

IR TSA SUBMITS MEMORANDUM TO EMPOWERED COMMITTEE ON 7TH CPC

HIGHLIGHTS OF MEMORANDUM TO CABINET SECY. GOI & CHAIRMAN, EMPOWERED COM.

Aggrieved by extremely adverse & unjust Report of the Seventh Pay Commission, IRTSA appealed to Empowered Committee on 7th CPC to suitably modify the recommendations especially in respect of major issues including those of the major injustice Reg. Pay Level and Classification of Posts of Technical Supervisors on Indian Railways and Reg. Fitment Factor, Allowances etc

1.1 PAY LEVEL OF TECHNICAL SUPERVISORS

7th CPC initially observed that Technical Supervisors on Indian Railways play a vital role in the safe and efficient running of trains, but the Pay Level 6 & 7 recommended for this vital category are not commensurate with their duties, responsibilities, accountabilities and job requirements. Pay Level of 8 for JE and 10 for SSE have been demanded with full justification – including Recruitment Qualifications, higher job requirements and decisions made in Departmental Anomalies committee to upgrade these posts to Grade Pay of Rs.4600 and Rs.4800 respectively..

1.2 UPGRADATION OF 33% POSTS OF SSE AS PRINCIPLE SSE & PLACING THEM IN LEVEL-11

7th CPC, accepted that there is stagnation at the stage of Grade Pay Rs.4600 (SSE) but it failed to consider the demand for upgrading the Posts of SSE in-charge to a higher grade as Principal SSE. There is lack of avenues of promotion (even for the Graduate Engineers entrant in GP 4600) since only 0.4% chances are available to them for their promotion. Great degree of confusion in work hierarchy and order of command due to inverted pyramid structure of cadre on account of non upgrading of posts of SSE to Group B.

Historically, pay scales of apex grade of Technical Supervisors were higher than Group 'B' & 'A' officers by the 3rd & 4th CPC. As such, 33% posts of SSE should be upgraded as Principal SSE.

1.3 Similarly placed Rail Engineers who have same recruitment qualifications as those of Technical Supervisors and who are working in CMT, Stores & Information Technology wings of Railways i.e. DMS, CMA & JE/ placed in level-8 of pay matrix and CDMS, CMS & Sr. Er/IT placed in level-10 of pay matrix recommended by 7th CPC.

2. COMMON FITMENT FACTOR NEEDS TO BE HIKED Fixation Benefit needs to be at least 40%. Multiple Factor may please be fixed at least (Pay+DA) + 40% of Pay + DA, ie. 3.15 times of 6th CPC basic pay.

2.2. EQUAL PAY RISE FOR PB-1, PB-2 & PB 3 AT PAR WITH PB 4 & HIGHER GRADES Pay of the Posts which have been given a lower Pay rise by 7th CPCs – including those in PB 1, PB 2 & PB 3 may please be given an equitable rise of 2.81 in higher Levels instead of 2.57, 2.62 and 2.67 respectively at lower levels.

3. INCREMENT

a) Rate of annual increment should be equal to 5% of basic pay. This is necessary to provide adequate motivation, incentive and additional emoluments to meet additional liabilities, as well as to compensate for the improved efficiency on account of experience etc. Pay matrix may please be revised keeping annual increment as 5% of basic pay.

b) On promotion and financial up-gradation under MACPS at least two increments may please be granted.

4. CLASSIFICATION OF POSTS OF SENIOR TECHNICAL SUPERVISORS - SSE, CMS, CDMS & SR. ENGR. (IT) IN GROUP 'B' (GAZETTED) - as per the recommendations of all previous Pay Commissions and DoPT's order thereafter and as per recorded views of Railway Board Members agreeing for classification of posts in GP 4200 in Group 'B'.

5. ELIMINATION OF STAGNATION OF GRADUATE ENGINEERS RECRUITED AS SSE, CMS & CDMS & Promotion of serving Engineering Graduates SSEs/CMS/CDMS to Group 'A' officers Cadre against 50% posts of in IRES & SCRA.

6. ALLOWANCES

S N	Nature of Allowance	Factor recommended by 7 th CPC	Factor proposed by IRTSA
1	Allowances that are paid in fixed amount not indexed with DA	2.25	3.15
2	Allowances that are paid in fixed amount indexed partially with DA	1.5	1.6
3	Allowances that are paid in fixed amount indexed fully with DA	No change	1.4
4	Allowances that are paid in percentage of Basic Pay	0.8	1

6.2. Breakdown Allowance: Breakdown allowance should be continued in Railways and it may please be paid equal to overtime calculation on hours worked for restoration of traffic/operations.

6.3. NH Allowance: National Holiday Allowance should be paid at least equal to one day wages. It should be paid for working on holidays including Sundays if the employees are not given compensatory rest.

6.4. PCO Allowance: Incentive system followed in Indian Railways is unique for its system & within Railway Budget. Hence 7th CPC's recommendations on PCO Allowance may please be ignored and the same be continued to be paid

at the existing rates of 15% & 7.5% of new basic pay respectively. PCO Allowance may please be extended to CMT, Stores, Design & Drawing and other left out areas.

6.5. Teaching Allowance: To attract more talented teaching faculties, teaching allowance should be paid @ 30% as proposed by Railway Board some times back. Eligibility for maximum period of five years recommended by 7th CPC should be ignored since many of Railway training institutes are having eight year tenure for teaching faculties.

6.6. Risk & Hardship Allowance: Risk & hardship allowance should be extended to sheds & depots and open line staff & Technical Supervisors as per medium & low risk factors of Risk & hardship Matrix recommended by 7th CPC.

6.7. Fixed Medical Allowance: Considering the high cost of medical treatment in old age FMA should be raised from the present level of Rs.500 pm to Rs.2000 pm and it should be paid to all the retired employees without any restriction.

6.8. Internet Allowance, Mobile Phone Allowance: Indian Most Railways employees are using their individual mobile and / or internet to perform the official duty. All the non-supervisory employees may please be granted with Rs.500 and Technical Supervisors may please be granted Rs.1000 as communication allowance. Or all supervisors may please be provided with CUG connections with free talk time of Rs.1000 per month.

6.9. Night Duty Allowance : Formulation of weightage of 10 minutes for every hour of duty performed between 22.00 and 6.00 hours may please be changed to 20 minutes for every hour of duty performed between 18.00 and 6.00 hours in view of hazards of work during Night Shift.

7.1. BENCHMARK PROPOSED BY 7TH CPC FOR MACPS

Unfair benchmark of "very good" proposed by the 7th CPC for the purpose of financial upgradation under MACPS may kindly be withdrawn and the same may be maintained as "Good".

7.2. FINANCIAL UPGRADATION UNDER MACPS AFTER EVERY 8 YEARS & IN CADRE HIERARCHY:

Financial up-gradation under MACPS after 10, 20 & 30th years is in any case very inadequate and may kindly be provided after maximum of 8 years of service at each Level in the Cadre hierarchy.

8. CGEGIS - Central Government Employees Group insurance Scheme

A one crore cover for 30 year old male did cost around Rs.30,000 in 2008, but one would be able to get the same cover today for around Rs.8000. But 7th CPC has made its recommendations exactly opposite to the trend in the market, instead of passing on the benefit to employees, 7th CPC recommended for taking away even meagre benefit extended in the form of contribution to CGEGIS.

Group	Existing		Recommended by 7 th CPC		Proposed by IRTSA (Based on Premium of LIC)	
	Monthly Deduction	Insurance Amount	Monthly Deduction	Insurance Amount	Monthly Deduction	Insurance Amount
A	120	120000	5000	5000000	2000	5000000
B	60	60000	2500	2500000	1000	2500000
C	30	30000	1500	1500000	500	1500000

9. PENSION & RELATED BENEFITS

9.1. Withdrawal of National Pension System/New Pension Scheme (NPS): and Restoration of existing Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon at appropriate rate.

9.2. Increase in the rate of Additional Pension and Family Pension to the old pensioners:

9.3 Additional Pension / Family Pension may please be paid at following rates- in view of gradual increase in the expenditure on Medical treatment and health care in old age:

- 10% additional Pension/Family Pension after 65 years of age
- 20% Additional Pension/Family Pension after 70 years of age
- 30 % additional Pension/Family Pension after 75 years of age
- 50% additional Pension/Family Pension after 80 years of age
- 70% additional Pension/Family Pension after 85 years of age
- 100% additional Pension/Family Pension after 90 years of age

10. Request for personal hearing to IRTSA: We request you to grant a personal hearing to IRTSA (Indian Railways Technical Supervisors Association) to enable us to personally explain the these foregoing points to the Implementation Cell on 7th CPC Report.