CHAPTER - I

CLASSIFICATION OF SERVICE

The services of the Railway Servant are classified as per recommendation of the Pay Commission. The First Central Pay Commission recommended that the services of railway servants may be divided into four classes viz :

(1) Class - I
(2) Class - II
(3) Class - III
(4) Class - IV

The Class I and Class II Services are Gazetted services and the rest i.e. Class III and IV are non-gazetted. The Class II Service included the members of lower Gazetted Service, which term is no longer in use.

Besides these two classes of gazetted officers there is another class of Officers who are temporary Assistant Officers and they are not classified as Class I or Class II. These officers are on probation after their first appointment till they are substantively appointed as officers in the Railway.
Class I Service in the Railway includes all the posts carrying a pay or scale of pay whose maximum is not less than Rs. 1300.00. These include all the Administrative officers directly recruited through Union Public Service Commission nominated as (1) Indian Railway Traffic Service, (2) Indian Railway Accounts Service (3) Indian Railway Service of Engineers (4) Indian Railway Service of Mechanical Engineers (5) Indian Railway Service of Electrical Engineers (6) Indian Railway Service of Stores Service (7) Indian Railway Service of Signal & Telecom. Engineers (8) Indian Railways Personnel Service (9) Indian Railways Medical Service and (10) Superior Revenue Establishment, Indian Railways, comprising such specialists and miscellaneous posts as have been included in Class I e.g. the Chemist and Metallurgists, Senior Inspecting Officer, Superintendent Printing and Stationery, Chief Cashier in Junior Administrative grade and Senior Scale.

Class I Gazetted posts in the Senior and Junior Administrative position for particular stream of service are normally filled by the candidates selected by UPSC for such stream viz., Indian Railways Traffic Service (IRTS), Indian Railway Engineering Service (IRES) etc. But the Charts of Class I Gazetted Officer of N.F. Railway presents a different picture. A number of Class I Officers selected on IRTS/IRES etc., have been posted

as Senior /Junior Administrative Officer in the Personnel Department out of their selected stream of qualification. The instances are not very infrequent till now in the N.F.Railway.

Class II Gazetted Services are those - which are not included in Class I. According to the IIIrd Central Pay Commission a post carrying a pay or a scale of pay whose maximum is not less than Rs.900/- but less than Rs.1,300/- (Revised Scale) shall be treated as Class II Gazetted posts (which include all the Assistant Officers in the grade and scale). These also include the Senior Officers promoted from Assistant Officers to the next grade and scale unless they are posted upto the rank of Junior Administrative grade from Class II Gazetted posts and nominated as Class I by Railway Board.

Class III posts include (non-gazetted) those post carrying a pay or a scale of pay whose maximum is more than Rs.290/- but less than Rs.900/-.

**CLASS IV POSTS**

The maximum of which in the authorised scales does not exceed Rs.110/- (Rs.290/- Revised scale) per month or which have been placed in this class by special orders of the Railway Board, belong to Class IV service.
Apart from the above - there are casual labours and medical staff recruited locally by the N.F. Railway - who are placed in the Class IV category.

On the recommendation of the Third Central Pay Commission all gazetted and non-gazetted posts on Railways including N.F. Railway have been re-classified with effect from 1-4-1976 as under -

<table>
<thead>
<tr>
<th>Existing Classification</th>
<th>Revised Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class I</td>
<td>Group 'A'</td>
</tr>
<tr>
<td>Class II</td>
<td>Group 'B'</td>
</tr>
<tr>
<td>Class III</td>
<td>Group 'C'</td>
</tr>
<tr>
<td>Class IV</td>
<td>Group 'D'</td>
</tr>
</tbody>
</table>

Provided (a) the classification of any post created or deemed to have been created on or before 1-1-73 (i.e., as per recommendation of the 3rd Pay Commission) in the revised scale but before 1-4-76 as specified additions to cadres existing prior to 1-1-73 shall be the same as that of the posts in the cadres to which they have been added. (b) any other posts not covered by (a) above created or deemed to have been created in the revised scale of pay on or after 1-1-73 but before 1-4-76 having a classification higher than the one envisaged by para (c) below shall be re-classified in terms of that sub-para but without prejudice to the status of existing incumbents of such posts.
(e) Subject to re-classification of posts as mentioned above, and also subject to such exceptions as Railway Ministry may, by any general or special order, make from time to time, all gazetted and non-gazetted posts created subsequent to 1-4-76 is classified as under (1).

(1) Posts carrying a pay or a scale of pay with a maximum of not less than Rs. 1300/- (RS) will be classified in Group 'A' (Existing Class I).

(2) Posts carrying a pay or a pay scale of pay with a maximum of not less than Rs. 900/- (RS) but less than Rs. 1,300/- (RS) will be classified in Group 'B' (Existing Class II).

(3) Posts carrying a pay or a scale of pay with a maximum of over Rs. 290/- (RS) but less than Rs. 900/- (RS) (2) will be classified in group 'C' (Existing Class III).

(4) Posts carrying a pay or a scale of pay the maximum of which is Rs. 290/- (RS) or less (this of course, not fixed as it is observed from the pay roll of N.F. Railway, as recorded in the Personnel Branch. The maximum of the scale ends with Rs. 290/- in certain cases) will be in Group 'D' (Existing Class IV).

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(1) Railway Board's letter No. PC III/75/PS-1/05 dt. 21-5-76 (in the P/Branch of N.F. Rly., Maligaon)

(2) There is a scale of pay in the pay roll of N.F. Railway as Rs. 840 - 1040/- (RS). Staff drawing salary in this scale are also categorised as Class III or in Group 'C'.
The above classification is based on the recommendation of the 3rd Pay Commission as a policy and being a Zonal Railway, N.F. Railway is following the same in fixing up the cadre of the staff in the pay roll accordingly.

Now let us see what are the principles in fixing the cadre of a staff of the Railways including N.F. Railway—irrespective of gazetted and non-gazetted staff of its pay roll.

Posts in a service may be permanent or temporary. The permanent posts are sanctioned without any time limit and temporary posts for a limited time. It is observed that some are working in a post in certain departments for more than 10 years as a temporary one. But the staff recruited 2 years ago in some departments is made permanent. The Personnel Branch of N.F. Railway says that the staff working for 10 years is working in posts which were sanctioned temporarily for a fixed period. It is true that ultimately the staff has been absorbed in the permanent posts after sanction has been accorded to make these permanent posts. They should have been made permanent after two or three years of service. An employee working for 5 years and made permanent will be senior to the staff working temporarily for 10 years in another department or section.

Posts which are created for performance of ordinary
work in a service are called cadre posts. In special cases posts are required to be created for performance of special tasks. These are called ex-cadre posts. A Railway Servant transferred from a cadre post to a non-cadre post retains his lien acquired by him in the cadre concerned.

**GAZETTED SERVICE:**

The number and character of posts of Railway - Class I and Class II Services are determined by the Railway Board. The General Manager of N.F.Railway can create temporary gazetted posts in Senior Scale or Class II Services for a limited period of six months only. The period may be extended by another six months if, however, these posts have to be continued beyond one year-reference to the Railway Board is necessary by the General Manager for their sanction with the concurrence of the Financial Adviser of N.F.Railway.

Temporary posts in the Senior Scale, Junior Scale and/or Class II, specifically provided for in a construction/Survey estimate or in an urgency certificate sanctioned by the General Manager may be created/extended by the General Manager without the concurrence of the Financial Adviser of N.F.Railway. Provided, provision in the General Charges of Establishment in the sanctioned estimates/urgency certificate is not exceeded. (1).

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Separate cadres are maintained for N.F. Railway as in other Zonal Railways. The number of permanent working posts i.e. posts required for ordinary duty on the N.F. Railway, first determined for each service or department and divided into different grades viz. (1) Administrative (2) District Officers (3) Assistant Officers and Class II Service.

The general working posts i.e. posts required for general purposes are determined and divided in the same manner in the N.F. Railway.

Again the Administrative officers are subdivided into (a) Senior Administrative (b) Divisional Superintendent/Manager and (c) Junior Administrative. The Senior Administrative Officers are the Heads of Departments. That is, there are as many as nine Departments in the N.F. Railway and the Senior Administrative Officers are the Departmental Heads (1). Divisional Superintendents/Managers are In-charge of the Division and they are treated as the Head of the Division - responsible to the General Manager so far as the Divisions are concerned. A junior administrative officer is posted as the Divisional Superintendent (Transportation) of Tinsukia Division of N.F. Railway. But basically his position is lower than that of Divisional Superintendent in the given term.

(1) Ibid
The District Officers of N.F. Railway are those who draw a pay of the scale of the Senior Scale Officers. These officers belong to Class I Service. A Class II Officer may also be promoted to District or Senior Scale Officer. The term, Assistant Officers does not include Class II Officer. A Class II Officer cannot hold the post of District or Senior Scale Officer except on officiating basis.

There are some other officers working in the N.F. Railway such as Security Officers, in the Railway Protection Force - who are on deputation from the State Government's cadre. The Chief Security Officer and the Security Officer of N.F. Railway have been deputed from the State Government IPS cadre. The Chief Security Officer, although, is the Head of the Department of the entire Railway Protection Force and Railway Fire Protection Force - yet he is placed in the Junior Administrative rank in the classification of the Railway service. The Security Officer who is assisting the Chief Security Officer is placed in the Senior Scale in the classification.

The Assistant Security Officers of the Security Department of the N.F. Railway occupy the Assistant Officers Class II gazetted posts.

Apart from the above, there are some posts in the Officers grade who are not designated as Officers...
although, they are treated as Officers, for instance the Senior Programmer/Programmer in the Data Processing Centre of the Accounts Department of N.F. Railway, Chief Cashier of N.F. Railway. These Officers are Class I Officer of Senior Scale or Scale of pay.

   The Chemists, Metallurgist, Superintendent, Printing & Stationery treated as Class I Senior Scale Officers. (1)

In the Medical Department the Chief Medical Officer as the Head of Department is a Senior Administrative Officer of Class I grade. He is assisted by an Additional Chief Medical Superintendent who is also a Senior Administrative Officer but belongs to II grade. All other Medical Officer, Regional Welfare and Family Planning Officer are Class I Officers. The Dental Surgeons of N.F. Railway has also been given the status of Officer and treated as Class I gazetted rank though his scale of pay is much lower than that of Class I Officer. Their scale of pay has been fixed at Rs.650/- to 1200/- plus a lumpsum non-practicing allowance of Rs.150/- to Rs.250/- per month.

(2)

There are ADMOs in the Medical Department of the N.F. Railway (including the Health Units of different stations of N.F. Railway) who are also Class I gazetted Officers.


(2) Rly. Board's letter No. PCI III/74/PS-1/2 dt. 31-12-74.
Assistant Operating Superintendent (Gauhati) is a post of Class II gazetted service. Same is the case of Siliguri, New Jalpaiguri, New Bongaigaon and Tinsukia Jn. of N.F. Railway - which are the important traffic point, from the commercial & Operating point of view. The Station Superintendents of the aforesaid stations (including Lumding Jn.) are given the status of Class II gazetted service (1).

In the Accounts Department of N.F. Railway there are Senior Accounts Officers of Class I Service - who are directly recruited. The Assistant Accounts Officers are placed in Class II Gazetted Service including those promoted as Senior or Divisional Accounts Officer to officiate in the same post.

The Principal of the Higher Secondary Schools and Headmaster of the High Schools of N.F. Railway are given the status of Class II Gazetted Officer.

Matrons Grade I of the N.F. Railway Medical Department are treated as Class II Service but it is a non-gazetted post. (2).

NON-GAZETTED SERVICE

All the posts other than those mentioned above are non-gazetted service and the entire Class III and Class IV

(1) Rly. Board's letter No. PCIII/73/Schedule/2 dt. 20-12-73.
(2) Rly. Board's letter No. PCIII/73/Schedule/II dt. 2-2-74; Chapter IX of Establishment Code Vol.I.
(Group 'C' & 'D') staff of N.F.Railway comes under this Classification. The number and character of non-gazetted posts in Indian Railways including N.F.Railway are determined by the General Manager or by a lower authority empowered for the creation of such posts re-delegated by the General Manager. The majority staff of N.F.Railway serving in different cadre of Class III (including supervisory staff, Departmental Inspectors etc.) and Class IV categories fall in the non-gazetted service. By the recent upgradation of the Railway staff - irrespective of categories - some posts of supervisors have been created by the Railway Board.

These posts carry the highest scale of pay in the Class III cadre i.e. under non-gazetted classification. Pay Scale of these posts starts with Rs.840/- and ends with Rs.1040/- (RS). with various designation in different department of N.F.Railway. Whereas in Class II (or Class 'B') gazetted service the Asstt. Accounts Officers and the Station Superintendents starts with Rs.840/- though ends with Rs.1200/- per month. But by classification even if the supervisory staff draw a higher scale they must be classified as 'C' Class (or Class III) staff. It is already said that in the classification of the staff, the N.F.Railway has no option but to follow the norms fixed by the Railway Board.

(2) Rly. Board’s letter No.PCIII/78/PS-1/79 dt. 16-3-79.
There is another class of employees in the N.F.Railway working as 'Hot weather waterman' in almost all offices of N.F.Railway Headquarters as well as in the Divisional Offices. They are appointed temporarily by the welfare section of N.F.Railway for a period of not more than 5 months a year. They are paid @ Rs.7/- per working day. These casual labourers are not included in the non-gazetted classification as their service is purely temporary and terminated after the stipulated period. Same is the case of the commission bearers in the Departmental Catering at various stations of the N.F.Railway under the Commercial Department. These commission bearers have no fixed pay in the authorised or in revised scale fixed by the Indian Rlys. They are paid on casual basis and mostly collects the commission on the meals supplied to the passengers and public in trains. The bearers of Contractor operated caterings are not included since they are not treated as Railway employee.

The employees of the Railway Canteen in the N.F. Railway Headquarters at Maligaon as well as in the Divisions of N.F.Railway (at Lumding, Alipurduar Jn. and Katihar) are not appointed by the Railway. Since the Canteens are managed by the Staff of the railway with a

(1) The staff of N.F.Rly. form a Committee for the management of non-statutory Canteens governed by the Factories Act 46 of the State Govt. They are elected by the staff of N.F.Rly. on popular electoral procedure.
subsidy advanced by the Central Welfare Section - the Canteen staff are not appointed by the Railway. But they are provided with some privileges and facilities as in the case of a railway employee. But it is not understood as to why these staff are not treated as railway employees even though they are serving the Railway Organisation for years together. They draw a pay and scale fixed by the Canteen authority.

According to the State Government Factories Act, an organisation having more than 25 workers - a statutory or non-statutory canteens may be set up providing necessary accommodation, sanitary and electrical installations, furniture, cooking utensil and supply of waters etc. The administration will also bear the cost of salaries of the cooks and other staff employed in the canteen.

The staff strength at N.F.Railway Headquarters at Maligaon is more than 4000 and in the Divisional Headquarters more than 1000 staff are engaged in the departmental works. But the Factories Act of the State Government is not followed by the N.F.Railway Administration. Railway:

Staff Canteens are at New Gauhati, New Jalpaiguri and Railway Workshops at Dibrugarh, Bongaigaon - which are non-statutory and managed by the staff on the same procedure as in the N.F.Railway Headquarters.

The classification of the Railway staff raises some questions. As we know, classification means the grouping of the positions on the basis of similarity of duties and qualification requirement. But from the
classification table it may be seen that the employees
have been classified or grouped according to their scale of
pay and the nature of function they perform is not the basis in
fixing their classification. Such as a Clerk in the
office, a highly skilled and trained Artisan, Engine
Driver or Fireman and a Station Master etc. all are in
the same group or Class. This is also true in Class IV
category. A Sweeper, a Peon, a Khalasi, A gate man,
a Pointsman etc. all are placed in Class IV or Group 'D'
class irrespective of their designated job and
responsibility. They are classed according to their
scale of pay and their job performance & responsibility
is not the basis of their classification.

It is further noticed that the Class II employees
or Group 'B' staff have been classified on a different
mode or policy. On a recent policy taken by the Ministry
of Railways, Railway Board, as a principle decided to
fill up the Class II (Group 'B') gazetted posts from the
lower group i.e. from group 'C' with the fulfilment of
prescribed condition. These groups of employees also
shoulder almost similar responsibilities and function as
their counterparts in the Class I (Group 'A') services.
But the basis of their classification seems to be
similar as in Class III & Class IV. This system system
of classification tentamounts resentment among the
employees instead of facilitating to overcome the
problem. A statistical analysis of the class-wise
The staff position of N.F.Railway is appended to have an assessment of the points of question raised above. The composition of each class in 1979 was as follows:

<table>
<thead>
<tr>
<th>Class or Group</th>
<th>Number of Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class I (Group 'A')</td>
<td>260</td>
</tr>
<tr>
<td>Class II (Group 'B')</td>
<td>328</td>
</tr>
<tr>
<td>Class III (Group 'C')</td>
<td>36,103</td>
</tr>
<tr>
<td>Class IV (Group 'D')</td>
<td>51,451</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>88,142</strong></td>
</tr>
</tbody>
</table>

The total number of employees of all the Departments of N.F.Railway and the actual position of the lower class staff was as follows:

<table>
<thead>
<tr>
<th>Class or Group</th>
<th>Workshop &amp; Artisan Staff</th>
<th>Running Staff</th>
<th>Other than 2 &amp; 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class III (Group 'C')</td>
<td>8,657</td>
<td>4,776</td>
<td>22,670</td>
</tr>
<tr>
<td>Class IV (Group 'D')</td>
<td>8,525</td>
<td>1,523</td>
<td>41,403</td>
</tr>
</tbody>
</table>

(1) Statement 40 - Annual staff statistics submitted to Railway Board on 27-4-81 - Kept in the statistical Branch of N.F.Railway Headquarters.

The average cost per staff per annum (in unit) is as follows:

<table>
<thead>
<tr>
<th>Class of Group</th>
<th>Cost per Capita</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class I (Group 'A')</td>
<td>Rs. 32,408</td>
</tr>
<tr>
<td>Class II (Group 'B')</td>
<td>Rs. 18,649</td>
</tr>
<tr>
<td>Class III (Group 'C')</td>
<td>Rs. 7,676</td>
</tr>
<tr>
<td>Class IV (Group 'D')</td>
<td>Rs. 4,503</td>
</tr>
</tbody>
</table>

The above figures include the cost of casual labour who are engaged temporarily by the N.F.Railway (at different departments) from time to time. These casual labour are also classified as Class III or Class IV.

From the above analysis, it may also be observed that the system of position classification prevails in the N.F.Railway is not based on the prescribed principle. The system itself perpetuates discriminations and form undesirable 'Class consciousness' among the services.

Further, in the statistics given above, it may be seen that, out of about 88,142 employees of N.F.Railway only 260 Class I and 328 Class II Officers supervise the entire N.F.Railway system as they have categorised in the higher classes. Obviously they receive the higher pay also.

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(1) All the figures are based on the year ending 1979-80- consolidated & kept in statistical Branch of N.F.Rly., Maligaon -(Statement 40).
as per classification according to their designation and grade. But one can easily find out the disparity between the lower two classes, not only by classification but also in the scale of pay. The Railway Authority averagely (including N.F.Railway) incurs a cost per Class I Officer Rs.32,408/- and Rs.18,649/- for Class II Officers per annum as compared to Rs.7,676/- for Class III and Rs.4,503/- for Class IV per employee per annum (1) - keeping a high disparity between them. This disparity naturally makes one to believe that the position classification system in the Indian Railways is made on the basis of one's academical degree or qualification and the designation given to the position of an employee. Salaries are also high to those posts - not because of position & responsibility but because of qualification and designation only.

The observance of the Administrative Reforms Commission (1966) regarding the system of classification may also be remembered in connection of our study. The A.R.C. observed that -

"The posts in civil services should be grouped into categories so that all those which call for similar qualification and involve similar difficulties and responsibility fall in the same category. The same pay

(1) Ibid

(2) Report on the Administrative Reform Commission on Personnel Administration Part I,III & XII (a) & (c), New Delhi 1969;
scale should be applied to all posts in the same category. In carrying out such an evaluation, the following consideration should be borne in mind:

(1) In those services which have field as well as Headquarters posts the all India (technical as well as non-technical) and many of the Central services (technical and as well as non-technical), the liability for service for all over the country will have to be reflected in the pay pattern and grading system that may be adopted.

(2) For other services which work either only in the field or at the headquarters but not in both, the grades of pay scales would have to depend only on the duties and responsibilities attached to the posts.

(3) The fact that the state services are required to work only within the confines of a state and the work carry liability for functioning all over India should be reflected in their grades of pay.

(4) Posts in which highly important research work has to be carried out may have to be graded higher, even though they may be carried little or no administrative responsibility.
(5) As far as practicable, the ratio which
the increment in any entry scale bears to
the difference between the maximum of that scale should
be the same in all other entry scales.

The number (of grades) may have to be somewhere
between 20 to 25. But we (the ARC) do not propose to
make any recommendation regarding the number of grades.
They can only be fixed by Government after making detailed
study of all the issues involved. The task of grading is
onerous but should not be impossible one. A start can be
made with Class I posts under the centre and those to be
manned by All India Services Officers in the States.
The number of these officers is small compared to the
total strength of the Civil Service. All these posts
could be evaluated and assigned, say, nine common pay
scales .....namely Junior, Middle and the Senior.” (1)

There are 80 pay scales in the N.F.Railway of
different grades as found in the Personnel Branch of
N.F.Railway. But while studying about the classification -
it is observed that the discrepancy or disparity remained
in the system itself and was not ever tried by the
administration to regularise with proper study or
investigation. May be, it is because of the less
bargaining power of the staff or the staff Unions of
National repute are not powerful to raise these points
to the Central Government. For the N.F.Railway - there

(1) Ibid
is no option but to follow the rules provided by the Ministry of Railways, Railway Board. Most obviously some order relating to staff matter when received from the Railway Board takes a considerable time to be implemented in the N.F. Railway system. Regarding position classification system — direct personal discussion with the staff did not project any adverse feeling of the employees of N.F. Railway particularly of the lower two classes with some exceptions. A pointsman and a cabinman who are in the Class IV category with usual 40 hours a week duty, were interrogated about their position classification. They have no thorough knowledge of this system but have resentment, which they thought to be the injustice from the Railway Administration. Such is the idea of an Assistant Station Master who is aware of the system and think that the system is not at all justified from the responsibility and salary point of view.

On the other hand, much resentment remains in the mind of Senior Scale Officer also, who is still in Class II gazetted post and not nominated for Class I by the Railway Board. Their grievances are different from that of lower category staff. Mostly, they are unhappy with the system prevailed in the railway which is not 'justified' from the experience and feasibility point of view. About this system — they have grievances in plenty, but have little scope to bring to the notice...
of the Administration. Yet, they are trying to wipe out this discrepancies through their Union\(^4\). Their grievances mostly not in favour of the system—rather against the policy of the Administration for various opposition they face, being in Class II group—which may be called as class consciousness or complexities.

What is said and discussed about the classification of the services of Indian Railways (including N.F. Railway) there are some more things came to notice. In course of our study it was observed that there are other types of classification among the Class III & Class IV staff of the Railways. This classification is fixed by the Ministry of Railways under hours of employment rules as recommended by the Railway labour Tribunal (Miabhoy Tribunal) 1969\(^1\) and these rules take effect from 1-8-74\(^2\). These regulations will apply to all (non-gazetted) railway servants including casual labour and substitutes\(^3\). These can be said as the 'classification in the classification' among the non-gazetted railway staff.

Railway servants (non-gazetted) governed under Hours of Employment Regulations are classified as per category of their services as-

\(^1\) Hours of Employment Regulation under Indian Railways Act, 1930 were referred to this Tribunal in 1969 under the Chairmanship of Shri Miabhoy—which submitted Report in 1972.

\(^2\) Rly. Board's letter No.E(LL)73/HDER(MA)7 of 11-6-74—may be seen in Personnel Branch of N.F. Railway.

\(^3\) Ibid.
i) Intensive

ii) Essentially Intermittent

iii) Excluded

iv) Continuous.

The above definition need to be clarified as to which of the Railway staff are placed under these classification(1).

**INTENSIVE**

The employment of a railway staff is said to be 'Intensive' when it has been declared so by the prescribed authority on the ground that it is of a strenuous nature involving continued concentration or hard manual labour with little or no period of relaxation. The Railway Servants - who are placed in this categories are - Telephone Operators, wireless operators, section controllers, pointsman, shunter, fireman, cabinman, Station Masters, Asstt. Station Masters, Yard Station Masters etc.

**ESEENTIALLY INTERMITTENT**

The employment of a railway servant is said to be 'Essentially intermittent' when it has been declared so by the prescribed authority on the ground that the (daily) hours of duty of the railway staff normally include period of inaction aggregating 6 hours or more (including at least one such period, not less than one hour or two such periods of not less than half an hour each) during which the railway staff may be on duty but is not called upon to display either physical activity or sustained attention.

(1) Recent Railway Policy in India - H. Bell - PP-161.
Staff comes under this category are - Bearers of the passenger waiting rooms of railway stations, carriage & wagon staff i.e. Sweepers, Vistees, etc. Gateman of 'C' Class railway level crossings, Care takers of Rest Houses and Reservoirs, Saloon Attendants and bungalow peons (1).

EXCLUDED

The employment of a railway servant is said to be 'Excluded' if he belongs to one of the following category -

(a) Staff employed in a confidential capacity such as Confidential Assistants of the Gazetted Officers of the Railway.

(b) Armed Guards or other personnel subject to discipline similar to that of the Armed Police Forces - such as Railway Security Force staff.

(c) Staff of Railway Schools imparting technical training or academic education such as school teachers, demonstrators of the Training schools of the railway, including staff training colleges.

(d) The supervisory staff of different capacities (1).

(e) Staff of Health & Medical Department as may be specified by the prescribed authority such as Matrons, Sisters-in-Charge, Health Educators,

(1) Ibid and Rly. Board's letter No. E(LL)73 HQR(MA)/9 dt. 11-2-74 (kept in P/Branch of N.F. Rly.).
CONTINUOUS

Railway staff who are not classified in the aforesaid three categories are Continuous workers - such as Typists, non-supervisory clerks, Tracers in the Engineering department, Guards and Drivers of Railway trains etc.

All the Class III & Class IV (i.e. Group 'C' & 'D') employees are categorised according to above classification. These classification are determined on the basis of the H.O.E.R. (1) and placed in the class mentioned above according to their job performance. All the railway servants (excluding Class I and Class II gazetted staff) governed by the HOER are presumed to be continuous workers unless they are declared to be otherwise by the prescribed authority.

It is also observed that the classification of an employment is not a permanent one. It may change due to increase or decrease in workload either for fluctuations in traffic and/or change in time tables or for other causes, grounds arises with the change of circumstances. The question is decided by the Administration itself with proper discussion with the person involved and recognised staff union of the N.F.Railway.

The workload of an employment is assessed by

(2) Hours of Employment Regulations.
conducting factual job analysis of different methods, as deemed suitable by the competent authority.

While discussing about the factual job analysis in the Personnel Branch of the N.F. Railway, it revealed that it is in the theory only as far as the N.F. Railway Departments are concerned. The classification, once decided by the Ministry of Railways, Railway Board, are maintained as an ageold tradition. Appeal from the staff in this respect is dealt in the Personnel Branch. Though these types of appeal may be lodged direct to the Regional Labour Commissioner, whose decision is final in this case; yet these cases are generally placed before the competent authority of the Department concerned. Subsequently, these cases are referred to the Personnel Branch for rulings.

A few cases are recorded in E/A sub-section of the Personnel Branch (1), regarding the grievances of the employees of N.F. Railway since its inception in 1958. Most of the cases have been made over to the Departmental Head (to the General Manager in one/two cases) for "consideration and sympathetic orders" as noticed in some of the appeals. These cases are referred back to the department concerned with the rulings provided in the prescribed Railway Establishment Code (2) as a routine nature of reply. Moreover, the

(1) Establishment Adjudication & E/Appeal & Rulings Sub-Sections of Personnel Branch of N.F.Rly. Hd.crs, Maligaon.

(2) Indian Rlys. Establishment Code Vol-I, Ministry of Railways, Railway Board.
power to classify the employment of a railway
servant has been entrusted to the General Manager(1) and his sanction is also necessary for any change in
the classification. Hence, any change in the
classification, will only be considered as per
provision laid down in the Establishment Code with
due sanction of the General Manager.

Further, the employees classified as per H.O.E.R.
are mostly different from the other Class III and
Class IV services from the point of the nature of
job they perform. Though they have been grouped or
classified in the 'C' or 'D' group (Class III or
Class IV) - but they bear a clear distinction in their
positions and job performances. In this connection
the study reveals (in some cases) that the person,
whose service is treated as 'Essential' - gets some
extra privileges than the general class of employees.
They have a different grade and scale of pay fixed by
the Ministry of Railways, Railway Board, when they are
treated as an 'Essential Staff'.

Regarding the question of class consciousness -
it has its own fault in the system, right from the
lower group to the upper level. Resentment remains
not only in the employees belonging to lower classes
but in almost all classes. It was already stated that

even the Class II promoted Officers has resentment on the system and such is the condition in upper class too. (Even upto Senior and Junior Administrative level). This was apparent while discussing this point with a Senior and Junior Administrative Officer of N.F.Railway and they ventilated their grievances.

Now on the above narrated facts— the prevailing system of Classification in the N.F.Railway cannot be appreciated unquestionably. In course of study, it revealed that the lapses are not only in the system itself but in its implementation also. Apparently, the system has been adopted on the principle 'Right man in the right place' and the N.F.Railway Administration have no other alternative but to materialise the system suggested by different Commissions including the Pay Commission from time to time.

Yet what is felt— considering its usefulness in the Personnel Administration— the system of classification need to be studied further carefully to make it more scientific and justified by eliminating the points of discrepancies and lapses. A long time has elapsed since the implementation of the traditional system of classification and it is high time to change and rectify the same with the changing circumstances.
From the point of pay scale of different groups under existing system of classification - the statistical analysis (narrated earlier in this Chapter) will also represent the remaining desparity among the classes. This need to be rectified properly. That does not mean to bring parity in the scale of pay the classification system should be abolished or bring the Railway Employees under one umbrella and paid equal salary. Rather a systematic and justified process by eliminating the large gap in the scale of pay of different classes will be more fruitful to the employees in general.

Amalgamation of Class I and Class II services may be considered and bring them under one group or class since there is almost no difference in their job performances. The Class II Gazetted Officers Association submitted representation in this respect to the Ministry of Railways, the decision of which is not forthcoming.

However, it is a general expectation - the classification system prevailing in the Railway Administration, particularly related to recruiting authorities of Higher and Lower level, if systematically implemented in more justified way the resentment and grievances of the employees can be avoided as well as can avert the adverse effect of the undesirable class consciousness among them.