PBC No. 120 / 2026

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

No: P(R) 524 / P / CRC (C.No. 617677) दिनांक/Date: as signed

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

विषय/Sub:Restructuring of Pointsmen Cadre – Detailed Instructions for implementation – regarding.

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A copy of the Railway Board's letter File No. PCIII/2019/CRC/1 dated 06.08.2026 on the above subject is enclosed for information, guidance and necessary action.

Railway Board's letter dated 14.05.2026 (RBE No. 39 / 2026) referred therein has been circulated as PBC No. 74 / 2026.

संलग्नक/Encl. 04 pages.

Digitally signed by
CHILAKALAPUDI ANJANI KUMAR
'Date: 2026.08.13 12:47:35 +05'30

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.

कृते प्रमुकाधि/**For Principal Chief Personnel Officer**

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

भारत सरकार / **GOVERNMENT OF INDIA**
रेल मंत्रालय / **MINISTRY OF RAILWAYS**
रेलवे बोर्ड / **(RAILWAY BOARD)**

File No. PCIII/2019/CRC/1 **New Delhi, dated: As Signed**

The General Managers/CAOs(R),
All Indian Railways & Production Units,
(As per mailing list).

Sub: Restructuring of Pointsmen Cadre - Detailed Instructions for Implementation -regarding.

Ref: Board's letter No. PC-III/2019/CRC/1 (RBE No. 39/2026) dated 14.05.2026.

Consequent upon approval of the Ministry of Finance and the Hon'ble President, the revised cadre structure of Pointsmen category of the Operating Department, as approved and communicated vide Board's letter under reference, is reproduced below for ready reference: -

Grade	Pay Level	Revised %age of posts	No. of posts
Pointsmen Grade-I	Level-5	4.54%	3,017
Pointsmen Grade-II	Level-4	13.63%	9,052
Pointsmen Grade-III	Level-2	27.27%	18,105
Pointsmen Grade-IV	Level-1	54.55%	36,214
Total		**100%**	**66,388**

2. As indicated in Para 2 of the letter under reference, the revised structure is effective from 03.04.2026, and detailed instructions for implementation of the restructuring are issued below. While implementing these orders, the following instructions should be carefully and strictly adhered to: -

1. Date of effect

The restructuring of the Pointsmen cadre will be with reference to the sanctioned cadre strength as on 03.04.2026. Staff placed in higher Pay Level as a result of implementation of these orders will draw pay in the higher level w.e.f. 03.04.2026. The benefit of restructuring will be restricted to persons who were working in the cadre on the cut-off date, i.e. 03.04.2026.

2. Applicability

2.1 These orders will be applicable to the permanent regular posts (excluding surplus & supernumerary posts) of the Pointsmen cadre of the Operating Department on Open Line establishments and Production Units, comprising all categories currently subsumed within the cadre, namely Pointsman-A, Pointsman-B, Gateman (Traffic), Cabinman, Switchman and Leverman, howsoever designated.

2.2 These orders will not be applicable to ex-cadre and work-charged posts, which will continue to be based on worth of charge.

2.3 Only those temporary posts in the Pointsmen cadre which are in operation

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for at least three years may also be taken into account for the purpose of applying the revised percentage distribution. This will be subject to certification that these posts are meant for regular activities which will continue and not for any sporadic requirements.

2.4 Consequent upon this restructuring, the existing category of Pointsman 'B' (Level-1) shall be designated as Pointsmen Grade-IV, and Pointsman 'A' (Level-2) as Pointsmen Grade-III; Pointsmen Grade-II (Level-4) and Pointsmen Grade-I (Level-5) are new promotional grades created afresh in the cadre.

3. Recruitment Rules

3.1 The revised/amended Recruitment Rules for Pointsmen Grade-I, Grade-II, Grade-III and Grade-IV shall be notified by the Establishment (Non-Gazetted) Directorate. However, the existing rule as applicable for Pointsmen B in Level 1 will continue to be applicable for the initial stage of direct recruitment i.e. to the Grade of 'Pointsmen Grade IV' in the revised set up of the cadre.

4. Minimum qualifying/residency service for promotion

4.1 The existing uniform minimum residency period of 2 years, as applicable for promotion from a lower Level to the next higher Level in Group 'C' categories on Indian Railways, shall continue to apply for promotion from Pointsmen Grade-IV to Grade-III, Grade-III to Grade-II, and Grade-II to Grade-I.

5. Pay Fixation

5.1 The pay of staff promoted against the additional/higher-grade posts as a result of this restructuring (including chain/resultant vacancies) will be fixed as per the extant pay fixation rules on promotion under FR 22(I)(a)(1) read with Board's letter no. RBE 79/2017 dated 31.07.2017.

6. Filling up of vacancies

6.1 Normal vacancies existing as on 03.04.2026 (except direct recruitment quota) and those arising from this cadre restructuring, including chain/resultant vacancies, should be filled as per the extant selection procedure applicable to the category, subject to Para 3 above.

6.2 All vacancies (including chain/resultant vacancies) arising purely due to this introduction of new grades should be filled by senior eligible staff, who should be given the benefit of promotion w.e.f. 03.04.2026. For normal vacancies existing as on 03.04.2026, staff found suitable as per applicable procedure will get promotion and higher pay from the date of actually taking over the post, as per normal rules.

6.3 All normal vacancies arising on or after 04.04.2026 will be filled as per the applicable procedure.

6.4 Since filling up of the posts in Level-5 requires completion of the prescribed minimum residency period in Level-4, till such time the employees in Level-4 complete the prescribed residency period, the newly created posts shall be operated in Level-4.

6.5 Employees already working in L2, will continue to work in L2 and the upgradation in that specific unit would be affected gradually as and when such employees get promoted or retired over time. Posts in L4 and L5 will be

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filled up by non-selection mode.

7. Matching savings / Financial neutrality

7.1 The entire scheme of restructuring is a self-financing and expenditure-neutral proposition. Matching savings have been ensured, as approved by the Ministry of Finance, through surrender of 3,770 posts in Pay Level-2, which has already been factored into arriving at the revised cadre strength of 66,388 posts shown at Para 1 above. The instructions for calculating the financial implications circulated by MoF through their O.M. No. 2(13)/E.III Desk/2017 dated 13.06.2018 and dt. 30.07.2018, are enclosed as Annexure for ready reference. The formula suggested therein may be followed and DA may be accounted as 60%.

7.2 While computing the number of posts to be surrendered at each Zonal Railway/Production Unit for matching savings, if the figure so arrived at is in fraction, it shall be rounded off to the next whole number, and the resultant surplus value generated, if any, shall be transferred to the vacancy bank for future utilization. Creation and surrender of posts shall invariably be done through HRMS as per existing instructions.

8. Reservation

8.1 The existing instructions with regard to reservation on promotion, wherever applicable, will continue to apply while filling up the posts upgraded through introduction of new Pay scales.

9. Vigilance/D&A clearance

9.1 Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders, with reference to the date of effect of these orders.

10. Pin-pointing of posts

10.1 The administration should take steps to pin-point the additional posts arising out of this restructuring, keeping in view operational and safety requirements of Station/Section working, before implementing these orders.

11. Rounding off of posts

11.1 While determining the number of posts admissible in each Grade on application of the revised percentage distribution to the sanctioned cadre strength of a Zonal Railway/Production Unit, only the whole number shall be taken into consideration; fractions shall not be rounded off/up. For example, where the cadre strength is such that application of the percentage yields 337.5 posts, only 337 posts shall be operated in the higher Grade and the remaining posts shall continue to be operated in the existing/lower Grade.

12. Reckoning for MACPS

12.1 Every promotion/financial upgradation granted to an employee under this restructuring shall be counted and offset against the financial upgradation admissible under the Modified Assured Career Progression Scheme (MACPS), in terms of extant instructions for regulation of MACPS.

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13. This issues in consultation with the E(NG), E(SCT) Dte and with the approval of Competent Authority.

14. Further clarification is required on any point, the same may please be referred to Board's office.

15. Hindi version will follow.

Digitally signed by
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Date: 06-08-2026
15:20:42

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