



**PBC No: 10 / 2023**

**RBE No: -- / ----**

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी का कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**मुख्यालय, कार्मिक विभाग, चेन्नै -600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(S)529/IV/WSP/De-Cent/ Vol.II

दिनांक/Dated: 11.01.2023

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय /Sub:Merger of PCO cadre supervisors and grant of PCO allowance in  
Mechanical Workshops – Zonal PNM subject No. 20/84/2021.**

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A copy of letter No.P(S)529/IV/WSP/De-Cent/Vol.II dated 09.01.2023 on the above  
subject is enclosed for information, guidance and necessary action.

Encl: 2 pages

उपमुकाधि/समन्वयन/Deputy Chief Personnel Officer/ Co-ord.

कृते प्रमुकाधि/For Principal Chief Personnel Officer

Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.



**SOUTHERN RAILWAY**

Personnel Department  
Headquarters Office  
Chennai - 600 003.  
09.01.2023

P(S)529/IV/WSP/De-Cent/Vol.II

**CWMs-GOC, C&W/PER and LW/PER**

**Sub: Merger of PCO cadre supervisors and grant of PCO allowance in Mechanical Workshops - Zonal PNM Subject No.20/84/2021.**

Ref: CWM/CW/PER letter dated 19.12.2020

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With reference to CWM/C&W/PER's letter cited above and agenda item discussed with organised labour (SRMU) during GM/PNM in Subject No.20/84/2021, a committee of two JA Grade officers, one each from Personnel and Mechanical Department were nominated to work out the modalities for merger of PCO Cadre supervisors in Mechanical Workshops of Southern Railway and payment of PCO allowance thereon.

Accordingly, the committee has submitted the modalities for the proposed merger and their recommendation was submitted as joint report on 03.10.2022 and the same has also been consulted with the Organized Labour. The detailed joint report of the committee is also enclosed for reference and record. The salient features of recommendations are furnished hereunder with the approval of the competent authority viz., PCME/SR for strict adherence at the time of implementation.

- Cadre of PCO may be declared as Ex-cadre from the date of memorandum issued by the Workshops.
- Seniority of PCO Organisation, shall be merged with Shop Floor. On merging with Shop Floor, the present PCO cadre will get interse Seniority based on their date of entry to the post as the case may be and ensuring Roster Points as per Extant policy.
- Cadre PCO supervisors shall continue in the PCO with PCO allowance of 6% as per Railway Board letter No.E(P&A)I-2017/SP-1/WS-1 dt.30.08.2017.

- Merged seniority shall be issued duly publishing merged seniority position duly observing all procedures.
- Considering present cadre PCO supervisors will continue to work in PCO till their promotion or superannuation etc., whichever is earlier.
- Ensuring expenditure neutrality by matching surrender of posts due to payment of PCO allowance @ 6% to all PCO cadre staff henceforth.
- Ex cadre allowance for PCO cadre staff to be effected only after issue of merged seniority and matching surrender memorandum and acceptance by Competent Authority.

Necessary memorandum covering all the aspects including financial neutrality for grant of PCO allowances to the merged supervisors of PCO cadre may be issued with concurrence of the associated accounts duly obtaining the approval of concerned CWMs. Action taken report shall be sent to this office after conclusion of whole exercise.

This has the approval of PCME.

Handwritten signature and date: 09.01.23

(M. Senthil Kumar)  
Dy. Chief Personnel Officer/T, M&E  
For Principal Chief Personnel Officer.

Encl: As above

Copy to: CWE/MAS – for kind information

Copy to GIS/SRMO – for kind information.