

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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13.03.2019

SUMMARY OF MEMORANDUM SUBMITTED BY IRTSA TO MS RAILWAY BOARD

REGARDING CLASSIFICATION OF POSTS OF TECHNICAL SUPERVISORS IN GROUP B GAZETTED

& FOR REVIEW OF REPORT OF THE COMMITTEE ON CLASSIFICATION OF POSTS ON RAILWAYS.

Reference: i) Railway Board's Letter No. ERB-I/2018/23/29 dated 12.06.2018

1. We seek your benign intervention on an issue of serious concern to over 67,000 Engineers/Technical Supervisors on Indian Railways in regard to their avenues of promotion and denial of classification in Group B (Gazetted) to them at par with their counterparts in other Central Government Departments including the Ordnance Factories, CPWD & MES etc.
2. A Committee was formed by the Railway Board to examine the issue of classification of Group C Posts in Group B vide Railway Board's Letter No. ERB-I/2018/23/29 dated 12.06.2018. But it is regretted that the much awaited Report of the Committee on Classification of Posts on Railways has not done justice and has unjustly proposed for classification of Posts in Grade Pay Rs.4600/Level 7 - on Railways - in Group B Non-Gazetted instead of Group B Gazetted on the Railways at par with the Technical Supervisors in other Departments.
3. In spite of having taken note of by the Committee, about the position prevailing in other Central Government Departments as compared to the Railways, the Committee has not accepted the demand for Classification of Posts of Senior Technical Supervisors (SSE etc.) in Level 7 in Group B Gazetted on the Railways - at par with other Departments.
4. Details of position prevailing in other departments are indicated below and the copies of the related orders, as referred to above) are attached herewith for ready reference regarding other Central Government departments classifying the counterparts of JEs as Group B (non-Gaz) & SSEs in Group B (Gaz) respectively:
 - i. Department of Defence Production & Supplies (MoD) had reclassified Forman (Technical) (in Pay Scale Rs.2375-3500 / now Level 7) from Group C to Group B (Gaz) as Junior Works Manager (Copy of order 13-4-1993 is attached as Annexure-2).
 - ii. Ordnance Factory Board (MoD) merged the post of Asst. Forman (Group B non-Gaz) Pay Scale Rs.6500-11500 with Junior Works Manager in Pay Scale 7450-11500 (now in Level 7) and classified both as Group B (Gaz), (Copy of order dated 4-2-2011 is attached as Annexure-3).
 - iii. CPWD classified all its posts based on DoPT notification, OM (Copy of order dated 25-10-2010 is attached as Annexure-4).
 - iv. DGQA (MoD) classified Scientific Asst, Asst Forman & Chief Draftsmen as Group B (Gaz), (Copy of order is attached as Annexure-5).
 - v. DGQA (MoD) classified Junior Technical Officer (Scientist) & Chief Draftsmen in Scale Rs.7450-11500 / Level 7 as Group B (Gaz), (Copy of notification dated 1-11-2009 is attached as Annexure-6).
 - vi. Nine Central Government departments had classified the posts of Junior Engineer (Civil, Mechanical & Electrical) as Group B (non-Gaz), Copy of Staff Selection Commission notice dated 17-11-2017 is attached as Annexure-7)
5. 7th CPC in its recommendations for Technical Supervisors in para 11.40.113 said that, "*there is some element of stagnation at the GP 4600 stage. Accordingly Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio*".

These Recommendations of 7th CPC for improving the avenue of promotion for Senior Section Engineers have not been considered by the Committee.

6. **Technical Supervisors play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture, repair, maintenance of Locomotives, Coaches, Wagons, P-Way Tracks, Signal & Telecommunication, Civil Engineering Works, Bridges, Power Houses, Over-Head Electrification and those of related spare parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, P-Way, Train Lighting & C&W Depots, Store Depots, and C&M Laboratories etc.**
7. **It is, therefore, requested that keeping in view the foregoing submissions, the following proposals for classification of posts of Technical Supervisors (as summarized in Annexure 1) may please be considered favourably for more effective quality control, better on the site management and safety on the Railways:**
 - i) **a) Senior Technical Supervisors working in Grade Pay Rs.5400/Level 9 & Rs.4800/Level 8 on Non-Functional Upgrading/MACP be classified in Group B Gazetted on personal basis;**
 - b) **Senior Technical Supervisors (sanctioned strength 44660) inGP Rs.4600/Level 7 be classified in Group B Gazetted;**
 - c) **Technical Supervisors (JEs, CMAs & DMSs with sanctioned strength of 22446)in Grade Pay Rs.4200/Level 6 be classified in Group B Non-Gazetted. (Number of posts of Technical Supervisors / Engineers which may be classified in Group 'B' (Gaz) and Group 'B' (non Gaz) is submitted in table in the annexure-1).**
 - ii) **Periodical (Combined) Cadre Restructuring of Posts in Level 6 to Level 9(including those of Technical Supervisors which are proposed to be placed in Group B and the existing Group B);**
 - iii) **Continuation of 20% Direct Recruitment of Engineering Graduates as SSEs on Railways, is required for effective introduction & implementation of continued modernization on Railways. However, adequate avenues of promotion be provided to them and to all Technical Supervisors through "time-bound-promotion" and periodic Cadre Restructuring;**
 - iv) **Introduction of DPC based system, as prevailing in other Departments, for Promotion from Level 7 to Level 8 onwards, to simplify the procedure and to speed up Gr-B (Gaz) selections;**
 - v) **Continuation of existing Allowances PLB, Workshop Incentive etc., as admissible to functional designation & Pay Level – as rightly recommended by the Committee, since the duties & responsibilities will remain the same after re-classification;**
 - vi) **The entitlement of Passes, ORH & other facilities need to be the same both for Group B Gazetted and Group B Non-Gazetted in the interest of natural justice;**
 - vii) **Senior Supervisors on the Railways do require a Forum to represent & for redressal of their grievances & problems to ensure adequate level of job satisfaction essentially required for effective discharge of their duties and responsibilities – as has been repeatedly emphasized by the Railway Accident Inquiry Committees (RAICs),Railway Reforms Committee and Railway Safety Committee etc;**
 - viii) **RRs (Recruitment Rules) for promotion to Group B be liberalized in line with the similarly placed Staff in other Central Government**

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GS/IRTSA**

Copy for information & wide publicity to all CEC Members, Zonal Secretaries and Sub-Unit Secretaries. A copy of the Memorandum on all related issues,submitted to MS Railway Board has been placed on the Website of IRTSA www.irtsa.net and may please be downloaded and widely circulated amongst the Rail Engineers.