

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

NEW DELHI, DATED: 23-2-1999

NO.94/W2/NL/N/22

The Chief Admn.Officer(Con.),
Northern Railway,
Kashmere Gate,
Delhi.

Sub: Construction of new line from Udampur to Baramulla -
Deployment of IRCON and RITES for the execution of the
work and grant of incentives for Officers and staff
posted for the project.

Ref: Railway's letter No. 133-W/242/Survey/Pt.V dt.20.8.97.

The Cabinet Committee on Economic Affairs in their meeting
held on 4-2-1999 has cleared the subject proposal.

A copy of Cabinet Sectt's letter dated 9-2-1999 alongwith
Note for CCEA is sent herewith for necessary action.

DA: As above.

(CHANDER PARKASH)
DEPUTY DIRECTOR/WORKS-II
RAILWAY BOARD

SECRET

POST IMMEDIATE

COPY NO. 31

No. CCEA/2/99(1)
GOVERNMENT OF INDIA (BHARAT SARKAR)
CABINET SECRETARIAT (MANTRIMANDAL SACHIVALAYA)

New Delhi, the 9th February, 1999.

The undersigned is directed to circulate herewith the minutes of the meeting of the Cabinet Committee on Economic Affairs held on the 4th February, 1999 (Case Nos. 13/CCEA/99 to 31/CCEA/99).

(P. Gopalakrishnan)
Deputy Secretary to the Cabinet
Tele: 3015802

To

Principal Secretary to the Prime Minister,
Secretary to the Prime Minister.

Copy, with a copy of the relevant minutes, forwarded to the following, in respect of the case(s) mentioned against each :-

- * Member-Secretary, Planning Commission (Case Nos. 13 to 31)
- * Finance Secretary. ()
- * Secretary, Department of Expenditure. ()
- Secretary, Department of Agriculture and Cooperation. (Case No. 13)
- Secretary, Department of Consumer Affairs. ()
- Secretary, Department of Food and Civil Supplies. ()
- Secretary, Department of Defence Production and Supplies. (Case No. 14)
- Secretary, Department of Public Enterprises. (Case Nos. 14 and 15)
- Secretary, Ministry of Food Processing Industries. (Case No. 15)
- Secretary, Ministry of Home Affairs. ()
- Secretary, Department of Industrial Development. ()
- Secretary, Ministry of Petroleum and Natural Gas. (Case No. 16)
- Secretary, Ministry of Surface Transport. (Case No. 17)
- Secretary, Department of Chemicals and Petro-chemicals. (Case No. 18)
- Secretary, Ministry of Commerce. ()
- Secretary, Department of Health. ()
- Secretary, Department of Industrial Policy and Promotion. ()
- Secretary, Department of Personnel and Training. (Case No. 19)

SECRET

*AMV
44 Copies.

DDW/WR

pl. d. d. d.

of relevant provisions

SECRET

- 2 -

Chairman, Railway Board.

(Case Nos. 19 to 31)

[Signature]
(P. Chopalakrishnan), Cabinet.
Deputy Secretary to the

SECRET

SECRET

COPY NO. 6

No. CCEA/2/99

CABINET SECRETARIAT

EXTRACTS FROM THE MINUTES OF THE MEETING OF THE
CABINET COMMITTEE ON ECONOMIC AFFAIRS HELD AT
1030 HOURS, ON THURSDAY, THE 4TH FEBRUARY, 1999,
IN THE CONFERENCE ROOM (NO.155), SOUTH BLOCK,
N, DELHI.

Item 7

Case No.19/CCEA/99

Construction of new line from Udhampur
to Baramulla - Deployment of IRCON and
RITES for the execution of the work.

The Committee considered the note dated 8.1.99 from the
Ministry of Railways (Rail Mantralaya) and approved the
proposals contained in paragraph 5 thereof.

SECRET

ANV
6 Copies.

In accordance with the Rules of Procedure in
Regard to Proceedings of the Cabinet (Rule 10),
progress of action to implement the decision may be
included in the Ministry's Monthly Summary for the
information of the Members of the Council of Ministers.

Action taken to implement the decision may be
communicated to the Cabinet Secretariat with reference
to the Implementation Schedule attached to the agenda
note.

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SECRET

Copy No. 1

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

NEW DELHI, DATED: 3-1-1999.

NO. 24/W2/NL/N/22

NOTE FOR THE CABINET COMMITTEE ON ECONOMIC AFFAIRS

Sub: Construction of new line from Udhampur to Baramulla - Deployment of IRCON and RITES for the execution of the work.

1.0 INTRODUCTION

1.1 Construction of Udhampur - Katra - Srinagar - Baramulla new BG line was approved by CCEA 'in principle' in its meeting held on 28.3.95. CCEA had also directed the Planning Commission to allocate funds required for the line outside the Railways Plan and stipulated that the project would be implemented in phases, the first phase being from Udhampur to Katra. Later on the Cabinet in its meeting held on 23.07.97 has approved that the work of second phase from Katra to Baramulla may also be taken up.

1.2 Shri H.D. Deve Gowda, the then Prime Minister, during his visit to Mumbai on 14.2.97, had made a statement that the Govt. have decided to take up this work as a national project. Shri I.K. Gujral the then P. & Minister, during laying the foundation stone at Baramulla on 27-7-97 made an announcement that the work on this railway project in the Kashmir Valley would be completed expeditiously.

Secret

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1.3 As per the directions given by Shri I.K.Gujral, the then Minister, for completing the project in the Kashmir Valley i.e. between Qazigund and Baramulla, this Ministry has taken follow up measures to start the work after completion of the Final Location Survey in this stretch. Also during his meeting with the officials of the Ministry it has further been directed that;

- 1) To complete the line from Qazigund to Baramulla expeditiously
- ii) Construction of this line has to be done as far as possible using Kashmiri contractors, Kashmiri labourers, Kashmiri Engineers and Kashmiri Supervisors;
- iii) Road bridges would also be provided, where necessary, in consultation with the State Government.

2.0 PROPOSAL

2.1 In order to give effect to the directions at items 1.3 (i) and (ii) above it would be necessary to relax the existing procedures and rules and for doing so Cabinet's approval is required, which is being sought. As regards item 1.3 (iii), road bridges will also be provided, where necessary, in consultation with State Govt.

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MINISTRY OF RAILWAYS

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2.2 The project alignment from Qazigund to Baramulla falls in an area disturbed by militant activity. The consequent risk perception, because of difficult working conditions, are a strong disincentive for both Railway staff and officers and for contractors and their workmen to come forward to carry out work in the area. The modalities of undertaking the project under these conditions have been considered by this Ministry who are of the view that it cannot be executed expeditiously unless certain rules are relaxed, both as applicable to contract working and to establishment matters. As regards the first aspect, in order to facilitate early finalisation of tenders and contracts it is considered that the solution would be to entrust the implementation of this project to a Public Sector Undertaking which has the necessary capability and expertise. M/s IRCON International, a PSU under the Ministry of railways are considered to be a suitable choice. Subject to adequate funding of the project in the form of budgetary support, Railways would then be able to direct and control the speed of the work. It is also envisaged that M/s IRCON International would engage M/s RITES, another PSU under this Ministry, for survey, design and any other activity as deemed necessary.

2.3 Final location survey for the valley portion i.e. from Qazigund to Baramulla has been completed and is in progress for rest of the line. It is proposed that M/s IRCON International will invite bids for the construction work based thereon. So far as specialised items of work like bridges, tunnels, signalling and track linking are concerned, which call for special expertise and experience, IRCON will make the

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choice of contractor from a short list of firms having the best ability on the basis of two - packet system of open tendering. works like earthwork, minor bridges, ballast collection etc., may far as possible, be entrusted to local Kashmiri contractors having adequate resources and capability and subject to their rates being reasonable. This is on the consideration that conditions in Kashmir over the years have led to large scale unemployment of the youth. employment generation through a major construction project that can make use of local agencies and skills to the extent available can be as a healing process.

3.0 In view of the difficulties of working in the project are Railway officers and Supervisors would not be quite willing to be posted. Under the arrangement proposed in Para 2.2, posting of certain limited personnel from the Railway would be necessary. Besides IRCON and RITES will also require enhancement of the strength of expert manpower for designing and building the project and Railway officers and staff would have to be sent on deputation to these organisations. It would be necessary to give additional incentives to attract the requisite manpower.

3.1 Presently, the officers and staff posted against work charged posts predominantly on Bafalta-Udhampur-Srinagar-Baramulla section even if they are headquartered at Jammu have the following incentives -
(a) Non-Gazetted staff posted without any promotion benefit are allowed up to five advance increments and those given one ad hoc promotion are allowed two advance increments, subject to certain conditions.

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(b) Officers in Junior Administrative grade and below posted in the project are allowed up to a maximum of three advance increments provided the maximum of the scale is not exceeded.

3.2 However, in view of the difficult working conditions, the incentives proposed to be given to the personnel to be headquartered on the stretch of the project located between Qazigund and Baramulla, viz. officers and staff of RITES and IRCON as well as of Northern Railway and those who would be sent on deputation to IRCON and RITES, are as follows:-

- i) Payment of Special Salary @ twice the normal Salary and Allowances.
- ii) Personal life insurance for Rs. 15 lakh.
- iii) Air travel between Srinagar and Delhi on duty and twice during a calendar year while on leave (other than C.L.)
- iv) Free boarding and lodging at Srinagar/Camp.
- v) Free transport while with the Project in Jammu & Kashmir.

3.3 In pursuance of the directives given by Cabinet Sectt. vide their letter dated. 1.7.98, Note for CCEA was referred to DOP&TR and Deptt. of for their comments.

3.4 Deptt. of J&K have advised that the incentives proposed for Payment of special salary @ twice the normal salary and allowance are on a much higher scale as compared to the one already in existence for the employees posted in Kashmir Valley. However, they have no objection to the incentives proposed for Free boarding & lodging at Srinagar/Camp and free transport while with the project in J&K as these

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are in consonance with the existing incentives. A copy of Dept. J&K's Affairs letter dated 6-8-98 in this regard is enclosed annexure-II.

3.5 Deptt. of Personnel & Training are of the views that, at present the Railway employees are getting a number of allowances over and above the allowances which the staff of other Ministries/Departments get. Grant of extra allowances creates a vested interest and it is impossible to withdraw these allowances even when normalcy returns. Refusal of the staff to work without extra allowances also promotes indiscipline as the unions/staff feel that they can lay down their own terms & conditions even when they do their normal work. In view of the above, DOP&TR did not agree for grant of incentives stipulated in the Note for CCRA. The protection which is required in these areas is proper insurance in the event of death or permanent disability to an employee as a result of militant activity and in addition thereto a graded project allowance not exceeding Rs.300/- per month. A copy of DOP & TR's letter dated 27-10-98 in this regard is enclosed as Annexure-III.

3.6 Comments received from Dept. of J&K and DOP & TR have been considered by the Ministry of Railways and it has been decided that incentives already being given to the officers and staff as mentioned in para 3.1 of the Note for CCRA may be continued. In view of the difficult travelling conditions between Jammu and Srinagar, we may permit air travel between Jammu and Srinagar on duty and twice during a calendar year while on leave (other than CL). In addition thereto incentives like personal life insurance for Rs. 15 lakhs, free board-

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ing and lodging at Srinagar/Camp and free transport while with the project in J&K may also be provided.

4.0 The statement of implementation schedule is placed at Annexure-I to the Note.

5. In view of the above, CCEA is requested to approve:-

- i) Entrusting the work of construction of Railway line from Qazigund to Baramulla to M/s IRCON International. RITES will be engaged by IRCON for survey, design and any other activity as deemed necessary.
- ii) Contracts for specialised works like bridges, tunnels, signalling and track linking will be awarded by IRCON from among a short-list of firms having the best capability on the basis of two packet system of open tendering.
- iii) ~~Other works like earthwork, minor bridges and ballast collection etc. may, as far as possible, be entrusted to local Kashmiri contractors having adequate resources and capability and subject to their rates being reasonable. This would facilitate use of local agencies and skills and would generate employment.~~
- iv) Grant of following incentives in addition to the incentives mentioned in para 3.1 above to officers and staff, headquartered on ~~and~~ - Baramulla stretch of the project, of RITES, IRCON as well as Northern Railway and those who are on deputation to IRCON & RITES:-
 - a) Air travel between Jammu and Srinagar on duty and twice during a calendar year while on leave (other than CL).
 - b) Personal life insurance for Rs. 15 lakh.

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- c) Free boarding and lodging at Srinagar/Camp.
 - d) Free transport while with the Project in Jammu & Kashmir.
- 6.0 The proposal has been seen and approved by Minister c Railways

(K.P.SINGH)
EXECUTIVE DIRECTOR(WORKS
RAILWAY BOARD

Secret

NORTHERN RAILWAY

मुख्य प्रशासक निदेशक कार्यालय (वि.)
कश्मीर गेट, दिल्ली-110006

जारी किया

HEADQUARTERS OFFICE,
KASHMERE GATE DELHI.

Chief Administrative Officer/Const.
N.Rly., K. Gate, Delhi-110006
Dated 28.8.97

No.133-W/242/Surey/Pt. V

The Ex. Director/Works,
Railway Board,
New Delhi.

Reg: Proposed incentives for Officers and Staff posted beyond
Katra.

Kindly recall the meeting held in CRB's chamber on 8.8.97. As decided in the meeting, I am sending herewith the recommendations of Northern Railway for giving enhanced incentives to personnel being posted for Udhampur - Srinagar - Baramulla new Railway line. These incentives will be applicable to those personnel as are posted beyond Katra on Katra - Qazigund-Srinagar Baramulla Section.

1. Special allowance for officers/staff posted in the aforesaid area.

This special allowance will have to be enough to attract the posting of competent and willing personnel to handle important works in the difficult area. Accordingly, it is proposed that this allowance may be 100% of the basic pay.

2. Permission for air journey between Srinagar- Jammu - Delhi

Permission for air journey for officers posted in that area between Srinagar - Jammu - Delhi may be granted. For staff this permission may be extended selectively on case to case basis by CAO/C.

3. Insurance cover

Keeping in view the disturbed conditions, insurance cover may be extended to the officers/staff as proposed below:-

Rs.15 Lacs	-	JA Grade & above.
Rs.10 Lacs	-	Jr. Scale & Sr. Scale.
Rs. 7.5 Lacs	-	Group 'C' staff.
Rs.5 Lacs	-	Group 'D' staff.

In case of any casualty resulting in death/total decapacitation of the officer/staff, salary and other benefits should continue unabated as if the employee is in active service.

4. Residential accommodation

Free furnished residential accomodation for officers and staff posted in the area may be provided at their place of posting. Since the personnel posted on this project will be concentrated at a few locations, full armed security will have to be provided.

5. Retention of quarters

Permission for retention of quarter at the previous station of posting including retention of telephone as admissible to person of that rank may be granted.

6. Medical Expenses

Reimbursement of full medical expenses for officers/staff may be made on production of vouchers.

7. Posting after three years

Posting at place of the choice after completion of three years.

8. Enhanced TA

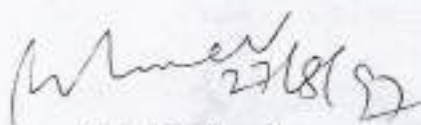
Three times TA of Delhi rate for officers/staff visting the area from outside (Outside Katra-Qazigund-Srinagar-Baramulla Section) may be approved. In addition Rest House Accommodation with full security and inspection vehicles with full security be provided.

9. Permission for recruiting Peon/Banglow khallasi

Keeping in view the law and order situation, officers will gain confidence about their security if they are given a permission for recruiting a banglow khallasi and peon of their choice. Of course this facility may be extended only once during their tenure in the area.

The views of the finance and remarks of the Administration thereon are enclosed as annexure 'A'.

DA: as above


(K.R.Mehra)
Chief Administrative Officer/Const.

Proposed incentives for Officers' and Staff posted beyond Katra.

Arising out of Rly.Board's letter No.94/W2/N4/N/22 Vol.IV dated 12.8.97, the proposal for incentive to Officers and staff likely to be posted in Kashmir Valley have been examined in Finance. The following observations are made:

1. It is understood that quality control supervision and other related aspects on Contract management is proposed to be handled by M/s RITES. M/s RITES are expected to give their proposal on man-month shortly. It would be of vital importance to ascertain as to what pay-package M/s RITES is proposing to give to their staff for posting on this Project. Moreover M/s RITES offer will also include sufficient margin towards their over-head expenses and profit. It is quite likely that incentives now proposed to be given to Railway officials may succeed in getting sufficient volunteers. If that materialises it would be a net gain to Railway administration, as that the role to be played by M/s RITES can perhaps be well performed in house, saving thereby equivalence of margin which could otherwise accrue to M/s RITES on account of over-head and profit etc. Therefore it may be prudent to postpone the decision on the offer of M/s RITES after receipt for sometime. And in the interregnum we can watch for the response of the staff towards the incentive scheme which can be given wide publicity after the approval of the Govt.

2. It has not been brought out as to what extent the existing incentives available on JURL and UDM-Katra Project have failed(if so) in attracting the volunteers for posting on these on-going projects. If Const.Organisation could not get sufficient volunteers for posting, the same may be highlighted to Board in the proposed letter duly indicating the in-adequacy of the incentive scheme. In the proposed proposal to the Board above aspects needs to be high-lighted.

3. As for special allowances for officers and staff while Finance agree for a sufficient allowances even upto 100% of the basic pay, it is to be seen that it should not create serious mis-match with the similarly placed Central Govt. officials in the Valley. The proposal should be examined in the light of what is admissible to other Central

Govt. employees working in the Valley e.g. CPWD, AIR, Income Tax, AG's staff etc. as a very wide disparity could create embarrassment for the Govt. though there will be different working conditions and environment, more adverse in case of execution of project by Railways.

4. As for Air journey the same may be limited between Srinagar-Jammu in case of staff/officers which may be decided on case to case basis by CAO/C with the concurrence of Finance

5. Insurance cover: Finance agrees for insurance cover for the officers and staff. However, the value for the personnel to be insured may be linked with residual service and pay scale in which the personnel are working, albeit it should be linked with actual earning capacity in the residual service. This may be in line with the procedure of determining the compensation in permanent/partially dis-ability/death cases. The value for the policy for the various categories may then be left for the Board to decide. However in case of death of an employee the compassionate appointment should be given expeditiously alongwith normal pension. In case of de-capacitation Finance agrees that he should be given salary etc. as if he is in active service till his normal retirement. Here, however, the option can be given to the employee if he wants his wards to be appointed on compassionate grounds. In that case he will be paid pension as due.

6. Other things are generally agreeable.

This has the approval of FA & CAO/C.


Shukla
19/12/97
S.A.O/(C)/F&FX.

Parawise reply to the observations of Finance is as under:-

1. The contention of the Finance in this regard is appreciated. In case it is possible for Railways to find sufficient number of personnel for being posted in the Valley area, perhaps the need for supervision being entrusted to M/s. RITES may require review.
2. Incentives circulated vide Board's letter No. E(NG)/IL/94/PO/NR/7 dated 17.7.95 have not been attractive enough. Even for Udhampur - Katra Section where the problem of militancy is non-existent, administration is experiencing lot of difficulty in getting sufficient number of suitable officers/staff.
3. Railways' working is not comparable to that of other Central Govt. organisations like Income Tax, P&T Deptt. etc. Personnel of these organisations are mostly confined to a particular area whereas in case of Railways, officers/staff are required to be spread out in every nook and corner. As such incentives being given by other Central Govt. Deptts. may not be comparable with the Railways.
4. Contention of finance in this regard is appreciated. Air journey of officers/staff may be confined between Jammu and Srinagar for the officers/staff posted in the Valley area. However, since the need for travelling arises all of a sudden, concurrence of finance on case to case basis is not feasible. Moreover, even at present for air journey no finance concurrence is necessary.
5. Linking the value of insurance covered with the residual service does not appear to be in order. If this system is followed, insurance cover for personnel near the retirement will be a substantially reduced amount. The experienced personnel near their retirement may in that case be quite reluctant to be posted in the Valley area. As such insurance cover may be at a flat rate.

It will indeed be in the interest of organisation if appointment on compassionate ground is expeditiously done in case of any unfortunate incident of death of the employee.

7.6. No comments.


CE/C/NE
26.8.97

NORTHERN RAILWAY

HEADQUARTERS OFFICE,
KASHIMERE GATE, DELHI.

No. 133-W/242/Survey/Pl.X
Dated: 23/2/99

The General Manager/Civil,
IRCON International Limited,
Palika Bhawan, Sector 13,
R.K.Puram,
New Delhi-110066.

(For kind attention of Shri K.R.Mehra)

Reg: Approval of CCEA for the Project between Qazigund -
Baramulla for construction of new B.G. line.

Railway Board in terms of their letter No.94/W2/NL/N/22 dated 23/2/99 have intimated the approval of Cabinet Committee on Economic Affairs on the following in respect of construction of new line from Qazigund - Baramulla.

- i) Entrusting the work of construction of Railway line from Qazigund - Baramulla to M/s IRCON International. RITES will be engaged by IRCON for survey, design and any other activity as deemed necessary.
- ii) Contracts for specialised works like bridges, tunnels, signalling and track linking will be awarded by IRCON from among a short list of firms having the best capability on the basis of two packet system of open tendering.
- iii) Other works like earthwork, minor bridges and ballast collection etc. may, as far as possible, be entrusted to local Kashmiri contractors having adequate resources and capability and subject to their rates being reasonable. This would facilitate use of local agencies and skills and would generate employment.
- iv) Grant of following incentives in addition to the incentives already given to the officers and staff headquartered on Qazigund - Baramulla stretch of the project, of RITES, IRCON as well as of

Northern Railway and those who are on deputation to IRCON & RITES -

- a) Air travel between Jammu and Srinagar on duty and twice during a calendar year while on leave (other than CL).
- b) Personal life insurance for Rs.15 lakh.
- c) Free boarding and lodging at Srinagar/Camp.
- d) Free transport while with the Project in Jammu & Kashmir.

S.K. Malik
25/2/99
(S.K.MALIK)

CHIEF ENGINEER/ CONST/NE

Copy to:

The Ex. Director/Works, Railway Board, New Delhi. This is in reference to Bd's letter No.94/W2/NL/N/22 dated 23/2/99.



उत्तर रेलवे

प्रधान कार्यालय,
श्रीमती टी गेट, दिल्ली-6.

दिनांक: - 14-8-55.

सं 831-ई/51/सी0/30/56

समस्त सम्बन्धित निर्माण कार्यालय,
अधिनियम मु03030/नि0मु03030 11031

SUB :

विषय: - Filling up of vacancies of work-charged posts
of Jammu-Udhampur Project and Udhampur-
Srinagar Project- Incentives for non-gazetted
staff.महाप्रबन्धक कार्यालय प्रधान कार्यालय, दड़ौदा हाउस, नई दिल्ली का पत्र सं
831-ई/394/पार्ट-1/ई-1/ दिनांक -7-95 की प्रतीतिपि अपने संलग्न
सहित सूचना, मार्ग दर्शन एवं आवश्यक कार्रवाई हेतु प्रेषित की जा रही है।प्रेम शंकर
मुख्य प्रशासक, श्रीमती टी गेट/नं0
22/8/55

- प्रतीतिपि: - 1. सभी अधिकारी इस कार्यालय में
2. सचिव, एन.आर.एम.डू. नि0 शिवाजीपुर, नई दिल्ली.
3. सचिव यू.आर.एम.डू. नि0 शांता-111 एवं V1, दड़ौदा, दिल्ली-6.

उपरोक्त पत्र की प्रतीतिपि: -

विषय: - उपरोक्त

रेल मंत्रालय के प0सं0-ई/एनजी/11/94/पीओ/एनआर/7 दिनांक 17.7.95
एवं प0सं0-ई/एनजी/1/70/एसआर-6/43 दिनांक 13.3.73 की प्रतीतिपि अनुलग्नकों
सहित सूचना मार्ग दर्शन एवं आवश्यक कार्रवाई हेतु प्रेषित की जा रही है।

कृपया इस पत्र की पावती अवश्य भेजें।

08/1

Copy of Railway Board's letter No.E(NG)II/94/PO/NR/7 dt.17.7.95
addressed to the General Manager (P).

-V-V-

Filling up of vacancies of work charged posts of Jammu-Udhampur
Project and Udhampur-Srinagar Project incentives for non-gazetted
staff.

-V-V-

Please refer to General Manager, Northern Railway's
Confidential D.O. letter No.CAO/C/Misc./JURL/25 dt. 31.1.95
on the above subject.

1.1 Attention is invited to the Board's letter No.E(NG)/1/70/
dated: 13.3.72 laying down that there should be a combined cadre
of the staff in the Open Line and in the Survey and Construction,
so that the workcharged posts in the survey and construction and
the posts in the appropriate Open Line Unit thus belonging to a
single seniority unit, and are filled up accordingly.

2. Keeping in view the difficulties brought out by Northern
Railway, the Board have decided that after exhausting the possible
of filling the workcharged posts in the above projects in the
manner detailed in para 1.1. Volunteers may be called from amongst
staff working in various divisions/units on Northern Railway
including the staff already working in the above projects, placed
upto two grades below the grades in which the workcharged posts to
filled in have been sanctioned.

2.1 Such volunteers may be posted against the workcharged posts of
the above projects by allowing them upto two adhoc promotions
over their substantive grade if they are found fit for such
promotions.

2.2 These adhoc promotion will not entitle the staff to any claim
over their seniors in their seniority units, and on return to
their cadres they will be entitled only to their regular cadre
position.

2.2.3 The adhoc promotions will be limited to promotions from Group
'B' to Group 'C' and /or within Group 'C'.

3. In order to attract the staff to the posts in the said
projects which are located in hostile terrain facing difficult
law and order problems, the Board have decided to allow grant
of advance increments to the staff posted against these workcharged
posts in accordance with scheme at Para 1.1 or para
2.2.3 above, as following:-

(i) The staff who have been posted to the workcharged posts
in the projects without any adhoc promotion, may be allowed
upto five advance increments in their present time scale,
subject to their pay plus advance increments not exceeding
the maximum of such present time scale.

(ii) The staff who have been posted to the workcharged posts in
the projects by giving one adhoc promotion, may be allowed
upto two advance increments, subject to their pay in the
promotion time scale not exceeding the maximum of such
promotion time scale.

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-: 2 :-

3.1 The advance increments as above will be allowed to staff who are predominately deployed on Bajiata-Udhampur-Srinagar Baramulla sections whether such staff are head quartered in the said sections or at Jammu.

3.2 The advance increments will be allowed to staff posted against workcharged posts prospectively from the date of posting against the workcharged posts, after issue of this letter.

3.3 The advance increment will also be allowed to staff already posted against the workcharged posts prospectively from the date of issue of this letter.

3. The advance increments as above will stand withdrawn on return to the parent cadre.

4. This issue with the approval of the Finance Directorate of the Ministry of Railways.

Copy of Rly.Bd.'s letter No.E(NG)/170 SR/6/43 dt.13th March-1972, addressed to the General Manager from Asstt. Director Estt.(N)Rly.Bd.

Sub: Seniority of staff in construction and survey department vis-a-vis in regular department Civil Engineering.

-V-V-

Reference correspondence resting with your replies to Board's letter of Enen number dt. 15.4.71. The Board have considered the matter and decided that there should be a combined cadre comprising the staff in the open line as well as in the Survey and construction to ensure that there is no disparity in the prospects of promotion between the Open Line staff and the construction staff. There is, however, no objection to allow to the staff in the Survey and Construction department, promotions to one grade higher than on the Open line, in the exigencies of work. This benefit of one grade higher shall not be taken into consideration for any purpose including eligibility for selection to Class-II posts.

The Board desire that the Railways who follow a different practice may revise their procedure in terms of the decisions contained in paragraph I above in two phases so as to ensure complete implementation of these orders within a period of two years. In margining the cadre, the staff in the Survey and construction shall be assigned seniority which they would have got on the open line but for working in Survey & Construction.

The receipt of this letter may please be acknowledged.

(This also disposes of western Railway's letter No.EP.1030/10/1 dated: 5.2.1972).