

Cadre Management Policy of Electrical Department- Posting of Supervisor in Power & Town Supply and CQAM Organisation and Outstation Inspection Wing

1. Background

1.1 The shops which are directly linked with the production of Locomotive, their supervisor are covered under 15% incentive and the shops viz CQAM organization, outstation Inspection wing and Planning organization which are indirectly linked with production of Locomotive are entitled for PCO allowance @ 6% for SSEs and 12% for JEs, but the Shops of DG-76 & P&TS-87 (Power and Town Supply) which are not linked with production of Locomotive are not entitled for any incentive. It is to be noted that SSE (Elect) and JE (Elect) has a common cadre (seniority group). A Supervisor (SSE or JE) can be posted in any of the above incentive/ non incentive zones.

1.2 Thus P&TS-87 & 76 is a non-incentive posting for JEs & SSEs. Whereas JEs are entitled for overtime allowance, SSEs are not entitled for the same. This makes posting of SSEs in P&TS unattractive especially for SSEs. SSEs immediately after joining P&TS organization make a request for their posting in higher incentive zones.

2. Present Practice for the Posting of SSEs:-

2.1. Newly promoted or recruited SSE/Elect and JE/Elect is posted 1st time in the P&TS-87 & DG-76 with the 0% incentive. Thereafter, on availability of new panel of supervisors for posting, SSE/Elect and JE/Elect of P&TS-87 & DG-76 are transferred from 0% to 6% in the zone of PCO allowance (Insp. Shops/wings) and the SSE/Elect working under the zone of 6% are transferred to 15% incentive zone in the Main Production Shop/SF Shop, if those supervisor request for such transfers. Sometimes enough willing candidates are not available, then Juniormost (New Panel) supervisors are also required to be posted in Outstation Inspection Wing on administrative exigencies, which are ex cadre posts. As per Policy dated 23.04.2020 and 03/04/2021, now vacancy available in Outstation Inspection Wing (Ex Cadre Post) is also being filled with junior most SSEs/JEs.

3. Difficulty with Present Practice:-

3.1 Since SSE panel is drawn/formed every year, the tenure of SSEs in P&TS-87 is only one year as posted SSEs request for higher incentive zone immediately after posting. Most of the newly posted supervisors have production/ inspection background whereas the work in P&TS organization is primarily Power Supply maintenance and construction work, therefore they take time to be familiar with working in new environment. This results in sub-optimal working of entire organization of power & town supply, causing organizational inefficiency and loss.

3.2 Also in case of non availability of willing supervisors, Junior most supervisors may be required to be posted in out station inspection wing. This policy also takes into account of this issue.

4. Proposed policy of posting of SSEs

4.1. Ultimate goal of formulating this policy is to ensure 3 years minimum tenure of SSEs in power & town supply which is a non incentive zone.

- 4.2 Depending upon the existing vacancies and eligible supervisors requesting for transfer out from Outstation Inspection Wing/CQAM organization at Chittaranjan/ P&TS, number of supervisors to be posted in these sections out of the available panel shall be decided. If excess no of supervisor is available in the panel, they shall be posted in Production.
- 4.3 New posting will be to fill existing vacancy and replacement of eligible supervisors opting for transfer out in Outstation Inspection Wing/CQAM organization at Chittaranjan/ P&TS. However max no of new posting will be limited to only one third of sanctioned strength in P&TS and CQAM organization at CLW. This will ensure that large scale change in SSEs do not cause major interruptions.
- 4.4 Once a new panel is available for posting, preference shall be taken from candidates for posting in Production/Outstation Inspection Wing/CQAM organization at Chittaranjan/ P&TS. Candidates will be required to indicate preferential order against all available option of posting. Depending upon the preference the posting place will be decided. Senior getting preference over junior in posting of his choice. In case a candidate do not indicate preference for a few of the posts, and his preferred posts are already filled up, he will be posted against any of the post. Decision of administration will be final.
- 4.5 If it is found that in the new Panel, that majority of the junior candidates are belonging to SC/ST community, then the juniormost candidates from each category (UR/OBC/SC/ST) will be considered for posting in Outstation Inspection Wing/CQAM organization at Chittaranjan/ P&TS in ratio of the extant reservation. Decision of administration will be final. Decision of the administration will be final in application of the above yardstick.
- 4.6 The posting in Power and Town Supply and CQAM organization will be for minimum 3 years. Posting in Outstation Inspection wing will be governed by Policy dated 23.04.2020 and 03/04/2021.
- 4.7 Any Supervisors (SSEs/JEs) can submit their option for transfer out to higher incentive zone after completion of 03 years of service in the present place of working. In any case after completion of 5 years, supervisors shall be considered for rotational transfer to other units for professional development of supervisor, which is in the interest of organization.
- 4.8 Supervisors with two years remaining services under promotion quota shall be posted on as is where is basis and will not be governed by this policy..
- 4.9 Any SSE/JE (Electrical), posted elsewhere, can opt to be transferred to P&TS/Inspection in lower incentive zone at any time. Willing supervisors (SSEs/JEs) shall be considered for posting on arising of vacancies and will be posted purely on Administrative ground.

5 Policy for posting of Junior Engineers

- 5.1 Panel of JE (Elect) are received from 4 channels – i) 25% from RRB (DR quota open market) ii) 25% from RRC (DR quota GDCE from serving employees) iii) 25% Promotional quota -Inter stage Apprentice Mechanic iv) 25% Promotional quota from Sr Tech to JE

- 5.2 The new JE/Elect either coming from RRB against DR Quota (open market) or from RRC against DR quota (GDCE) or departmentally Promoted Quota as Inter stage Apprentice Mechanic shall be posted in similar fashion as per para 3.0 above for SSEs
- 5.3 Sr. Tech promoted to JE under promotion quota are not covered under this policy, they shall be posted on as is where is basis.
6. The SSEs who are already posted in P&TS and Inspection organization of CLW on the date of issue of this policy, the above Policy of minimum service of 03 years will not be applicable.
7. Posting of supervisors of Electrical Deptt within the guidelines of above policy shall be decided by CEE/P&I on behalf of PCEE.
8. Not contained anything in the above said policy; PCEE will have full discretion to post any supervisor anywhere and in any section.