

INTEGRAL COACH FACTORY, CHENNAI – 600 038

No. PB/S4A/CSU

Office of the PCPO,
Date: 22-09-2018.

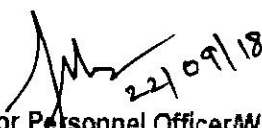
CIRCULAR

Sub: Publication of Combined Seniority Unit –Trade Group wise - reg.

Ref: Circular No.PB/S4A/CSU dated 07/09/2018

Further to the above referred circular dated 07-09-2018, the provisional CSU seniority lists of Technicians of five Trade Groups in the Mechanical Engineering department as on 29-08-2018 are enclosed for notifying the staff concerned.

Encl: As above


Senior Personnel Officer/WS
for Principal Chief Personnel Officer

No. PB/S4A/CSU

Office of the PCPO,
Date: 07.09.2018.**CIRCULAR**

Sub: Combined Seniority Units - reg.

Ref: PB/S4A/CSU dt. 01.03.2018.

In Mechanical department of ICF, 19 Trades are available in Technician's category. Over a period of time, due to introduction of new technologies and changes in Production programme, need for some Trades have increased tremendously and for some Trades, either it became redundant or diminished.

By considering the benefits of multi-skilling for the employees at large, it was proposed to merge 19 Trades and to form 5 Trades and consultations were held on multiple occasions with the Unions & Associations representatives, also with the employees. After examining the suggestions & representations received from various groups, viz. Unions & Associations representatives and employees, it has now been decided to form 6(six) Trades, as detailed below, instead of the 5 Trades proposed earlier.

| Sl. No | Present Trades | Name of the Merged Trades | Remarks |
|--------|-----------------------------------------------------------------|---------------------------|------------|
| 1) | Welder Trade only | Welder | No change |
| 2) | Painter, Grit Blaster & Electroplater | Painter | Annexure-A |
| 3) | Machinist/Sheet Metal, Machinist /Tool Room & Machinist/General | Machinist | Annexure-B |
| 4) | Motor Mechanic, Motor Driver-Mechanic/RR & Fork Lift Driver | Transport | Annexure-C |
| 5) | Fitter/General, Fitter/Millwright & Fitter/Tool Room | Fitter | Annexure-D |
| 6) | Carpenter, Blacksmith, Trimmer, Serang, Wood-Machinist & Mason | Carpenter | Annexure-E |

It is also observed that consequent on the merger, some of the employees in the stagnant Trades may get quicker promotions, whereas in some other Trades, some of the employees' promotions are likely to be delayed. In order to offset the delay in promotions, it has been decided to **downgrade 165 Junior Engineer/ Mechanical vacant posts (Newly created: 120 + Existing vacancies: 45) to operate as Senior Technicians/ Mechanical**, as detailed below, and to initiate action for granting promotions to the eligible employees, by following the due processes. However, since this is an extraordinary measure, this cannot be quoted as a precedence.

| Sl. No | Groups | No of posts to be downgraded & operated as Senior Technicians |
|--------|--------------|---------------------------------------------------------------|
| 1) | Painter | 18 |
| 2) | Machinist | 17 |
| 3) | Transport | 08 |
| 4) | Fitter | 49 |
| 5) | Carpenter | 73 |
| | Total | 165 |

These 165 posts are operated in Senior Technician category, purely as a temporary measure, for the smooth implementation of the merger of Trades and will be returned back to Supervisory cadre, in a phased manner. On restoring back to the Supervisory cadre, the newly created 120 posts will be lapsed and money value credited back to the Staff Bank (Vacancy Bank).

Five lists containing the names of the employees, who are likely to be considered for promotions to Senior Technician category are furnished in the Annexure-I. The provisional Seniority list (Trade-wise) of the employees in all grades in the merged Trades shall be published by month end.

This has the approval of the competent authority.

Encl: As above


2/9/18
Senior Personnel Officer/WS
for Principal Chief Personnel Officer