

## **OA 706/2013 – IRTSA-vs-UOI - Higher Grade Pay to JE & SSE**

### **Brief on the argument happened on 19.11.2015 at CAT Chennai**

#### **Argument placed by council on behalf of IRTSA**

- 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 the promotion from Senior Technician to JE is happening in the same Grade Pay of Rs.4200.
- 6<sup>th</sup> CPC placed Senior Technician below JE by recommending the Grade Pay of Rs.2800 for Senior Technicians.
- Basic recommendation of 6<sup>th</sup> CPC is that "Seniority of a post will depend on the grade pay drawn. This will invariably be more for a higher level post" got violated, by placing the Grade Pay of both junior post (Sr. Technician) and Grade Pay of promotion post (JE) as Rs.4200.
- 6<sup>th</sup> CPC observed that promotion & feeder cadres being placed in identical pay scale is anomalous and recommended that 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.
- Both 5<sup>th</sup> CPC & 6<sup>th</sup> CPC had recommended different Pay scale / Grade Pay for JE & Sr. technicians, by placing Sr. technicians pay scale / Grade Pay below that of JE. Respondents upgraded the pay scale / Grade Pay of Sr. technician on par with JE violating the principles of natural justice in that "supervisor should be placed in higher pay scale than those being supervised.
- This was agreed by Railway Board vide its letter No.E(NG)/I/99/PM7/3 dated 22.2.2005, para v) that 'the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE grade –I in scale Rs.5500 – 9000 instead of JE-II in scale Rs.5000-8000.
- In railways only Technical Supervisors are being recruited in the higher Grade Pay of Rs.4200 (JE) & Rs.4600 (SSE) with one year induction training.
- Respondent had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) as recorded in item-3 of Minutes of the Departmental Anomalies Committee (Railways) held on 01.06.2010. *"It was brought out in the discussion that Technical Supervisors have superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. They are also given induction training after recruitment for 18 months period which is very much longer compared to other categories...." .... "Accordingly, Technical Supervisors in pre-revised scales Rs.5000-8000 and Rs.5500-9000 may be allotted grade pay of Rs.4600. This is consequently to the proposal already referred to Ministry of Finance regarding grant of GP Rs.4800 to posts including Technical Supervisors in pre-revised scale of Rs.6500-10500 and 7450-11500.*

**The argument will continue on 23.11.2015**