on 01/09/2016	Pay to be fixed with option in 7 <sup>th</sup> CPC in L6
15210	39200	40400	15670 (12870+2800)	17540 (13340+4200)	46,200

NFIR contends that in as much as promotion allowed w.e.f. 01/09/2016, such staff are entitled for option opportunity in terms of RBE No. 90/2016 and 124/2016.

NFIR, therefore, requests the Railway Board to consider the above situations and issue clear clarificatory instructions, granting pay fixation benefit on the basis of re-option being exercised by staff as per charts 'B' above.

A copy of the instructions issued may be endorsed to the Federation.

Yours faithfully,

(Dr. M. Raghavaiah)  
General Secretary

Copy to the Executive Director, PC-II, Railway Board, DFCC Building, Pragati Maidan, Metro Bhavan, New Delhi for necessary action please.

✓ Copy to the General Secretaries of affiliated Unions of NFIR.  
Media Centre/NFIR.