



N F I R

# National Federation of Indian Railwaymen

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Affiliated to :

Indian National Trade Union Congress (INTUC)  
International Transport Workers' Federation (ITF)

No.VI CPC/Main/10/Pt.VIII

Dated:30.05.2012

The Chairman,  
Ministry of Railways,  
(Railway Board)  
New Delhi

Dear Sir,

**Sub: Grievances of Engineers, Technicians, & staff working in Civil, Mechanical, Electrical, S&T Engineering Departments etc., on Railways – demands reg.**

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The Group 'C' staff belonging to the category of Junior Engineers and above working in Civil, Mechanical, Electrical and S&T Departments have been representing for quite a long time against the disparities meted out to them as a result of implementation of recommendations of VI<sup>th</sup> Central Pay Commission. The demands raised by these staff appear to be justified owing to the fact that they continue to work under adverse conditions through out the year without caring to their personal & family comfort but are totally dis-satisfied. It goes without saying that there are nearly One lakh Technical Supervisors to handle and undertake a smallest to the biggest job on the system of Indian Railways. In all fairness their demands cannot be ignored without being heard and implemented in right perspective. Accordingly, the issues raised by these staff are discussed here-under for proper appreciation and for getting them resolved:-

## 1. Anomaly in fixation of Grade Pay

**1.1** The VI<sup>th</sup> CPC have granted entry Grade Pay of Rs.4200/- only in favour of JE-II whereas similarly placed Excise and Police Inspector have been placed in Grade Pay of Rs.4600/- as can be perused from the following table:-

S.No.	Designation	3 <sup>rd</sup> CPC	5 <sup>th</sup> CPC	6 <sup>th</sup> CPC
1	Excise Inspector	425 - 7000	6500 - 10500	PB – 2, GP 4600
2	Police Inspector	425 - 7000	6500 - 10500	PB – 2, GP 4600
3	Junior Engineer - II	425 - 7000	5000 - 8000	PB – 2, GP 4200

**1.2** The table above shows that until 3<sup>rd</sup> CPC, Excise and Police Inspectors were similarly placed as JE-II but in the 5<sup>th</sup> CPC and now again in the VI<sup>th</sup> CPC, discrimination and disparity has widened despite the fact that the Excise & Police Inspectors are non-technical and they are not required to possess technical diploma/degree but have been treated better than the staff in the category of JE-II. In case of JE-II, downward trend is quite visible. Demand of these staff assumes significance because of the fact that technical staff(JE-II etc) perform duties connected with the safety of train operation whereas staff of other categories are not performing safety duties but have been provided with higher GP of Rs.4600/-.

Demand of Technical Supervisors for GP of Rs.4600/- is fully justified and needs to be agreed to in all fairness.

**1.3** Like-wise Grade Pay of SSE needs revision in such a way that the JE after entering into Railways, get reasonably higher GP as SSE separately.

For justifying above demand, it can be seen that apex scale of pay for technical supervisors were placed as follows by the successive Pay Commissions from 3<sup>rd</sup> CPC upto 5<sup>th</sup> CPC:-

CPC	Scale of Pay of SSE
3 <sup>rd</sup>	Rs.840 – 1040 and 840 - 1200
4 <sup>th</sup>	Rs.2375 – 3500
5 <sup>th</sup>	Rs.7450 – 1150

Higher Grade to SSE in the technical category thus can not escape and should be considered for allotment accordingly. This however, seems more justified for following reasons:-

- Job assigned to technical supervisors require special & higher skills, demands higher education, higher intellectual level involving deep thinking & multi-tasking with fixed targets.
- The works accomplished by Technical Staff include; laying new tracks, renewal of existing tracks, connected laying and maintenances of signaling and telecom systems, electrical works of OHE, train lighting, maintenance of locos, coaches, freight bogies etc during all seasons where there are higher/lower temperatures of weather and rainy seasons when conditions many a times are rough & tough, and unbearable. These also include emergencies arising out of accidents and breaches when these staff normally work round the clock for weeks/months together.
- The Technical Supervisors available in Group 'C' is the only category equipped with technical skill and they are the only one to perform duties from one corner to the last corner of the Indian Railways.
- Actually the technical staff are the backbone in presenting the Indian Railways as one of the leading transport organization in the World under one umbrella.
- It is also worth-mentioning that in other Government Departments the Doctors and Engineers have been placed parallel to each other but the Technical Staff on Indian Railways have been treated just opposite and below even to non-technical staff of other Departments as compared to jobs done/Performed by them.
- Provision of higher Grade pay should be considered in favour of JE & SSE at par with similarly placed engineers in CPWD, MES and DOP, if not more.

## **2. Grant of benefit under MACP Scheme**

**2.1** After placing the JE in Grade Pay Rs.4600, which then turns into entry level, the benefit of MACPS needs to be extended in Grade Pay of Rs.4800, Rs.5400 and Rs.6600, which is totally justified.

**2.2** In this connection, reference made by NFIR vide letter No.IV/MACPS/09/Pt.5 dated 10.04.2012 may be connected and acted upon.

**2.3** The JE and SSE consequent to direct appointment through RRB and on compassionate ground appointments, have to undergo mandatory training prior to joining railways. Training varies from 1 year to 2 years. While considering the technical staff for extending benefit of MACPS their training period is not counted towards service. It is worth-mentioning that the training period is counted at the time of determining settlement dues. It is also pointed that training period of Group 'A' Officers is counted in the service even when granting them promotion. This discrimination is unjustified.

Railway Board should consider and issue instructions in this regard.

### **3.0 Re-naming of Drawing Cadre**

The Drawing staff working in all the technical departments are having diploma/degree in the respective disciplines. They also compete and participate in the Group 'B' Gazetted selections with other technical staff in each department against 70% to 30% quota vacancies. Thus they also need to be re-designated like other technical supervisors. Like wise their posts should also be shown under planning wing as preparation of maps and drawing is a part of planning process.

This should also be considered as it has sufficient merits. In this connection, reference made by NFIR vide letter No.II/49/Pt.II dated 30/03/2012 may be connected and action taken.

### **4.0 Ensuring non-surrender of works charged posts**

It is brought to the notice that in all the technical departments on Indian Railways, Group 'C' posts are created for durations like one year, two years etc for various projects to get the same completed within the target time. Recently, Railway Board have issued instructions to surrender all work charged posts. With these directions of the Railway Board, it has become increasingly difficult to manage and get the projects completed due to shortage of staff. On surrendering of the work charged posts, the staff go back to their cadres leaving projects unfinished. In place of surrendering work charged posts, Railway Board should have issued instructions to convert work charged posts into temporary posts which could later on be made permanent depending upon the actual requirement on completion of the projects. This exercise would help railways in managing the number of posts as also adjust the incumbents besides averting need for creating posts required to be created in the 'Open Line' at the time of handing over of the projects to the Division/Zone.

### **5.0 Creation of Group 'B' Gazetted posts in the technical departments**

Progression of Junior Engineer after recruitment in the Railways vis-à-vis other State Government services is shown in the table below:-

Dept/States	Post	Recruitment Scale	Gets Scale of XEN after	PB/GP in 6 <sup>th</sup> CPC
UP/Uttaranchal	Junior Engineer	5000 - 8000	Completion of 24 years service	PB-3 Rs.6600/-
Bihar/Jharkhand	Junior Engineer	5000 - 8000	Completion of 24 years service	PB-3 Rs.6600/-
MP/Chattisgarh	Junior Engineer	5000 - 8000	Completion of 28/25 years service	PB-3 Rs.6600/-
Railways	Junior Engineer	5000 - 8000	Not Assured	Not Assured

Here it is mentioned that where it is possible for a JE to get promotion up to the level of XEN, Senior Scale officer in the State Governments i.e. other than Railways such a situation/channel is not existing on Indian Railways for JE. It could, however be made possible if number of apex grade posts in Group 'C' are upgraded to Group 'B' Gazetted. To begin with 70% quota vacancies of Group 'B', as a temporary measure, may be earmarked for the SSEs, who could be selected and placed through modified procedure. The situation could thereafter be reviewed on analyzing the results. Railways may be beneficial in many ways, besides raising the level of staff satisfaction to a greater extent. This on the one hand will open channel for Engineers at Gazetted level, and on the other hand, the posts in Group 'B' may be filled without loss of time.

To give a ray of hope to the Technical Supervisors, orders should immediately be issued for elevation of 15% of apex Group 'C' posts to Group 'B' Gazetted, to honour the decision taken by the Railway Board with the Federations.

#### **6.0 Grant of higher Grade Pay to the Helpers /Cleaners working in Technical Departments vis-à-vis change of designations**

The staff working in the categories of Helpers/Cleaners in the Technical Departments are normally required to assist Technicians/JEs and required to perform duties having extra skills compared to other erstwhile Group 'D' staff. They have been given GP of Rs.1800 like peons etc. This is not justified.

In view of their specialized jobs, they should be given a minimum entry level GP of Rs.2000/-.

Apart from above, their designations may also accordingly be re-named as "Assistant Technician" which would be in line with the duties performed by them and will give them satisfaction, besides increase in their output. This has to be considered for decision as proposed.

#### **7.0 Norms/yard sticks for non-gazetted staff - Signalling Cadre – ESM, JE/SSE (Signal)**

Railway Board have recently laid down yard stick norms for non-gazetted staff belonging to the Signal Department vide letter No.2007/Sig/Non-Gaz/1/Norms dated 16/08/2010. Unfortunately these are not being followed on the Zonal Railways for creation of additional posts.

These norms should be followed scrupulously. In other departments where norms are not available, efforts should be made to undertake study in each Department on urgent basis and yard sticks fixed. At the same time, additional work likely to be increased by way of increase in the activities vis-à-vis workload at a station/place of work should also not lose sight off, at the time of creation of posts.

#### **8.0 Filling up vacancies in technical categories**

There is difficult situation in a number of sections/wings like Signal Cadre of S&T where majority of staff remains under lot of stress mainly due to over-burdened and feel sick. The situation is deteriorating due to non creation of sufficient no. of posts and due to continuance of vacancies for long durations. Apart from above, a sizeable number of staff are going to retire from Railway service in the years 2012, 13&14. Staff of each category in technical departments, on recruitment are required to undergo mandatory training ranging between 1-2 years. Process for filling up vacancies by promotion and direct recruitment should be initiated and completed soon, taking into accounts all factors, even by relaxing the parameters fixed for counting the vacancies due to the element of training and curtailment of training period, if required.

#### **9.0 Enlarge the para-meters of Safety categories – Technicians etc..**

The Technicians working in Electrical and Diesel Loco sheds do possess educational qualification of High School Pass+ITI identical to many categories such as Asst.Loco Pilots. They should be treated at par with such categories for all purposes including grant of special allowance besides including them in the list of Safety categories and bringing them within the scope of LARSGESS.

#### **10. Payment of incentive bonus to JE/SSE**

In the workshops PCO staff are not given incentive bonus, at par with shop floor. This needs to be reviewed.

#### **11. Stop privatization of Technical activities**

The working of the Technical Departments on Indian Railways is such that all the technical works are performed and accomplished by the specially in- house trained staff. These jobs cannot be completed to perfection by the outside agencies and may leave gaps/holes that may endanger safety of the traveling public, if done by the outside agencies.

In order to keep up the image of Indian Railways, no activity right from laying down of track to the running and maintenance of locos, coaches, freight wagons, railway station premises, safety infrastructure/equipment etc coming in the contact of general public should not at all be privatized.

#### **12. Working of Technical Supervisors**

The working of technical Supervisors is such that it does not fall in the purview of 'Excluded'. They are required to work in shift duties to take care of faults emanating in a particular shift. They should be given proper classification and made "continuous" under HOER.

13. It is also mentioned that the technical supervisors have been given excessive number of schedule inspections. In addition, they are required to participate in various drives launched by the Railway besides attending to emergency duties, accidents, derailments and breaches. Therefore, they do not have time to manage and deal with the matters pertaining to stores. There is thus sufficient justification for separate SSEs from the Stores responsibilities.

14. Summary of the demands analysed by the NFIR through 'Seedha Samvad' between the Technical Employees/Technical Supervisors and President/General Secretary, NFIR, held at Jaipur on 25/02/2012 are mentioned here under:-

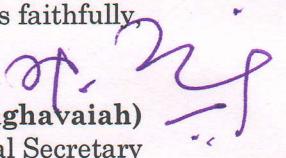
- Anomaly in Grade Pay of JE/SSE should be removed by providing higher entry grade pay in comparison with Departments of CPWD, MES, DOT etc.
- There should be higher grade pay to the Technicians than the present GP 1900/- as the recruitment qualification of Technicians is Matriculation + ITI + Training which is higher by all standards.
- The designations of Helper/Cleaner should be changed like "Assistant Technician."
- The Helper/Cleaner/Khalasi working with the Supervisors have to work harder and in tough weather conditions as compared to Office Peons etc, they are, therefore eligible for higher grade pay.
- Training period of technical staff should be counted for the purpose of benefit under MACPS.

- Since the Technical Supervisors are required to work as per fixed schedules, therefore, the 'Excluded' classification under HOER should be revised to "continuous"
- The uniform should be of branded make so that the employee wearing should feel proud in place of feeling uneasy and disheartened.
- Norms fixed for ESM, JE/SSE (Sig) have been circulated by the Railway Board but have not adopted by the Zonal/Divisional Administrations for implementation.
- Fifteen percent (15%) posts in Apex Group 'C' Grade Pay should be declared Gazetted (Group 'B') immediately as agreed to between the Federations and the Railway Board.
- Work of handling stores should be de-linked from the duties of SSEs and separate SSE (Stores) should be posted exclusively for dealing Stores.
- Due to unprecedented increase in the train services both passenger and freight necessitating change in the duty hours of Gatekeeper from EI to 8 hours shift duty i.e. continuous. This should be settled soon.
- Technical Staff should also be considered for Accident free award.
- In case of failure, the Signal Staff is carried to site by first available mode of transport by the Administration for attending failure. After attending failure they are neither provided resting facility nor any conveyance is provided to them to return to their Headquarters. This needs to be looked into.
- Workload is increasing and the vacancies are not being filled. There is need to take action for cadre review and at the same time action needs to be taken quickly to fill up the vacancies.
- Restriction imposed for payment of P.L. bonus on notional pay of Rs.3500/- should be removed immediately. Instead it should be paid on the basis of salary drawn.
- Accumulation of LAP during service should be allowed without any restriction (NFIR/PNM demand).
- Technical Staff i.e. Technical Supervisors, Technicians etc., have to attend & perform hazardous duties affecting their health due to fumes of diesel/lube oil and acids causing skin, respiratory problems etc, they should be compensated with special allowance.
- Washing Allowance should be paid to staff besides three sets of uniform and shoes of branded make.
- Only 21% Technical Supervisors posts in the Apex Scale of pay whereas in other categories, the percentage is higher. Apex Scale of pay posts of the Technical Supervisors should be enhanced.
- An employee recruited in the initial GP of Rs.1800/- is given first financial upgradation under MACPS in GP Rs.1900/- after 10 years and second upgradation in GP Rs.2000/- after 20 years and his career is blocked in GP Rs.2400/- after 30 years service. This is not congenial when compared to the staff of other categories, therefore, financial upgradation should be in the cadre hierarchy in place of Revised Grade Pay structure. Under the old scheme of 1999, the benefit was given in the promotion hierarchy.
- There should be time-bound promotions for all Technical Staff irrespective of their Grade Pay and Pay Band in which they are working in.
- AC and other technical staff escorting trains are not provided with resting facilities at the terminal stations. This is grossly unfair. They are also not provided Berth facility on the Train – NFIR/PNM demand be considered.

- Movement of all Technical Staff should be recorded in the Control Office when deployed to attend failures and to work in emergencies like accidents, derailment, breaches etc, to take care in case of mishaps.
- Scope of LARSGESS should be enlarged by including all Safety category posts of higher Grade Pay also and should be implemented lifting the conditions of cycles i.e. twice in a year.
- Merger of Technician -II with Technician-I Grade Pay Rs.2800/- - Agreement reached in June 2010 not implemented as the proposal is pending with Ministry of Finance – This should be expedited.
- ESMs who attend to failures are denied overtime on some zonal railways. It should be ensured that OT be paid when they perform extra hours of working.
- Duty/Rest Room should be provided for ESMs (NFIR/PNM demand).
- Cadre restructuring and upgradation should be ensured for all Technical categories without delay.
- Career Growth of Trackmen category – Joint Committee Report should be accepted and career growth ensured.
- Shoe Allowance for Trackmen category should be doubled.
- Gateman (Engineering & Operating) should be considered for payment of accident free award on the pattern of Loco Pilots/SMs etc.
- Trackman appointed after 1975 have not been made eligible for protective clothing (Over-coat) during winter season. This is unfair. Over-coat to Trackman during winter season should be supplied after every 2/3 years irrespective of their date of appointment.

Keeping in view the above issues, NFIR requests the Railway Board to arrange to redress the issues to the satisfaction of staff in Technical Departments and settle the grievances of the staff of Technical categories satisfactorily, so that the situation does not go beyond control.

Yours faithfully,

  
(M. Raghavaiah)  
General Secretary

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