



डेडीकेटेड फ्रेट कोरीडोर कार्पोरेशन ऑफ इंडिया लि.
Dedicated Freight Corridor Corporation of India Limited
(भारत सरकार का उपक्रम)
(A Govt. of India Enterprises)

HQ-HROCOPO(HRP)/6/2020-HR-COORD AND POLICY/219

Dated: 01.07.2020

CIRCULAR NO 403 /2020

Sub: Creation of Posts and Policy for Crew in Operations Phase

Ministry of Railways vide letter no. 2016/Infra/6/13 dated 13.12.2016 inter - alia provides that Crew to run train on DFC shall be under the administrative control of DFCCIL and DFCCIL has been directed to work out phase wise crew requirement for DFC in tune with the proposed section wise commissioning to initiate further action.

In view of the above, the matter was examined in detail and keeping in view the traffic projections and HOER parameters, BoD has approved the creation of posts and the policy for crew in operations phase as under-

1. No of posts sanctioned

Category	No of posts
Assistant Loco Pilot (N5-N7)	1306
Loco Pilot (E0 -E1)	1306
Loco Inspector (E2-E3)	86
Crew Controller (E1)	70
Total	2768

For immediate requirement, induction of 245 ALPs and 245 LPs will be done through deputation/absorption from Indian Railways.

2. ALP/LP -Pay structure, distribution of posts, filling up of posts etc.

2.1 Pay structure and distribution of post

Five level structure will be there upto E1 for maintaining the cluster as under -

Category	Level and pay scale	No of posts
ALP	N5 (25000 - 68000)	1306
Sr. ALP	N6 (28000 - 80000)	
Jr. Captain	N7 (29000 - 91000)	
Captain	E0 (30000 - 120000)	1306
Sr. Captain	E1 (40000 - 140000)	

Promotions within the cluster will be subject to completion of residency only.

2.2 Process for filling up the posts

- a) Open recruitment will be done only at one level i.e. N5 (25000 - 68000) (Jr.Exe.Gr.III) as ALP.
- b) Whenever there is an urgent requirement of crew, Railway Recruitment Board (RRB) will be requested to provide ALPs from their panel if candidates are available.
- c) For the remaining levels from N6 (Jr. Exe. Gr.II- ALP) to E1 (Sr. Captain), it will be filled up through promotion.
- d) Till the formation of cadre, the posts at various levels will be filled up through Immediate Absorption/Deputation.

Accordingly, the following mode of filling up of posts at various levels is laid down: -

Category	Level and scale of Pay	Mode of Filling
ALP	N5 (Jr. Executive) Grade III - (25000 - 68000)	i) By Direct Recruitment ii) In initial years till cadre is formed the induction may be done by Immediate Absorption/Deputation. After which it will be 100% by direct recruitment.
Sr. ALP	N6 (Jr. Executive) Grade II (28000 - 80000)	100% by promotion, when cadre is formed. Till formation of cadre, by Immediate Absorption/Deputation.
Jr. Captain	N7 (Jr. Executive) Grade I (29000 - 91000)	100% by promotion, when cadre is formed. Till formation of cadre, by Immediate Absorption/Deputation.
Captain	E0 (Executive) (30000 - 120000)	100% by promotion, when cadre is formed. Till formation of cadre, by Immediate Absorption/Deputation.
Sr. Captain	E1 (Sr. Executive) (40000 - 140000)	100% by promotion, when cadre is formed. Till formation of cadre, by Immediate Absorption/Deputation.

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2.3 Qualifications, Age, Medical standard, etc. for Open Market Recruitment at N5

Category	Medical standard	Minimum educational qualifications	Age
ALP/ Electrical/ Mechanical	A1	Matriculation +ITI or course completed Act apprenticeship in trades of Armature and coil winder/Electrician/Electronics Mechanic/Fitter/Heat Engine/Instrument Mechanic/Machinist/Mechanic diesel/Mechanic Motor Vehicle/Millwright Maintenance Mechanic/Mechanic radio & TV/Refrigeration and Air conditioning Mechanic/Tractor Mechanic/Turner/Wireman or 3 years Diploma in Mechanical/Electrical/Electronics/Automobile Engineering or combination of various streams of these engineering disciplines. Note - Degree in Engineering in lieu of diploma will also be acceptable.	18-30 years Relaxation in upper age limit SC/ST - 5 years OBC - non-Creamy Layer - 3 years

ALPs will be trained in both systems (Electrical/ Mechanical).

2.4 Promotion

The residency period for promotion to ALP and LP will be as under-

Grade	Promotion from/to	Residency
N5 - N6	ALP -Sr. ALP	3 years
N6 - N7	Sr ALP - Jr. Captain	3 years
N7 - E0	Jr. Captain - Captain	3 years
E0 - E1	Captain - Sr Captain	4 years

2.5 Promotion to Loco Pilots

In the eventuality of non-availability of Loco Pilot at E0 Level, Managing Director may consider ALP (N5 Level) with 2 years' service in the grade and 60,000 km experience on footplate for promotion to the post of Loco Pilots at E0 Level subject to conditions as mentioned below-

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- Suitability of such Assistant Loco Pilots to work independently as Driver (Loco Pilot shall be personally certified by the Mechanical/Electrical officer (as the case may be), in-charge of Power of the Division concerned;
- Such promotee drivers be placed under the supervision of a dedicated Loco Inspector for 5 trips or 500 Kms of driving whichever is earlier.
- For sections classified as 'ghats' such promotee drivers may work with a regular driver as 'co-driver' for seven days or 1000 kms whichever is later;
- Provision of hands on training for independent loco driving to Diesel/Electrical Assistant Loco Pilots in their induction and refresher courses shall be included in the course content for the promotional trainings.

2.6 Procedure for Promotion

The procedure for promotion is indicated below-

(a) Within the cluster - (Promotion for N5 to N6, N6 to N7 and E0 to E1 grades)

Promotions will be made on the basis of performance of the employee in the Annual Performance Appraisal. APAR's for last 3 years will be considered. Weightage of each APAR will be of 10 marks. Minimum Qualifying marks for the promotion will be 60% of the Total marks.

(b) From one cluster to another - (Promotion from N7 to E0 grade)

Promotions will be made on the basis of performance of the Employee in Professional/Managerial ability (Written Test) and APARs. All the employees in lower cluster with 3 years minimum service will be eligible to appear in the competitive examination.

Marks obtained in the written test (computer-based test) as per the result given by the reputed testing agency will be tabulated along with marks for APARs by the Selection Committee. APARs for last 4 years will be considered. Weightage of each APAR will be of 10 marks. Distribution of Marks will be as under -

Professional/ Managerial ability (Written Test)	APARs.
60	40

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If APAR for 4 years are not available then marks will be distributed on the basis of available APARs. Minimum Qualifying marks for the promotion will be 60% each in Professional/ Managerial ability (Written Test) and 60% of APAR. Thus, overall Qualifying marks shall be 60%.

2.6.1 Promotion beyond E1 (Sr Executive Level)

For promotion beyond E1 level, 50% posts in E2 to E4 grade (cluster D) shall be filled by direct recruitment. 50% posts in E2 to E4 grade (cluster D) shall be filled by Promotion from eligible employees in E0/E1 grade having 3 years minimum service through competitive examination.

Accordingly, crew staff, after completion of three years residency period shall be eligible for E2 in Mechanical and Electrical Departments.

2.7 Permanent/Immediate Absorption Policy

Keeping in view the nature of duties of running staff, the eligibility criteria for absorption in Crew Category at various levels (i.e. N5, N6, N7, E0, E1) is laid down as under -

Category	Level and scale of Pay	Eligibility Criteria for Permanent/ Immediate Absorption.
ALP	N5 (Jr. Executive) Grade III - 25000 - 68000	Employees working in PB I GP Rs.1900/ 19900-63200 (Level 2)
Sr. ALP	N6 (Jr. Executive) Grade II - 28000 - 80000	Employee working in PB I GP Rs 1900/ 19900-63200 (Level 2) for a period of 03 years.
Jr. Captain	N7 (Jr. Executive) Grade I (29000 - 91000)	Employees working in PB I GP Rs2400/ 25500-81100 (Level 4)
Captain	E0 (Executive) 30000 - 120000	Employees working in PB 2 + GP 4200 / Level 6 or working in Level 4 (GP 2400) with 60000 kms of actual footplate experience
Sr. Captain	E1 (Sr. Executive) 40000 - 140000	Employees working in PB 2 + GP Rs.4200/ 35400-112400 (Level 6) for a period of 02 years.

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2.8 Deputation

The eligibility criteria for Permanent/Immediate Absorption for crew staff as mentioned in Para 2.7 above shall be made applicable in the case of deputation.

3. Loco Inspector (LI)- Pay structure, distribution of posts, filling up of posts etc.

3.1 Levels and Pay Structure

Following pay structure and posts are laid down for Loco Inspector -

Category	Level and scale of pay	No of posts
(i) Chief Loco Inspector	E2 (50000-160000)	86
(ii) Sr Chief Loco Inspector	E3 (60000-180000)	

Note: Post of CLI/Sr.CLI will include the posts of Chief Loco Inspector (CLI), Chief Crew Controllers/Chief Power Controllers/ Chief Traction Loco Controllers (CCCs/CPRCs/CTLCs). Their designation will be CLI/Sr.CLI, CLI/Sr.CLI(CCC), CLI/Sr.CLI(CRPC), CLI/Sr.CLI(CTLC).

3.2 Process of filling up of posts of Chief Loco Inspector (CLI) - E2 level

3.2.1 Chief Loco Inspector will be filled up from Loco Running side only (Drivers). They will continue to remain in the category/cadre of Chief Loco Inspector.

3.2.2 Eligibility for filling up the post of CLI-

- (i) LP (Goods) at E1 levels or those working at E0 level who have completed 5 lakh kilometers of actual footplate duties (actual footplate duties) as Loco pilots or have completed 10 years of actual service as Loco pilots.
- (ii) Selection will be through written test.

3.2.3 Accordingly, the following criteria is laid down for filling up of posts of CLI -

- (i) To be filled from loco pilots through option in E1/E0 level as per the eligibility given above. Once opted, they will remain as CLI only.
- (ii) Selection will be through written examination.

3.3. Promotion

Promotion in Loco Inspector will be within cluster (E2 to E3) as per General Promotion Policy.

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3.4 Permanent/ Immediate absorption

The criteria for Permanent/Immediate Absorption of employees is as under: -

Category	Level and scale of Pay	Eligibility Criteria for Permanent/ Immediate Absorption
Chief Loco Inspector (CLI)	E2 (Junior Manager), IDA Pay scale 50000-160000	(i) Employees working as Loco Pilots in GP Rs.4200/ 35400-112400 (Level 6) Level 6 for a period of 04 years. Or (ii) Employees working in GP Rs.4200/ 35400-112400 (Level 6) Level 6 for a period of 04 years in Loco Sheds, Loco Production Units.
Sr. Chief Loco Inspector	E3 (Assistant Manager), IDA Pay scale 60000-180000	Employees working as CLI in PB 2 + GP 4600/44900-142400 (Level 7).

3.5 Deputation

The eligibility criteria prescribed for Permanent/Immediate Absorption for CLI as mentioned in Para 3.4 above shall be made applicable in the case of deputation.

4. Crew Controller (CC)

4.1 Levels and Pay Structure

Keeping in view the requirement and the structure of crew staff, there will be only one level of Crew Controller with scale of pay as under: -

Category	Level & Scale of Pay
Crew Controller, Power Controller, Traction Loco Controller (CC, PRC, TLC)	E1 (Sr. Exe.), IDA Pay scale 40000-140000

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4.2 Process of filling up the post of Crew Controller (including power controller, traction loco controller) from Loco Pilot Category (E1 category)

Out of 70 posts of CC/PRC/TLC, 25 posts will be filled from E1 (Loco Pilot) category. They will remain in the category of Loco Pilot (Drivers) only. They will be inducted on tenure basis for three years extendable to a maximum of five years. After completion, they will revert back to their cadre, i.e Loco Pilot category.

4.3. Eligibility for filling up the post of Crew Controller from Loco Pilot Category (E1 category) - (CC/PRC/TLC)

Loco Pilots (E1) (40000 - 140000) who have completed 75000 kilometers of actual footplate duties (actual footplate duties) as Loco Pilots will be eligible for the category of CC/PRC/TLC.

4.4 Filling up of remaining posts from non-running category

The remaining posts (45) of CC/PRC/TLC will be filled from non - running category, for which the detailed criteria will be finalized by OP&BD department, in consultation with concerned Executive Department with the approval of MD.

4.5 Deputation

In the initial years till cadre in Loco Pilot is formed, the induction for CC/PRC/TLC may be done on deputation basis by inducting employees working in Level 6 (GP 4200) with two years' experience.

5. Running Allowance to Crew Staff

5.1 Allowance to ALP/LP

Crew staff known as "Running staff" perform Running duties i.e. directly connected with the movement of trains while employed on moving trains or engines including shunting engines and remain absent for long periods / days from Headquarters. As such, the running staff are eligible for running allowance which is peculiar only to running staff keeping in view their nature of duties.

5.1.1 Running allowance is admissible to meet 'out of pocket expenses' as their duties involve absence from HQ. This is earned by working a train and the quantum of the allowance is determined by the distance thus worked known as kilometerage allowance (KMA). They are not eligible for TA/DA.

5.1.2 Running allowance will be paid in nature of Kilometerage Allowance (KMA) for crew staff. (ALP/LP). The rates of KMA based on Railway rates are as under-

Category	Rates of KMA (Per 100 kms) (In INR)
N5 (ALP)	376
N6 (LP)	391
N7 (Jr. Captain)	403
E0 (Captain)	520
E1 (Sr Captain)	530

5.1.3 When the driver (ALP/LP) is sent on non-running duty in administrative interest, they will be eligible for normal TA/DA. They will not be eligible for allowance in lieu of kilometrage (ALK).

5.2 Allowances to Loco Inspectors

Loco Inspectors when they perform actual footplate duties, shall be paid KMA at the rate as applicable to E1 level as under-

Category	Rates of KMA (Per 100 kms) (In INR)
E2, E3	530

5.3 Special Compensatory Allowances

Following Special Compensatory Allowances will be paid as per Railway rates -

(i) Allowance in lieu of running room facilities

S.No	Category	Rate (INR)
1	LP/Goods	112
2	LP/Shunting	112
3	ALP	70

(ii) Shunting Duty Allowance

S.No	Category	Rate (INR)
1	LP/Goods	112
2	ALP	70

(iii) Breach of Rest Allowance- Payable as OTA

(iv) Accident Allowance- Payable at KMA rates

(v) Waiting Duty Allowance- Payable at KMA rates

5.4 No other special allowances except those mentioned above, shall be admissible.

5.5 In regard to National Holiday Allowance, Night Duty Allowance, Overtime Allowance, orders will be issued separately.



(S.K Panda)

Joint General Manager/HR

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