

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329 under ITU Act, Website <http://www.irtsa.net>)

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No. IRTSA/Memo RB/Appointment/2018-11

Date: 11-12-2018

MEMBER STAFF,
Railway Board, Rail Bhawan, New Delhi – 110001.

Respected Sir,

Sub: Appeal against Discontinuation of Direct Recruitment to the posts of Senior Section Engineers & Request for Career Planning of Technical Supervisors on Railways.

Ref: Railway Board's letter No. E(NG)II/2018/RR/-1/31 (RBE:126/2018), dated 25.10.2018.

1. Railway Board through its letter cited above, has decided to provisionally discontinue direct recruitment in the posts of SSEs and said that it will be reviewed after one year.

2. We humbly request the Railway Board to withdraw this letter and rather do the career planning of the Technical Supervisors on the Railways in view of the following submissions:

3. In its endeavour to upgrade the human resources, Indian Railways made sensible changes in its recruitment policies on various occasions. Government of India also made a decision to eliminate Group 'D' recruitment. Keeping in view the large scale mechanisation of maintenance, modernisation and automation, it has been rightly decided by the Railways that future recruitment in technical departments will be made with minimum ITI qualifications for the Technicians.

4. To meet growing needs of technological advancement, modernisation & automation and train safety, Railways have been recruiting Graduate Engineers as Senior Section Engineers / SSE (C&W, Work Shop, Design & Drawing, P.Way, Bridges, Works, Signal, Telecommunication, Electrical, Power, OHE, Printing Press, etc.), Chief Depot Material Superintendent, Chief Metallurgical Superintendent and Senior Engineer/Information Technology.

5. Till now, Railways recruited Graduate Engineers in apex level of Group 'C', Pay Level-7. They do not have any promotional avenue within the cadre/seniority unit and have hardly any avenue of promotion to Group B due to extremely low percentage of just about 2% posts in Group B. All other categories are having some promotional avenue within the cadre/seniority unit or to the next higher Levels.

6. Railways have been doing Cadre restructuring of its staff periodically every 10 years within Group C and more frequently for Officers in Group A and from Group B to Group A. This had improved career progression for all cadres in Group A, Group B and Group 'C' as a result of upgrading and consequential increase in the percentage of posts in higher Pay Levels except the SSE in the apex Group C pay scale (Rs.840-1040/Rs.2375-3500/Rs.9300-34800 + GP 4600/Level 7).

7. Graduate Engineers & incumbents of SSE are the only left out employees to get any benefit from the cadre restructuring thus causing extreme stagnation at this level.

8. Most of the employees get 3 or 4 promotions or even more in their service in Railways – except the JEs & SSEs. It is pertinent that JEs with Diploma in Engineering with one year on the job training and SSEs with Graduate in Engineering with one year of “on-the-job” training - are getting stagnated in the Apex Group ‘C’ scale without any further avenue of promotion except in rare 1% cases. JEs enter in Pay Level-6 and get only one promotion to the Pay Level-7. SSEs with Graduate in Engineering qualification enter in Pay Level-7 and remain stagnant in the entry grade itself. Technical Supervisors rot at the Pay Level-7 throughout their career since they have very meagre number of posts in Group-B.

9. Great degree of confusion in the work hierarchy and order of command has been created in the technical departments of the Railways as in the Cadre Restructuring of Group ‘C’ done thrice on the Railways over the last nearly 30 years none of the posts of SSE in the apex Grade of Group ‘C’ was ever upgraded. Consequently the cadre of Technical Supervisors has become an inverted pyramid with no promotional avenues with 67% posts of Technical Supervisors in the apex Grade of SSEs (Senior Section Engineer) and 33% in the lower grade of Junior Engineers (JEs).

10. Sanctioned strength of Technical Supervisors in Railways is 59,149 (39,628 SSEs & 19,519 JEs). Promotional prospects of these Technical Supervisors & nearly one lakh running staff are limited to the vacancies arising out of 4,400 Group ‘B’ (Gaz) posts available in all four technical departments of Railways.

11. Large number of Posts have been upgraded over the years in Group A & B to ensure the career planning of the officers in those cadres but no such upgrading had been done in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernization on the Railways. The increase of duties & responsibilities of SSEs have been totally ignored.

12. In the present scenario of huge investments and fast & prompt completion of new projects, more number of Gazetted posts are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.

13. All Safety Committees on Railways urged for filling up of vacancies in all safety categories including Technical Supervisors to ensure safety in train operation. General Managers & PHODs are continuously pressing for filling up of all the vacancies of Technical Supervisors.

14. PCME’s, in the meeting held on 26th to 28th October 2018 at Kolkata, while discussing the safety & maintenance issues, have also recommended for lifting the ban on direct recruitment of Graduate Engineers as Senior Supervisors, as introduction of artificial intelligence etc. for efficient and reliable maintenance of rakes of Rolling Stock (and other related issues of safety and modernisation) require higher educational qualifications, training, competence etc. for senior supervisors.

15. 7th CPC in para 11.40.113 of its report pertaining to Technical Supervisors, said that, *“Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly it is suggested that Railway Board should consider enhancing the number of posts in the next higher level...”*

16. Arising out of these recommendations of 7th CPC, Railway Board submitted the following proposals to the Empowered Committee / Ministry of Finance, to place 29,721

posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200. Similar proposals have been made for SSE Design & Drawing, CDMS and CMS Railway Board to MOF (DOE) but further action is still awaited.

17. Stagnation & frustration among the Technical Supervisors on the Railways is an impediment in effective execution of administrative policies & plans, due to lack of executive powers of the Technical Supervisors who are the 'On the Spot Managers'. This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the Railway Accident Inquiry Committees as well as by the Railway Reforms Committee.

18. Railway Board is, therefore, requested to consider the following submissions:

a) Keeping in view the functional cum structural needs of Railways and the views expressed in PCME's meeting, Railway Board's letter No. E(NG)II/2018/RR/-1/31 (RBE:126/2018) dated 25.10.2018 for discontinuation of recruitment to the post of SSEs, may please be withdrawn.

b) Combined cadre restructure of Technical Departments including all posts in Group- A, B and C on Indian Railways be done to provide pyramidal hierarchical structure for effective middle level management.

c) An employee recruited as JE should have the career avenue up to JAG post and Graduate Engineer recruited as SSE should have the career avenue up to HOD posts.

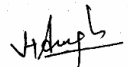
d) Adequate, increase in the number of Group B posts above the level of SSEs from the existing strength of 4400 posts to increase the promotional avenues and also to avoid hierarchical confusion in apex Group C.

e) Classification of all SSE, CDMS, CMS & Sr.Er/IT (presently in Level 7) in Group 'B' (Gazetted) – both in the interest of work, effective execution of their duties and responsibilities as well as per decision of the Government for classification of Posts.

f) Segregating the Loco Pilots from the pool of Technical Supervisors for Group 'B' selection. Work of Loco Pilots is totally different and related to train operation than technical & management. They are given undue advantage over the Technical Supervisors in the selection for Group 'B' in spite of higher technical qualifications, managerial skills and technical know-how of the Technical Supervisors. As such, their promotional channels may also please be separated

Thanking you in anticipation, with kind regards,

Yours' faithfully,



Harchandan Singh
General Secretary, IRTSA

Copy for information & necessary action to:

- i) Member Rolling stock, Railway Board, Rail Bhawan, New Delhi – 110001
- ii) Secretary (Establishment), Railway Board, Rail Bhawan, New Delhi – 110001