

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA /Memo/ C&M/GP

Date:18-5-2011

**Shri Pranab Mukherjee,**  
**Hon'ble Minister of Finance,**  
Government of India,  
North Block, New Delhi.

**Respected Sir,**

**Sub: Appeal against serious injustice regarding Grade Pay of Chemical and Metallurgical Supervisors (CMSs & CMAs) on Indian Railways**

**Ref: i) Gazette notification No.470, Ministry of Finance G.S.R. 622(E) dated 29-8- 2008**  
**ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)**

1. We seek your kind intervention - in respect of serious injustice regarding the Grade Pay of **C&M Supervisors** on Railways as notified vide orders cited above & by the Sixth Pay Commission since we have not been able get justice so far in spite of numerous representations at various levels.

2. C&M Supervisors ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

3. It is regretted that the higher qualifications, duties, responsibilities and accountability that are linked directly to the safety of train operations were not considered while deciding their pay band & grade pay.

4. Common bunching of pay scales equated pay scale / Grade Pays of C&M Supervisors with the categories earlier in lower scales than them. Pay scales of categories - which were previously in lower pay scales - were placed even two Grade Pays above the C&M Supervisors. The category of C&M Supervisors which was in the highest pay scale among all Group-C employees (**as indicated in Annexure I & II**) has been humiliated by being placed in lower Grade Pay than the categories, which do not shoulder as much responsibilities as the C&M Supervisors.

5. CMAs have unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians – even though CMAs have higher qualifications of MSc/BE. This has greatly disturbed the vertical relativity in the cadre hierarchy and undermined both their qualifications as well as the nature of their work.

6. It is unfortunate that both 5th and 6th pay commissions had undermined the significance and sensitiveness of the work content of the C&M Supervisors, their duties, responsibility and accountability in the system. Many **decisive factors and criteria like 'higher professional qualifications', 'greater responsibilities', 'efficiency' as well accountability towards 'public safety' of the Railways were just ignored** by the Fifth Pay Commissions which placed them at par with other supporting non-technical staff. The Sixth Pay Commission had **placed the C&M Supervisors even below the supporting staffs** like the Accounts Staff, Teachers and Nurses - which were in the lower pay scales all through, but were placed even two grades higher than the C&M Supervisors (**as indicated in Annexure I & II**). thereby not only disturbing the existing relativity but even seriously hurting their dignity and status.

7. Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing technology. C&M Supervisors have to update their knowledge and skills and to acquire new ones to adapt to new technology and not only guide / train the staff working under their control for safe and efficient induction of new technologies but also to

effectively execute the same. While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased many folds.

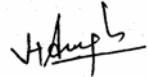
8. If the pay scales / Grade Pay of this vital category of C&M Supervisors which is having responsibility in safe and efficient running of trains, are kept lower than that of pay scales of the categories like Accounts Staff which are having supportive roles, it is bound to adversely affect their efficiency and in turn that of the Railways. Continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems. This humiliation is bound to create negative consequences if not redressed immediately.

9. It is regretted that even the recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways to the Ministry of Finance – made as long back as in 2009 - had not so far been accepted by the by the Ministry of Finance regarding the Grade Pay of **C&M Supervisors and for some other categories of Indian Railways**. The apathetic attitude of Railways / Government has created severe heartburn among this category which needs to be addressed early.

10. It is, therefore, requested that CMSs in the Grade Pay of Rs. 4600 may be granted the Grade Pay of Rs. 5400 and CMAs in the Grade Pay of Rs. 4200 may be granted the Grade Pay of Rs. 4800.

Thanking you. With kind regards,

*Yours faithfully,*



(Harchandan Singh)  
General Secretary, IRTSA

*Encls 2 Annexures*

*Copy for information & kind consideration to:*

1. Secretary Expenditure, Ministry of Finance, North Block, New Delhi.
2. Secretary Ministry of Personnel & Training, North Block, New Delhi
3. Member Staff, Railway Board, Rail Bhawan, New Delhi

**RECRUITMENT QUALIFICATIONS, TRAINING, JOB DESCRIPTION & RESPONSIBILITIES**

**I RECRUITMENT, QUALIFICATIONS AND TRAINING**

1. a) 50% posts of CMA-II(Pre-Revised scale of Rs.5000-8000) are filled up by direct recruitment through Railway Recruitment Boards with BSc(Chemistry) as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.  
b) Remaining 50% posts of CMA-II are promoted from Lab Assts-I(Pre-Revised scale of Rs.4500-7000) having long years of practical experience after passing a test conducted by RDSO.
2. a) 66.7% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by direct recruitment through Railway Recruitment Boards with Engg. Degree (Chemical/Metallurgy) / MSc(Chemistry)as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.  
b) 33.3% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by promotion of CMA-IIs
3. 100% posts of CMS-II (Pre-Revised scale of Rs.6500-10500) are filled up by promotion of CMAs-IIs.
4. 100% posts of CMS-I(Pre-Revised scale of Rs.7450-11500) are filled up by promotion of CMS-IIs.

**II Job Description**

1. Testing of materials and components for Mechanical/Metallurgical properties and Chemical compositions.
2. Testing of Paints & surface coatings used for corrosion prevention on Rolling stock & other useful assets.
3. Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.
4. Testing of Welding Consumables & Evaluation of Welders.
5. Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
6. Radiographic testing of Welds (Critical joints), Castings, Forgings etc.
7. Ultrasonic Testing of Wheel & Axle during manufacture & service.
8. Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs.
9. Process control in heat-treatments of Annealing/ Normalizing of Forged Components.
10. Process control in heat-treatments of Hardening and Tempering of Coiled Springs.
11. Inspection & certification of components at Firm's premises
12. Carrying out failure analysis of components used in Rolling stock and advising necessary corrective and preventive action to avoid such premature failure.
13. Control of monitoring of environment around Work premises to comply with the Standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHSAS - BS-18001/2007).

### **III RESPONSIBILITIES**

CMSs and CMAs are responsible for the following:

1. Timely testing of Materials and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
2. Procurement and maintenance of Stores
3. Inventory control and Material management.
4. Optimum utilization of Men and Material Resources & Safety through intensive Supervision and Quality Control.
5. Ensure Staff discipline, holding inquiries and effective house-keeping.
6. Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

### **IV Multifaceted Responsibilities – Attracts more punishment – Tough selection**

1. Multifaceted Duties & responsibilities combined with main Technical duties which decide the performance level & public face of Railways.
2. For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition etc CMS & CMA will be fixed invariably.
3. Will be taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
4. Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.

**COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO NURSING, TEACHING  
AND ACCOUNTS STAFF viz-a-viz CMS**

Sl. No	Post	Pre-revised scale (after Fifth CPC)	Upgraded Scale (after Sixth CPC)	Corresponding Grade Pay (after Sixth CPC)
1.	Staff Nurse	5000-8000	7450-11500	4600, PB-2
2.	Nursing Sister	5500-9000	7500-12000	4800, PB-2
3.	Asst. Nursing Superintendent	6500-10500	8000-13500	5400, PB-3
4.	Primary School Teacher – Gr-II	5500-9000	7450-11500	4600, PB-2
5.	Primary School Teacher – Gr-I	6500-10500	7500-12000	4800, PB-2
6.	Trained Graduate Teacher – Gr-III	5500-9000	7450-11500	4600, PB-2
7.	Trained Graduate Teacher – Gr-II	6500-10500	7500-12000	4800, PB-2
8.	Trained Graduate Teacher – Gr-I	7500-12000	8000-13500	5400, PB-2
9.	Section Officer (Accounts)	6500-10500	7500-12000	4800, PB-2
10.	Asst. Accounts/Audit Officer	7450-11500	7500-12000	4800, PB-2
11.	Accounts/Audit Officer	7500-12000	8000-13500	5400, PB-2
12.	<b>CMS</b>	<b>6500-10500 &amp; 7450-11500</b>	7450-11500	<b>4600, PB-2</b>

**INJUSTICE WITH CMAs SINCE 3<sup>rd</sup> CPC ONWARDS**

Many categories even in Railways in the scale of Rs.425 – 700 after 3<sup>rd</sup> CPC were elevated with two grade upgradation and placed in the scale of Rs2000 – 3200 by 4<sup>th</sup> CPC where as the CMAs were placed in much lower scale of Rs.1400 – 2300. Adding insult to injury 5<sup>th</sup> CPC did great in justice to CMAs and granted only Rs.5000 – 9000 while around 36 categories were placed with at least up gradation and in some cases even two grade up gradation. Sixth CPC had further degraded the CMAs

S. NO.	Post	3 <sup>rd</sup> CPC Rs.	4 <sup>th</sup> CPC Rs.	5 <sup>th</sup> CPC Rs.	GP in SCPC
1	Staff Nurse	425-700	1600-2660	5000-8000	4600
2	Nursing Sister	425-700	1640-2900	5500-9000	4800
3	Trained Graduate Teacher – Gr-III	425-700	1400-2600	5500-9000	4600
4	<b>CMA</b>	425-700	1400-2300	5000-8000	4200