

**Presentation to
7th Central Pay Commission
on
12.12.2014
at Jodhpur**

**Indian Railways Technical Supervisors Association
(IRTSA)**

Indian Railways Technical Supervisors Association (IRTSA)

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About IRTSA

1. IRTSA represents about 70,000 Technical Supervisors / Supervising Engineers
2. Junior Engineers, Senior Section Engineers,
3. Chemical & Metallurgical Assistants, Chemical & Metallurgical Superintendents,
4. Depot Material Superintendents, Chief Depot Material Superintendents &
5. Senior Engineer/IT
6. working in various departments on the Indian Railways.
7. IRTSA was established over 49 years back (in 1965) and is one of the oldest and most widely represented Association of middle management cadre of Technical Supervisors on Railways.

About the Category

Technical Supervisors / Rail Engineers working in the technical departments of the Indian Railways, *including*

1. *Mechanical,*
2. *Electrical,*
3. *Civil Engineering,*
4. *Signal & Telecommunications,*
5. *Drawing/Design Departments,*
6. *Stores Departments,*
7. *C&M Laboratory &*
8. *Information Technology etc.*

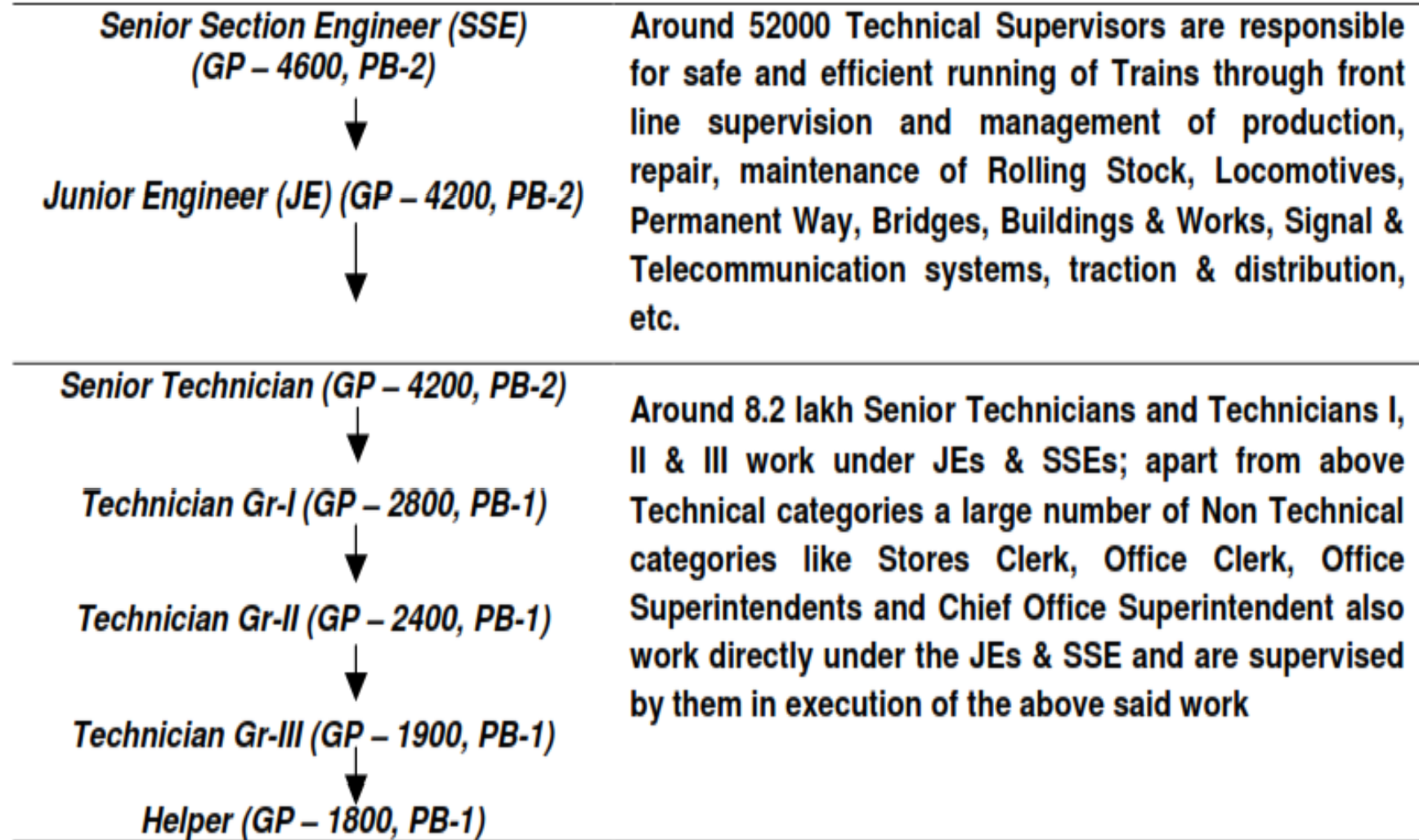
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Play vital & pivotal role in the safe and efficient running of the trains – including

Direct responsibility in Production, repair & maintenance of

1. Rolling Stock, Locomotives,
2. P-Way Tracks, Bridges, Works,
3. Electrical Services, Over Head Electrification, Signal & Telecommunication.
4. All allied machinery, Plants and equipments in the Railway Workshops, Production Units, etc.
5. Open Line Depots & Sheds,
6. Power Distribution,
7. Drawing & Design Offices,
8. Chemical & Metallurgical Labs,
9. Store Depots and
10. IT Centres.

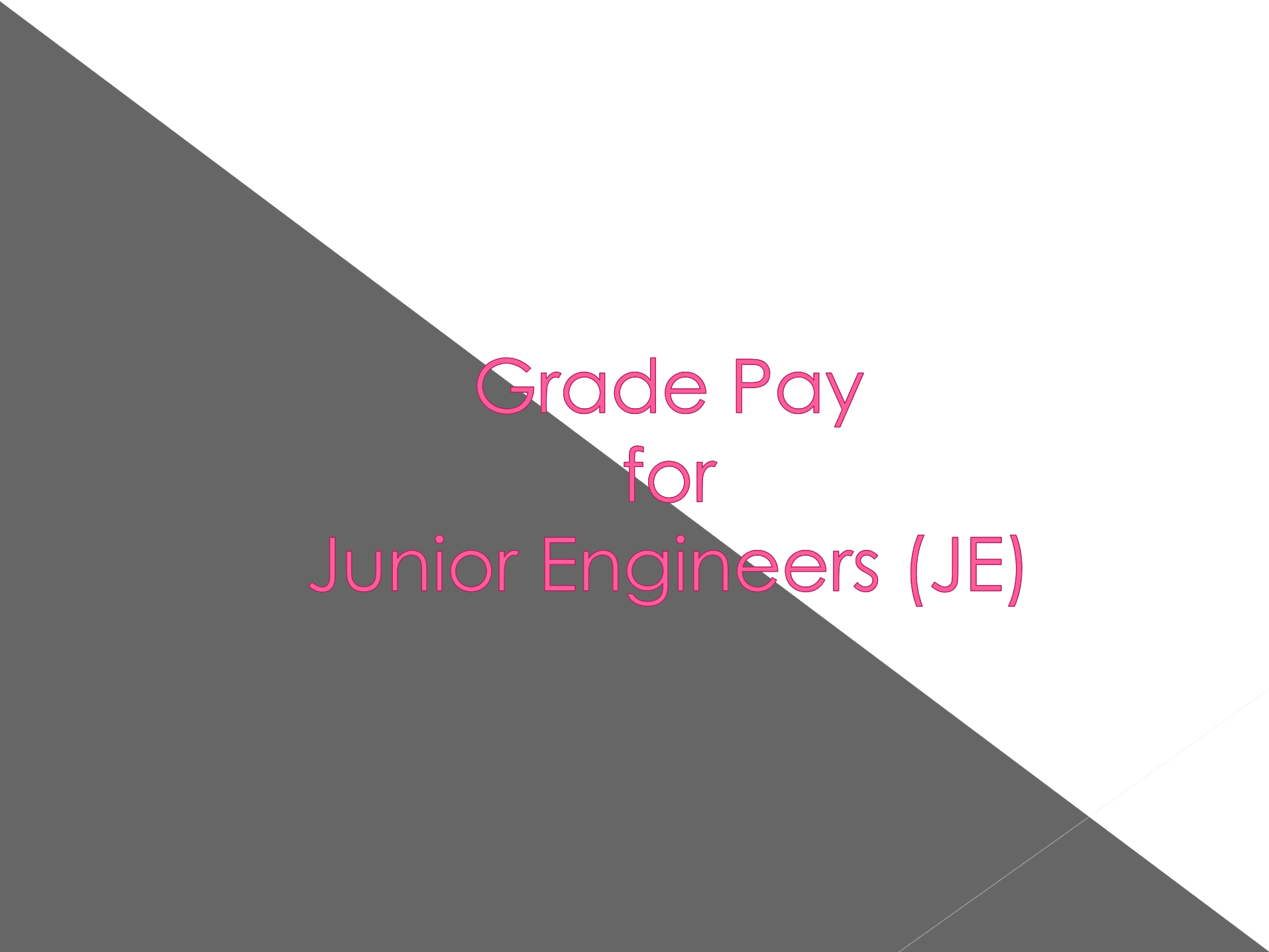
HIERARCHY OF TECHNICAL SUPERVISORS IN INDIAN RAILWAYS



Determination of Grade Pay

Principles required to be followed,

1. An equal should not be over an equal;
2. Promotion implies advancement to a higher grade; &
3. Supervisor should be in a scale higher than Supervised, and
4. Job Evaluation by classification Method.
5. Duties, responsibilities and accountabilities shouldered by each category / post.
6. **Technical categories which shoulder direct responsibilities shall be placed one grade higher than non technical & supporting category.**



Grade Pay
for
Junior Engineers (JE)

DISTURBANCE OF VERTICAL RELATIVITY BETWEEN JE & Sr. TECH WHO WORKS UNDER JE

Third CPC	JE (then Chargeman-B), Rs.425-700 Technician Gr-I, Rs. 380-560	Technician Gr-I worked under JE(then chargeman) & Technician Gr-I was the feeder grade for JE
14.02.1986	JE Rs.425-700 Sr.Technician (then MCM), Rs.425-640 Technician Gr-I, Rs. 380-560	10% of Technician Gr-I posts upgraded as MCM in the scale Rs.425-640 and the post of MCM was kept as part of Tech. Gr-I cadre, hence Technician Gr-I remained as feeder grade for JE-II.

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Fourth CPC	JE - Rs.1400-2300 Supervisor(Mistry)- Rs.1400-2300 MCM- Rs.1400-2300	Identical Pay scales of Chargeman-B, Mistry and MCM resulted in hierarchal confusion and attracted many court cases.
Fifth CPC	Junior Engineer Rs.5000-8000 Only three grades Skilled-III (Rs.3050- 4590), Highly Skilled (Rs.4000-6000) and MCM (Rs.4500-7000) (para – 54.18 and paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of 5 th CPC report)	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr. Technician) restored with MCM placed in the scale of Rs.5000-8000 equal to the JE who supervises MCM.

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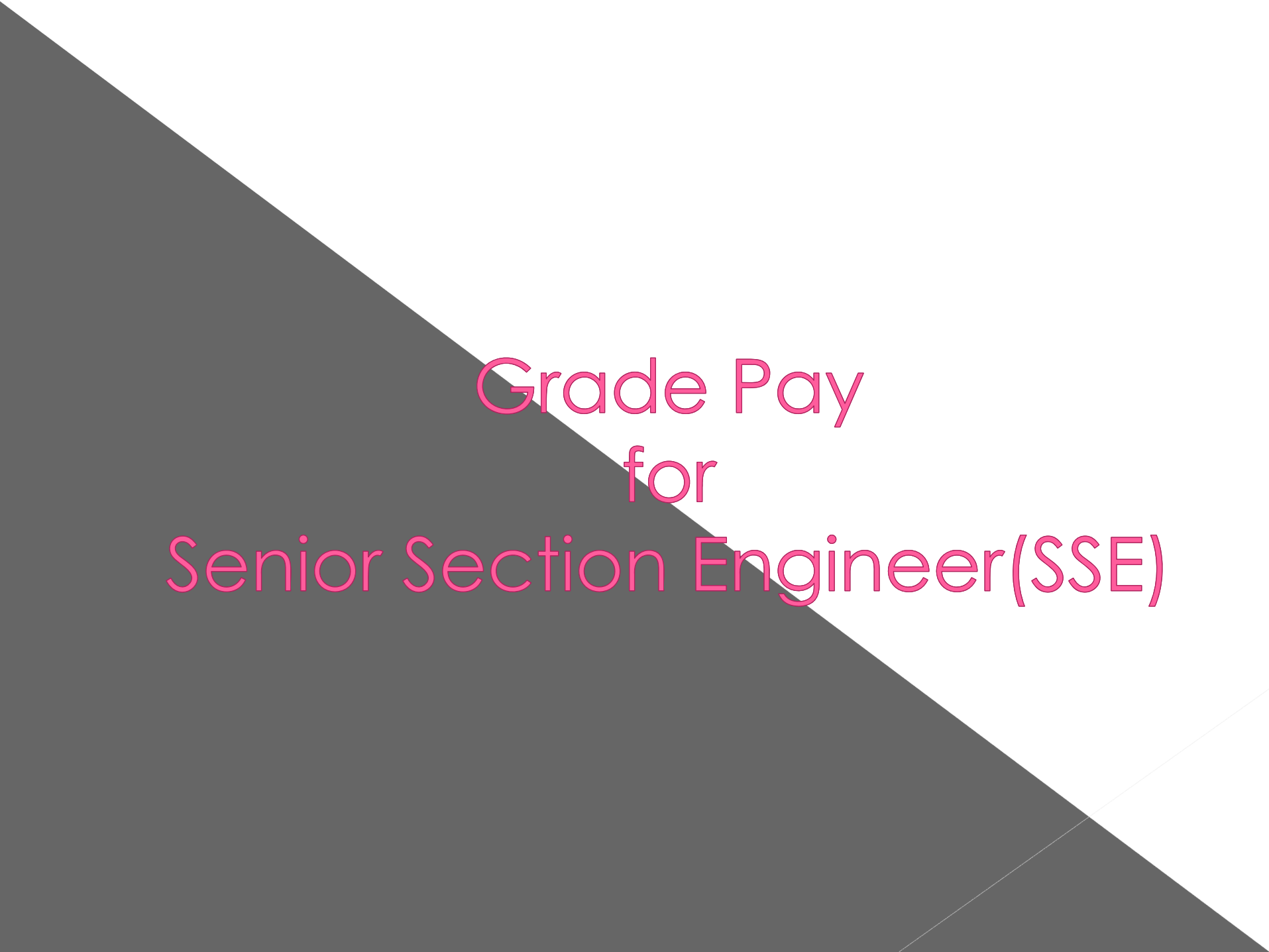
22.2.2005	The post of Sr. Technician has been made as regular vide Railway Board's letter No. E(NG)/I/99/PM7/3 and accordingly benefit of pay fixation has been permitted and stated that the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE-I in scale Rs.5500-9000 instead of JE-II in scale Rs.5000-8000.	
Sixth CPC	Junior Engineer Grade Pay Rs.4200, PB-2 Only three grades Skilled (GP Rs.1900), Highly Skilled (GP Rs.2400) and MCM (GP Rs.2800) <i>(Para 3.8.27 of 6th CPC report)</i>	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr. Technician) restored with Sr. Technician placed in the GP of Rs.4200 on par wit JE

Accepted recommendation of Para, 2.2.11 of 6th CPC - Violated

- "Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment".
- **But promotion from Sr.Tech to JE is happening in the same GP of Rs.4200 in PB-2.**

DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES COMPARATIVE UP-GRADATION AFTER SCPC – For JE

S.N	Post	3rd CPC Rs.		4th CPC Rs.	5th CPC Rs.	Upgraded to 5 th CPC Scale by 6th CPC (& granted after VI CPC)	Grade Pay after Sixth CPC
1	Loco Inspector	425-700		2000-3200	6500-10500	7450-11500	4600
2	Power Controller	425-700		2000-3200	6500-10500	7450-11500	4600
3	Police Inspector	425-700		2000-3200	6500-10500	7450-11500	4600
4	Excise Inspector	425-700		2000-3200	6500-10500	7450-11500	4600
5	Staff Nurse	425-700		1600-2660	5000-8000	7450-11500	4600
6	Nursing Sister	425-700		1640-2900	5500-9000	7500-12000	4800
7	Primary School Teacher Gr-III	380-560		1200-2040	4500-7000	6500-10500	4600
8	Primary Teacher Gr-II	425-700		1400-2600	5500-9000	7450-11500	4600
9	Trained Gr. Teacher Gr-III	425-700		1400-2600	5500-9000	7450-11500	4600
10	Head Master	425-700		2000-3200	6500-9000	7500-12000	4800
11	Sr. Technician / MCM (Master Craftsman) (Working under JEs)	Recommended	425-640	1400-2300	4500-7000	4500-7000	2800
		Granted by RB	425-640				
12	Junior Engineer (JEs) (Diploma in Engg + 1 years Training)	550-750		1400-2300	5000-8000	6500-10500	4200
		& 425-700		& 1600-2660	& 5500-9000		



Grade Pay
for
Senior Section Engineer(SSE)

Disregard to Duties & Responsibilities

1. Have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of
2. Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents.
3. The Chief Office Superintendents working under the SSE, have been also placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard of the settled law that an equal should not be over an equal; & Supervisor should be in a scale higher than Supervised.

DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES

1. Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors i.e. SSE (then called Foreman and Principal Foreman).
2. Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted).
3. In the categories of teachers, nurses and accounts the apex scale were allotted two or three grades below the SSEs.
4. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element which requires Degree in Engineering had been allotted with the GP of Rs.4600.
5. Apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

UN-JUST MULTIPLICATION FACTOR – 5th CPC

1. 5th CPC had adopted a Common Multiple Factor of 3.25 for all categories of Staff from S-1 to S-34 - except S-13 scale which was granted to SSE.
2. 5th CPC has recommended only Rs.7000-11500 to the SSEs placed in S-13 scale, later it was revised as Rs.7450-11500, only minimum of the scale had been revised and corresponding revision of maximum of the scale had not been done.
3. This has reduced the span of years of the scale from 20 years to 18 years.
4. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only.

Disadvantages carried through in 6th CPC

1. The principle of 6th CPC to calculate the Grade Pay as 40% of maximum of the fifth pay commission scales put SSE scale in further disadvantageous position.
2. If the same common multiple factor of 3.25 was applied by the 5th CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and
3. Consequently their GP should have been Rs 5400 after the 6th CPC.

Highest Recruitment Qualification among Group-C

1. In Railways the direct recruitment in the Accounts cadre is in PB-1 GP Rs.2800
2. In the clerical & Station Master cadre it is also the same.
3. In the case of Technical Supervisors the direct recruitment is made at the level of JE (GP Rs.4200) with Diploma in Engineering as qualifications and one year Training.
4. SSE are recruited with the educational qualification of Graduate in Engineering with a training of one year and granted PB-2 with the Grade Pay of Rs.4600.

COMPARATIVE UP-GRADATION AFTER 6th CPC – DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY – For SSE

Sl. No	CATEGORY / POST	3 rd CPC Pay scale Rs.	4 th CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after Sixth CPC)	Grade Pay & Pay Band (after Sixth CPC)
1	Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
2	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
3	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
4	Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
5	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
6	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7	Trained Gr. Teacher Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8	Trained Gr. Teacher Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
9	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10	Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
11	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
12	Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500</u> & <u>7450-11500</u>	7450-11500	<u>4600, PB-2</u>

PROPOSED PAY SCALES FOR TECHNICAL SUPERVISORS

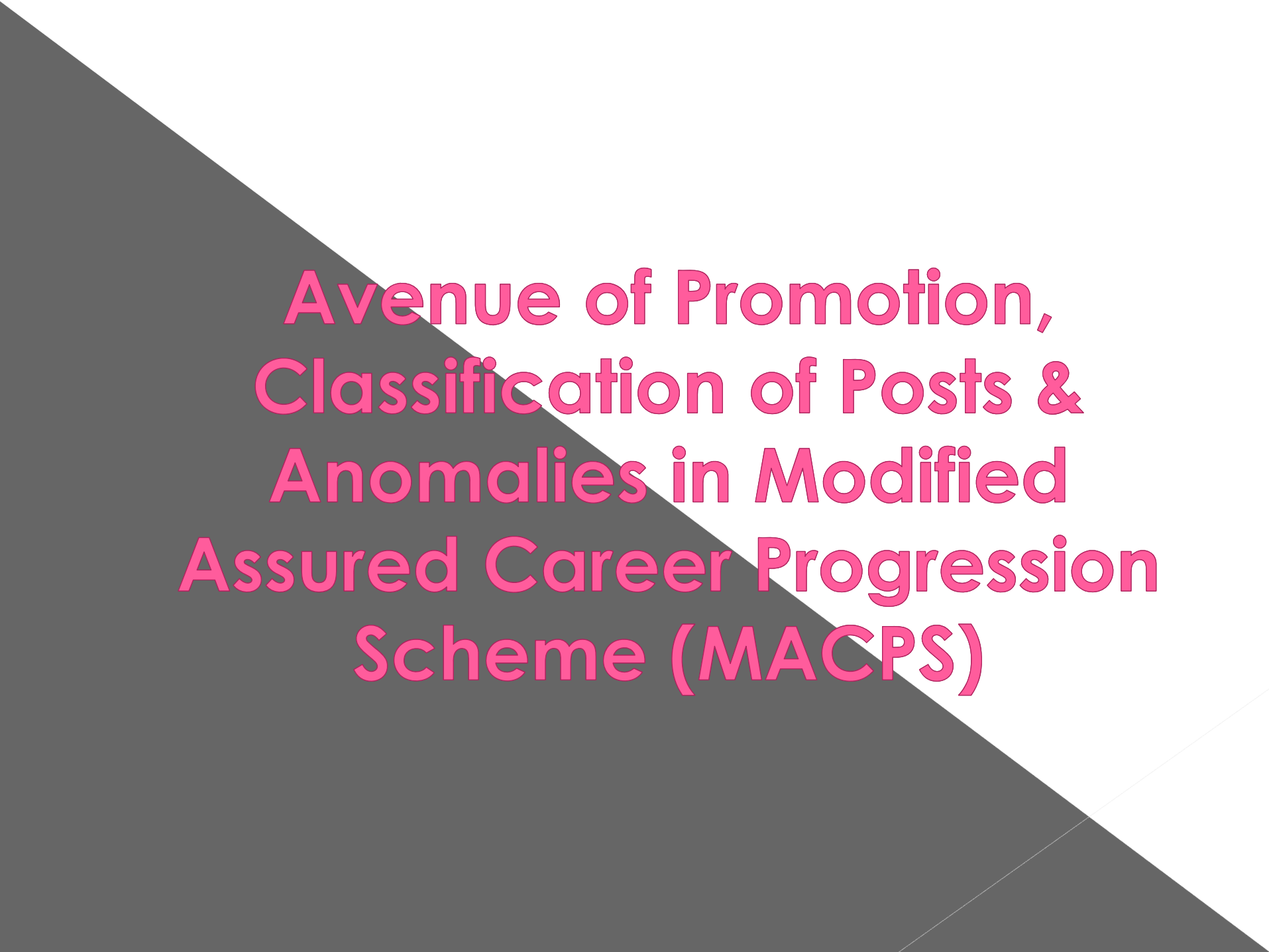
	Existing		Proposed replacement Pay Band & Grade Pay	
	Pay Band	Grade Pay	Pay Band	Grade Pay
Junior Engineer	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800
Senior Section Engineer	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400

Similarly placed posts of CMA, DMS & JE/IT shall be granted the pay of Junior Engineer.

Similarly placed posts of CMS, CDMS & SE/IT shall be granted the pay of Senior Section Engineer.

Discrimination in the Grade Pay of CMA-I

- 6th CPC vide para 3.4.7 has recommended Rs.4600 GP to all subordinate Engineering cadres carrying minimum entry qualification of Degree in Engineering.
- Even though in the pre-revised CMA-I (Chemical & Metallurgical Assistant – I)entry qualification of Degree in Engineering is happening, it has been granted with the GP of Rs.4200 only.
- Pre-revised CMA-I which is having the element of Direct recruitment with minimum entry qualification of Graduate in Engg shall be placed on par with SSE.



**Avenue of Promotion,
Classification of Posts &
Anomalies in Modified
Assured Career Progression
Scheme (MACPS)**

In the same scale till 4th CPC

1. It is brought to the notice of Honourable 7th CPC that incumbents of SSE are stagnated in same grade till 4th CPC.
2. 4th CPC Rs.2375-3750
3. 5th CPC Rs.7450-11500
4. 6th CPC GP Rs.4600 in PB-2
5. Numerical value of scale changed, but incumbents remain same.

Main reasons for lack of Avenues of Promotion

1. Meager number of Posts in Group A & B vis-à-vis Group C on the Railways as compared to all other Central Government Departments;
2. Non-implementation of DoPT's orders in Railways, regarding Classification of Posts – issued after every Pay Commission.
3. Confining the Cadre Restructuring on Railways within each Group – A, B and C – without linking the same to each other, thus leading to highest cluster of posts in the Apex Grade of Group C,
4. No Career Planning for Technical Supervisors on Railways, while repeatedly doing the same for Group A as well as for Group B

%AGE OF GAZETTED POSTS ON RAILWAYS AS COMPARED TO ALL INDIA AVERAGE

Group of Posts	% age Distribution of Posts <u>On Railways*</u> <u>treating Gr-D as Gr-C</u>	% age Distribution of Posts <u>On Railways*</u> <u>Without counting Existing Group D</u>	%age of posts as per All India Average* - After upgradation of Gr-D to Gr-C
Group A	0.6%	0.9%	2.8%
Group B	0.5%	0.8%	5.4%
Group C	98.9%	98.3%	91.8%

Classification of posts – Group 'B' (Gaz)

1. Third, Fourth & Sixth Pay Commissions and orders issued by DOP&T thereafter, classified the posts - in Group-B (Gazetted) - carrying the pay scale of SSE, CMS, CDMS and Sr. Er./IT.
2. Even though Fifth pay commission recommended different type of classification of staff,
3. DOP&T order issued after the Fifth Pay Commission, "Central Civil posts carrying a pay or a scale of pay with a maximum of not less than Rs. 9,000 but less than Rs. 13,500" were declared for Group-B category.
4. But, the posts of SSE, CMS, CDMS & Ser/IT were classified in Group C by the Railways even though placed on the in scale of Rs.6500-10500 & Rs. 7450-11500.

Similarly placed posts in other Dept are all classified as Group 'B' (Gaz)

1. Ordnance Factory Board, Ministry of Defence
2. DGQA (Director General of Quality Assurance)
3. CPWD
4. MES and Departments of Posts & Telecommunication
5. **Have all classified the posts in Grade Pay Rs.4600 as Group B Gazetted and posts of Junior Engineer in Grade Pay of Rs.4200 as Group-B Non-gazetted.**
6. State Governments like Government of Tamilnadu, Nagaland, Orissa etc which followed 6th CPC recommendations have also followed the DOPT order in regard to classification of posts.

Para 44.4 of 5th CPC - posts carrying similar functions were given the same classification

- *Department of Personnel and Training have clarified that though there were certain exceptions to the rule, like the case of Assistant of Central Secretariat, the effort was to ensure that posts carrying similar functions were given the same classification. There were situations in which the functions of a post might not adequately match the high pay scale attached to it and therefore, though they were eligible for higher classification, they were classified at a lower level.*

Railway Accident Inquiry Committees (RAIC) & Principle & Policy of DoPT

1. Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways.
2. Railway notifications strictly follow the principles & policies adopted by DOP&T in Pay Rules, all Allowances, DAR, NPS, MACPS, Transfer policies, etc. Even though Railways notify them separately.
3. Ironically, Classification of Posts is the only area in which the Railways have deviated from the orders of the DOP&T and that too to the detriment of the Staff as well of the Railways itself

Ratio of Group A & B Gazetted officers viz-a-viz Group C are the lowest on the Railways

1. Ratio of Group A & B Gazetted officers viz-a-viz Group C are the lowest on the Railways as compared to all other Departments under the Central Government.
2. In Central Govt. Departments the overall ratio of Gazetted to Non-Gazetted employees is 1:20.
3. In Railways, - the ratio is 1:114.
4. Unlike others, this category supervise 5 tiers of semi skilled, skilled & highly skilled workforce and Supervisory cadres, along with clerical cadres, under them.

Cadre restructure never brought relief to senior supervisors

1. Cadre restructuring for Group C posts on the Railways has been done four times since 1984 (i.e. in 1984, 1993, 2003 & 2013) with functional justifications and matching financial savings.
2. This exercise brought some relief to the employees at every level, But, apex scale in Group-C (pre-revised Rs.7450-11500 or present Rs.4600 Grade Pay PB-2 Rs.9300-34800) never benefited by it as none of the posts of SSE, CMS, CDMS were ever upgraded as a result of CRC.
3. Reclassification from Group 'D' to 'C' and Group 'B' to 'A' have taken place, no such step has been taken for advancement of staff from Group 'C' to Group 'B'.

All Govt. depts. Increasing managerial posts

1. Between the year 2001 and 2008 number of Group-B employees in Central Govt Departments have increased to the tune of 35.65% from 1,59,517 to 2,47,822
2. This is despite of reduction of total number of employees to the tune of 24.5% from 38,76,395 to 31,11,610.
3. Group-B entry in all other Government departments happen either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group B starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs,4200 and Rs.4600

Present day Rly system need more managerial posts

1. During 3rd & 4th CPC days Railways were having high number of unskilled workforce with conventional work execution methods.
2. Over the years Railways have introduced lot of new technologies, upgraded its working system, and improved its productivity & safety through various methods.
3. Railway's 12th five year plan outlay is expected to increase to 5.5 lakh crore compared to Rs.60,600 crore during 10th plan and 1,94,263 crore during 11th plan.
4. Further, outsourcing of various activities and services involving crores of rupees has become prevalent in all the technical departments of Railways over the years.

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4. Effective execution of these out sourced activities need higher degree of functional, operational and administrative requirements.
5. All these warrants clear administrative reforms with higher number of managerial posts.
6. Service conditions in Railways keeping in view functional, operational and administrative requirements to ensure safe, effective & efficient train operations requires enlargement of management cadre as evidently accepted by Railway Board as per file notings made by Member Staff, Financial Commissioner, Additional Member Staff, Railway Board etc.
7. Ref-RB/RTI/2011/010029398/CPIO/43, dated 25.02.2013

PLIGHT OF ENGINEERING GRADUATES IN RAILWAYS

1. Engineering Graduates, who are selected for the Job through tough competition, join Railways as Direct Recruit SSEs in GP 4600 and are posted after one year rigorous training.
2. Highest entry qualification in the entire Government Group-C cadres.
3. Trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
4. **Their promotion opportunity confined to vacancies arising from 4200 Group 'B' posts.**
5. **That too after a stringent selection procedure which includes written test, interview & high standard medical test.**

SSE - SHOULDERS HIGHEST RESPONSIBILITIES

1. Supervises & Manages Junior Engineers, a large workforce of Technicians and other Staff engaged in
2. Production of Rolling Stock & Locomotives.
3. Repair and maintenance of Rolling Stock & Locomotives.
4. Installation, repair and maintenance of P.Way, Bridges, Numerous Railway buildings & other civil engineering assets.
5. Installation, repair and maintenance of Electric traction, distribution & other electrical assets.
6. Installation, repair and maintenance of Signal & Telecommunication & other assets.
7. Stringent Quality control through Chemical & metallurgical tests.
8. Maintenance of other allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & modernized.
9. Purchase, storage & delivery of materials worth of crores of Rupees

VERY PURPOSE FOR INDUCTION OF GRADUATE ENGINEERS IN GR-C HAS BEEN DEFEATED

1. For the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways.
2. To excel in the higher grade posts with the good experience in field level management.
3. By allowing the Graduate Engineers to get stagnated without any motivation at the recruitment scale itself, the basic purpose of induction of Graduate Engineers get defeated.

Demands in a nut-shell for career planning

1. Senior Section Engineers in Grade Pay of Rs. 4600 should be granted the Grade Pay of Rs. 5400 in PB-3.
2. All the SSE, CMS, CDMS & SE/IT be granted with Group-B gazetted status.
3. For better career prospects and higher level of management number of Gazetted posts should be increased.
4. Combined cadre restructure of Group-A, B & C.
5. To overcome the stagnation and to meet out the requirement of higher degree of supervision due to the introduction of modern technologies & more outsourcing – **New scale of In-charge senior supervisory official be introduced as part of cadre in the Grade Pay of Rs.6600.**

MACPS & TIME BOUND PROMOTION

1. Grant of financial up-gradation under MACPS scheme on promotional hierarchy - (*instead of Grade Pay hierarchy*) – as per judgment of various Courts and The Supreme Court of India.
2. Three financial upgradations under MACPS may be granted after 8, 16 and 24 years of regular service (instead of 10, 20 & 30 years at present).
3. Counting of Training Period of JEs as regular service for MACPS – as it is counted for Increment and seniority for LGS etc.

MACPS & TIME BOUND PROMOTION

4. Junior Engineers, CMAs & DMAs on the Railways be granted the 3rd Financial up-grading under MACPS to the Grade Pay of Rs.6600 after 30 years of regular service – at par with their counterparts in CPWD etc.
5. Direct Recruit Senior Section Engineers, CMS & CDMS on the Railways be granted the 3rd Financial up-grading under MACPS to Grade Pay of Rs.7600 after 30 years of regular service at par with their counterparts in CPWD etc.
6. Three time bound promotions after 4, 8 & 12 years of service to all Government employees.
7. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.

Allowances pertaining to the category

1. **Grant 10% of basic pay as arduous duty allowance** to all Open line staff and supervisors. –staff are exposed to adverse weather conditions
2. It is requested to recommend **Risk Allowance at the rate of 10%** of Basic Pay and it may be extended to Semi-skilled, skilled, supervisors and officers working in above mentioned areas - Risk is inherent and continuous in the occupational itself with adverse effects on health.
3. **Design Allowance to the JEs & SSEs** in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.

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4. In the present fast technological improvement scenario to attract intelligent and knowledgeable persons to Railway training institutions, the **Training allowance should be restored to 30 % of basic pay.**
5. IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

INCENTIVE SCHEME

1. Suitable Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots etc and left out areas of Production units & Workshops.
2. Special conditions of Service in the Railways including Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature etc. should be taken into account while finalising the Scheme.
3. All employee upto the level of SSE be included in the Incentive Scheme.

**All Demands pertaining to Central
Government Employees,
Railway Employees and
Technical Supervisors / Rail Engineers
were elaborately explained in the
memorandum submitted by
IRTSA on 26th May 2014
Which may please be considered by
Honourable 7th CPC**



THANK YOU

**Looking for another opportunity
To explain other demands**