

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/SCR/Memo

Date:

**Sri.
Honb'le Minister of State for Railways,
Camp Secundrabad**

Respected Sir,

Subject: Problems of Technical Supervisors / Rail Engineers on Indian Railways

It is pride and privilege for Technical Supervisors/Railway Engineer to welcome you as Minister of state for Railways. We express our fullest cooperation and hope Indian Railways will reach its new height in your able and eminent leadership.

We hope that last glory of Rail Engineers / Technical Supervisors of Railways will be restored by redressing some of our vital demands.

3500 Group "A" Officers, 2500 Group "B": officers and 55000 Group "C" Rail Engineers / Technical Supervisors are directly executing work from 8.4 lakh technical workers out of 13.5 lakhs Railway employees. This engineering family is the one direct force in making the system work day and night 24 hours in all 365 days of the year.

It is unfortunate that both 5th and 6th pay commissions has under estimated the significant and sensitiveness of the work content of the Rail Engineers / Technical Supervisors, their responsibility and accountability in the system. Many truthful situations went out of sight of both these pay commissions which let them either placing them on par with other supporting non-technical staff or even placed below the supporting staffs with respect to pay scales and hierarchy dignity.

It is the reason why Rail Engineers / Technical Supervisors are totally lost their self respect and status resulting in total frustration and mental agony.

Though there are several issues which are to be sought out we like to bring to your notice only one or two issues which are to be addressed in war foot as means of damage control exercise.

The following three vital issues are brought as under for your kind consideration and favorable actions.

ISSUE 1: REVISION OF GRADE PAY OF JUNIOR ENGINEER & SENIOR SECTION ENGINEER

ISSUE 2: CADRE STATUS OF GROUP-B (GAZETTED)

ISSUE 3: RECOGNITION OF IRTSA

ISSUE 1: REVISION OF GRADE PAY

The pay scales of Senior Supervising Engineers which was the highest exclusive scale till 1995, was diluted during 5th and 6th Central Pay Commission. The agitated Rail Engineers / Technical Supervisors have been continuously highlighting this retrograde situation to Railway board for the last 15 years by means representations agitations etc.,

Senior Section Engineers are demanding a grade pay of Rs.5400 in PB-3 and gazetted status and the Junior Engineers are demanding Rs.4800 in PB-2 with gazetted status.

The above demands are quite genuine if their position in hierarchy is taken in to consideration with respect to multi faceted volume of work, the working environments being hazardous in nature and the high degree of responsibility and accountability they hold in the system which only ensures safe running of trains day in and day-out and ensures comfort and punctual rail services to public.

It is quite illogical to treat this category with a Grade Pay which is equal to their supporting staff in the hierarchy or in some cases they are placed even less than them.

Junior Engineers (JEs) who supervise the work of Senior Technicians and responsible for their output are at present placed in the same Grade Pay of Rs.4200 which leads to the hierarchical confusion. Promotion from Senior Technician to JE also happens in the same Grade Pay after qualifying through stringent departmental selection, and they have to shoulder higher responsibilities as JEs.

JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are recruited through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for 1 year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc

Senior Section Engineers (SSEs) who are now in Grade Pay of Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. The Chief Office Superintendents working under the SSE, are also placed in the Grade Pay of Rs.4600 at par with SSEs.

Senior Section Engineer with the direct recruitment qualification of Degree in Engineering has to undergo on the job training of one year. In Accounts cadre as well as in Clerical cadre, Direct recruitment is in PB-1 with Grade pay of Rs.2800, in the Station Master cadre it is in Pay Band - 2 with the Grade Pay of Rs.4200. But still those of Accounts cadre have been allotted higher Grade Pay.

The common proposal by Ministry of Railways to upgrade the Grade Pay of Rs.4600 to Rs.4800 for all categories had been returned by Finance Ministry three or four times asking the Railways to clearly specify the posts which Railways want to upgrade. Instead of earmarking the above recommendations for Rail Engineers / Technical Supervisors, Board had been demanding the upgradation to all categories and same was not considered by Ministry of finance.

In agreement to the settled law that

a) An equal should not be over an equal;

b) 'Promotion' implies advancement to a higher grade; &

c) Supervisor should be in a scale higher than Supervised.

To restore the horizontal parity & vertical relativities following Grade Pays shall granted to the Technical Supervisors on the Railways:

- I. **Junior Engineers (JEs) may please be granted Grade Pay of Rs.4800 in PB-2;**
- II. **Senior Section Engineers (SSEs) may please be granted Grade Pay of Rs.5400 in PB-3.**

ISSUE 2: GAZETTED STATUS

Ratio of Gazetted to Non-Gazetted employees: According to the census of Central Government Employees published by Ministry of Labour and Employment, the overall ratio of Gazetted to Non-Gazetted employees is 1:20. In Railways - ratio was 1:114. The ratio of Gazetted to non-Gazetted in Ministry of Railways should also be improved on par with other Ministries to fully meet with the job requirements of the posts Technical Supervisors / Rail Engineers on Railways

Pay Commission recommendations & DoPT order not implemented in Railways Government of India accepted the recommendations of the Pay Commissions and directed all Departments of the Government to upgrade the posts to Group-B Gazetted. DoPT vide S.O.946(E), dated 9th April 2009 classified the posts in the scale equal to the Grade Pay of Rs.4200 and Rs.4600 to Group-B Gazetted. All Departments of Government of India including Ministry of Defence (except Railways) have implemented the DoPT's order and classified the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and Ministry of Defence granted Group-B (non-Gazetted) to the Junior Engineers (JE) in the grade pay of Rs.4200. But Railway Board did not implement.

Decision of Full Board kept in abeyance: The demand of Senior Supervisors over the years for grant of gazetted status was taken for consideration by the Board in between years 1999 to 2002 vigorously. The full board met several times and discussed the above issue and almost arrived a consensus for acceptance but it was pended to reduce the number of streams to simplify the selection procedure. Railway Board directed the Zonal Railways to do a quick review which never happened. It is to be noted that Senior Supervisors working in any departments including Ordnance Factories have been placed in Group "B" Gazetted cadre ever since 1992 itself. It is also to be noted that many categories even below the pay scales of supervising Engineers of Railways in other departments have been awarded this status for quite long time.

Hence it is high time that Railways especially when it is poised for expansion and to ensure public needs and to uplift country's economy as desired by GOI , have to seriously consider for placing the entire Supervising Cadre with Gazetted status.

**ISSUE 3: RECOGNITION OF INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION
(IRTSA)**

Rail Engineers / Technical Supervisors are the middle management category working between workmen and management. Ministry of Railways has recognized two forums viz; Group "A" and Group "B" forums. But it is reluctant to recognize a Forum for middle management even though board's recommendations to GOI is kept pending right from 1971. It is essential that the middle managers should have a separate forum for negotiation with administration since their issues and problems are totally different from workman whose case only are predominantly addressed by two recognized federations. The middle managers cannot opt for enrolling membership in both the federations and they are necessitated to join in one group while they cannot justify to the employees working under them who may belong to the other federation. We do not deny the federations being totally ignoring the aspiration of middle management , but many factual situations at many times could not be totally echoed by the federations due to many compelling reasons. Because of these peculiar situations, most of the genuine grievances could not come to surface whereby the frustration and dissatisfaction crippling them is touching the elastic limit. When there are two forums that can exist as recognized forums in officers category it is very much justified to recognize one more forum for middle managers.

Hence it is high time that GOI and Ministry of Railways may accept to grant recognition to IRTSA, a very old and constructive organization for four and half decades.

Thanking you Sir,

Yours faithfully,

**N.V.Ramanmurthy,
Zonal Secretary, IRTSA/SCR**

**Copy for Kind information
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Secretary, Railway Board, Rail Bhavan, New Delhi.
General Manager, SC.Rly – For kind information**