

डॉ. अमर पटनायक
Dr. Amar Patnaik
ଡଃ ଅମର ପଟ୍ଟନାୟକ



Member of Parliament
(Rajya Sabha)

- Member, Parliamentary Standing Committee on Finance
- Member, Joint Parliamentary Committee on Personal Data Protection Bill
- Member, Sub-ordinate Legislation Committee (RS)
- Member, Parliamentary Consultative Committee on Environment, Forest & Climate change

September 16, 2021

DEL/MPO/NPTY/REPN/2021-22/28

Dear Madam,

Subject: Pay level of Technical Supervisors-Junior Engineers (JEs) & Senior Section Engineers (SSEs) working in Railways. Request for Appointment with Hon'ble Minister for Finance

Indian Railways Technical Supervisors Association along with other association members met me today and explained the various problems relating to pay fixations faced by them since the last two pay commissions. They also explained that while several of their grievances have been gradually addressed, some grievances remained and a proposal in this regard has already been sent by the Railway Board to the Finance Ministry for approval.

In this connection, I request you to kindly give an appointment for them to meet you briefly for explaining the gift of their grievances for your kind indulgence.

A copy of the grievances is enclosed for your kind perusal.

Yours sincerely

Dr. Amar Patnaik

Smt. Nirmala Sitharaman
Hon'ble Minister of Finance
Government of India
North Block
New Delhi

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar, Padi,
Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



Harchandan Singh,
General Secretary, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
Email-gsirtsa@yahoo.com
(Ph:0172-2228306, 9316131598)

No. IRTSA/Memo 2021-14

Date: 15-09-2021

Smt Nirmala Sitharaman
Honorable Finance Minister
North Block, New Delhi-110001

Respected Sir,

Subject: Main issues of Technical Supervisors Junior Engineers (JEs) & Senior Section Engineers (SSEs) working in Railways.

Brief about the category

On Indian Railways system - Technical Supervisors, Junior Engineers (JEs) & Senior Section Engineers (SSEs) are Field Managers for Manufacture, Inspect, Repair and Maintenance of Rolling Stocks (Locomotives, Coaches, Wagons, EMUs, DMUs). Installation, Commissioning & Maintenance of Signal & Telecommunication Systems and equipment, Traction and Traction Distribution, Construction & Maintenance of all Buildings, Railway Tracks and Bridges etc.

Nearly every infrastructure on Indian Railways is a direct result of some form of Engineering. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the World.

They manage a large number of work force in all Production Units, Repair Workshops, Diesel / Electric Loco Sheds, EMU Car Sheds, Open Line Carriage & Wagon, Permanent Way, Bridges, Electric Traction, Electrical Power, Air Conditioning, Train lighting, Signalling & Telecommunication, Printing Presses etc.

Around 6.5 lakh Senior Technicians and Technicians of Grade - I, II & III and helpers are work under the Junior Engineers (JEs) & Senior Section Engineers (SSEs); apart from the above technical categories a large number of non-technical categories like Stores Clerks, Office Clerks, Office Superintendents and Chief Office Superintendents are also work directly under the JEs & SSEs and are supervised by them in execution of the above said work.

Main issues of Junior Engineers (JEs) & Senior Section Engineers (SSEs)

Specific major problems of the Technical Supervisors working in Indian Railways can be broadly categorised into four, they are

- 1) Unjustified Pay Level compared to the duties and responsibilities shouldered by this category for safe, punctual and comfort train operation and disturbance of horizontal parity and vertical relativity with other cadres.
- 2) Classification of posts as Group 'B' (Gaz.) on par with our counter parts in other Central & State Government departments.
- 3) Negligible career progression due to lack of promotional avenue & Anomalies in MACPS and
- 4) Hazardous & Strenuous working conditions and its related allowances.

1) Unjustified Pay Level compared to the duties and responsibilities shouldered by JE & SSE for safe, punctual and comfort train operation and disturbance of horizontal parity and vertical relativity.

Technical Supervisors (JE & SSE) are shouldering the direct responsibility of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Loco, P-Way, Bridges, S&T, OHE and other assets and equipment on the Railways.

Their main duties and responsibilities are

- (a) Creation of assets and their maintenance in Indian Railways
- (b) Responsibility of fitness for operational safety and safe working of all the assets.
- (c) Responsibility of achieving Production targets and Train schedules.
- (d) Inventory control, material management & their safe custody.
- (e) Ensures Optimum utilisation of Recourses.
- (f) Disaster management.
- (g) Human Resources Management, training of staff & maintenance of staff discipline.
- (h) Continuous upgradation of Technology & knowledge: - Technical Supervisors being the first level of management, control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and to guide / train the staff working under their control.

Railway Ministry based on decision taken in the Departmental Anomaly Committee through its OM dated 11.06.2010 asked for the approval of Finance Ministry to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800. Railways justified that, Technical Supervisors have superior recruitment conditions, duties & 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 operation. They are given induction training after recruitment which is much longer as compared to other categories. After prolonged delay CAT Chennai in an O.A. IRTSA Vs Union of India, directed Finance Ministry to consider the O.M of Railway Ministry. But Finance Ministry disposed it on very unjust and unreasonable grounds by subverting the basic facts and settled law.

Historically, pay scales allotted to Technical Supervisors are higher than the pay scales of all other departments including nurses, teachers and supervisors of accounts department. In due course of time, horizontal parity of Pay Scales of Technical Supervisors got affected by upgrading the Pay Scales of nurses, teachers and accounts supervisors without extending the upgradation to Technical Supervisors. Pay Scales of SSO/Accounts in 3rd CPC was Rs.500-900 (functional) and Rs.775-1000 (non-functional) was upgraded to GP Rs.4800 in 6th CPC and in 7th CPC Pay Matrix accounts cadre sanctioned non-functional Pay Level-9 (GP Rs.5400). Whereas Pay scales of Foreman / SSE who were in Rs.840-1040 during 3rd CPC were only allotted GP Rs. 4600 in 6th CPC and Pay Level-7 in 7th CPC. All other categories who were placed in Pay Scales one or two levels below SSE were brought on par with them and placed in Pay Level-7, severely disturbing relativity.

JEs who are supervising Senior Technicians are placed in same Pay Level-6, violating fundamental law "An equal cannot be over an equal, Promotion' implies advancement to a higher grade & Supervisor should be in a scale higher than Supervised".

Disturbance of parity & relativity in the pay scales of supervisors of Railways which is having multi-disciplinary functions in various departments are affecting the moral of supervisors and administrative efficiency. Disparity in Pay Scales of Technical Supervisors are affecting coordination & synchronization among the departments which are adversely affecting the work of Railways.

7th CPC recommended Pay Matrix with two dimensions, horizontal & vertical range. It recommended that on recruitment an employee joins at a particular Pay Level progress within the level as per vertical range. When the employee receives promotion, he progress one level ahead on the horizontal range i.e to the next Pay Level. In case of promotion to JE from Senior Technician promotion happens in same Pay level-6, advancement to next Pay level doesn't happen violating basic recommendation of 7th CPC.

Demand :- Government & Ministry of Railways should grant Pay levels 7, 8 & 9 for the category of Technical Supervisors. (Detailed memorandum enclosed as ANNEXURE-A)

2) Classification of posts as Group 'B' (Gaz.) on par with our counter parts in other Central & State Government departments.

The demand of Classification of posts as Group-'B' (Gaz.) is mainly pursued by JEs & SSEs in various fora. Classification of Senior Section Engineer (SSE) and other supervisory cadres as Group-'B' in Railways being deliberated in Railway Board for decades.

All the Departments of GOI had implemented the orders of the DoP&T regarding the Classification of posts except the Railways and they had classified the posts in the Grade Pay of Rs.4600 in Group-'B' Gazetted and the Posts in Grade Pay of Rs.4200 in Group-'B' (Non-Gazetted) as in the case of Ministry of Defence and CPWD etc., where Junior Engineers (JE) in Grade Pay of Rs.4200 have been classified in Group-'B' (Non-Gazetted). Ordnance Factory and other Defence establishments in which similar type of categories are available, have classified the post of Junior Engineer (JE) in Rs. 4200 Grade Pay as Group-'B' (Non-Gazetted) and Junior Works Manager in Rs. 4600 Grade Pay as Group-'B' (Gazetted).

It is pertinent to mention that Group-'B' in all other Government departments starts either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group-'B' starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs.4200 and Rs.4600.

Percentage of Group-'A' & Group-'B' Posts vis-à-vis Group-'C' is the lowest on the Railways as compared to all other Central Government Departments. In Railways Group- 'A' & 'B' constitute 1.5% of the total strength. Whereas in all India Government services Group- 'A' & 'B' constitute 11.90% and Group- 'C' accounts for 88.10%.

All the Railway Accident Inquiry Committees (RAICs) had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B' Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. But this had not been implemented, thereby, adversely affecting the safety on the Railways.

Long back Railway Board agreed with the fact that *"The percentage of Group-'B' officers vis-à-vis total workforce is merely 0.5% in Railways whereas it is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

Considering duties & responsibilities Railway Board agreed to classify Senior Supervisors as Group-'B' (Gaz.). Considering the factors such as duties & responsibilities, position in the hierarchy, various functional, operational, administrative considerations etc., in a note on 25.05.2007 Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-'C' to Group-'B' has been very marginal and is needed for enlarging the management category.

Then Member Staff also recorded that, whole Group-'A' cadre, Group-'C' cadre and Group-'D' cadre have been restructured and there has been reclassification of Group-'D' post to Group-'C' posts in large number of categories. But reclassification from Group-'C' to Group-'B' has been very marginal and is needed for enlarging the Management Cadre. Further notes made by Financial Commissioner (FC) also went on to justify the reclassification from Group-'C' to Group-'B' and financial concurrence was also given to the proposal.

The committee appointed by Railway Ministry in 2018, "To examine in detail the issue of granting Group-'B' status (Gazetted/Non-Gazetted) to various existing Group-'C' posts of Indian Railways (including implications and modalities) in line with DoP&T Order dated 09.11.2017", failed to understand the facts about the category of Technical Supervisors. The committee's recommendations for classifying around 70,000 posts in Group-'C' as Group-'B' (Non-Gaz.) only diluted the demand. The report in no one's favour was not implemented.

Classification of posts of Technical Supervisors as Group-'B' still remains a dream for the category despite of functional justifications and their counter parts in all other departments of GOI are classified as Group-'B'.

Demand

- a) The posts of Senior Section Engineers (SSEs) should be classified in Group-'B' Gazetted for greater efficiency, higher productivity and safety on the Railways.**
- b) The posts of Junior Engineers (JEs) should be classified in Group-'B' Non-Gazetted for greater efficiency, higher productivity and safety on the Railways. (Detailed memorandum enclosed as ANNEXURE-B)**

3) Negligible career progression due to lack of promotional avenue & Anomalies in MACPS.

3.1) Negligible career progression due to lack of promotional avenue

Senior Section Engineers (SSEs) in the category of Technical Supervisors were given no improvement in the Cadre Restructuring since 1984 and Junior Engineers (JE) are eligible for only one promotion in their cadre, in spite of manifold increase in duties and responsibilities of the Technical Supervisors / Rail Engineers

There has been no upgrading or Cadre Restructuring of the Apex Grade of Group-‘C’ ever on the Railways – (either in 1979, 1984, 1993, 2003 or 2013). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade of Group-‘C’ – especially amongst the Technical Supervisors / Rail Engineers on the Railways.

The post of SSE in the pay scale Rs.2375-3200 in 4th CPC, Rs.7450-11500 in 5th CPC, GP Rs.4600 in 6th CPC and Pay Level-7 in 7th CPC had not received any upgradation in the past five cadre restructuring exercises.

Most of the employees get 3 or 4 promotions or even more in their service in Railways, except JEs & SSEs. It is pertinent that JEs with Diploma in Engineering and one year training and SSEs with Graduate in Engineering and one year on the job training - are getting stagnated in the Apex Group-‘C’ scale without any further avenue of promotion except in rare 2% cases. JEs enter in Pay Level-6 will get only one promotion to Pay Level-7. SSE with Graduate in Engineering qualification enters in Pay Level-7 and will remain stagnant in the entry grade itself. The JEs & SSEs rot at Pay Level-7 throughout their career since they have very meager number of posts in Group-‘B’ (Gaz.).

In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 3450 Group-‘B’(Gaz.). posts for 7.77 lakh posts of Group-‘C’ & erstwhile D, i.e. just 0.44% posts are available in Group-‘B’(Gaz.). as indicated in the table below:

Analysis of Staff Strength in the Technical departments of IR as on 31st March 2019

	Gr-A	Gr-B	Gr-C	Gr-D	Total	% Gr-A	% Gr-B	% Gr C & D
Engineering	1654	1401	235462	44211	282728	0.59%	0.50%	98.92%
S&T	685	589	52201	4571	58046	1.18%	1.01%	97.81%
Mechanical	946	544	258496	7941	267927	0.35%	0.20%	99.44%
Electrical	812	558	146512	7784	155666	0.52%	0.36%	99.12%
Stores	494	355	16886	3388	21123	2.34%	1.68%	95.98%
Total	4,591	3,447	7,09,557	67,895	7,85,490	0.58%	0.44%	98.98%

(Ref: Indian Railways Annual Statistical Statement for the year 2018-19)

In fact, number of Group-‘B’ (Gaz.) posts (promotional avenue for JE & SSE) in Technical departments of Railways had witnessed negative growth. It was reduced from 4274 to 3447 between the year 2009 and 2019. Thus strength of Group-‘B’ (Gaz.) posts was reduced by 20% in a period of ten years.

After the implementation of 6th CPC recommendations number of supervisory levels in Railways was reduced to two from four. This has reduced the administrative efficiency and severely affected the promotional avenues amongst the Technical Supervisors.

To improve the promotional avenue, in para 11.40.113 pertaining to Technical Supervisors 7th CPC recommended that Railway Board should consider increasing number of posts in next higher level. Ministry of Railways not taken any action on the recommendation of 7th CPC which is exclusive for SSE.

Demand

To avoid the serious discontent and dejection among the Technical Supervisors in Railways and to improve the level of supervision for smooth functioning of Railways, Pay Level-8 (GP Rs.4800) functional and Pay Level-9 (GP Rs.5400) need to be introduced.

3.2) Anomalies in MACPS.

MACP Scheme is supposed to bring relief to the stagnant employees in one grade for more than 10 years. But the scheme has created many new anomalies and several cases are filed across the country in Central Administrative Tribunals, High Courts & Supreme Court. DoPT the nodal department is not considering the merit of the cases adequately in coordination with respective ministries or departments. Government is refusing to implement the Judgements of Tribunals and Courts including that of Hon'ble Supreme Court. Technical Supervisors category demanding to resolve the following four main demands immediately.

- i. Implementation of MACPS w.e.f.01.01.2006.
- ii. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & other benefits.
- iii. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
- iv. Withdrawal of unfair Benchmark of "Very Good" implemented after 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as "Good"

Demand

In coordination with all Central Government Departments DoPT may please address all major anomalies of MACPS in time bound manner and judgements given by Tribunals and Courts may please be accepted and implemented without any delay.

4) Hazardous & strenuous working conditions and its related allowances.

The duties of open line JEs & SSEs are arduous in nature. They are working in open to Sky environments. Today in most of the areas in open line, the staff strength is lesser than the benchmark. Whenever new trains were introduced a proportionate addition of manpower was not done adequately. This results in more stress on existing staff strength.

On the Railways, especially in P.Way, Bridges, OHE, S&T, open line depots and yards, in all-weather 24X7 working, exposure to hot sun, heavy rain, cold climate and unhygienic open to sky work areas particularly, presence of human excreta and other non-biodegradable wastes are posing continues inherent health risks as part of their occupation itself, that cannot be eliminated.

There are other areas which are having continuous inherent risk in their occupation – for example, In Welding shops, Paint shops, Forge & Smith shop, Electroplating shops in Workshops and Production Units of Indian Railways having adverse effects of health. In Diesel shed exposure to high noise to the decibel level of 180, working temperature around 50 degree centigrade and air pollution beyond permissible levels. C&M area staff are exposed to radiations like X-ray and many Chemicals.

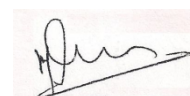
Operation of Safe and punctual of trains and its maintenance cannot be overlooked on staff exposure to adverse weather conditions and work hazards.

Demand

Grant of Risk & Hardship allowance for JEs & SSEs as applicable from the Risk & Hardship Matrix recommended by 7th CPC.

Thanking you in anticipation, with kind regards,

Yours' faithfully,



**M. Shanmugam
Central President/IRTSA**

Copy for favourable consideration and necessary action to:

1. **Chairman & CEO Railway Board, Rail Bhawan, New Delhi - 110001**
2. **Director General (HR), Railway Board, Rail Bhawan, New Delhi - 110001**
3. **Secretary, Railway Board, Rail Bhawan, New Delhi - 110001**

Sub: Pay Level of Technical Supervisors in Railways.

We submit one our long pending demand of justified pay level for Junior Engineers & Senior Section Engineers working Railways for your kind perusal.

1. On Indian Railways system - Technical Supervisors are field managers for manufacture, repair and maintenance of Locomotive powers, Rolling Stocks (Coaches, Wagons, EMUs, DMUs) and installation and maintenance of S&T Systems and equipment, Traction and Traction Distribution, construction & maintenance of all Buildings, Railway Tracks and Bridges etc.
2. They manage a large number of workers (i.e. Technicians) in all Production Units, Repair Workshops, Diesel / Electric Loco Sheds, EMU Car Sheds, Open Line Carriage & Wagon, Permanent Way, Electric Traction, Electrical Power, Air Conditioning, Train lighting, Signaling & Telecommunication, and Printing Presses etc.

<p>Senior Section Engineer (SSE) (Level-7)</p> <p>↓</p> <p>Junior Engineer (JE) (Level-6)</p> <p>↓</p>	<p>Technical Supervisors with sanctioned strength of 59,000 are responsible for safe and efficient running of Trains through front line supervision and management of production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, Buildings & Works, Signal & Telecommunication systems, traction & distribution, etc.</p>
<p>Senior Technician (Level-6)</p> <p>↓</p> <p>Technician Gr-I (Level-5)</p> <p>↓</p> <p>Technician Gr-II (Level-4)</p> <p>↓</p> <p>Technician Gr-III (Level-2)</p> <p>↓</p> <p>Helper (Level-1)</p>	<p>Around 7 lakh Senior Technicians and Technicians I, II & III and helpers work under JEs & SSEs; apart from above Technical categories a large number of Non-Technical categories like Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent also work directly under the JEs & SSE and are supervised by them in execution of the above said work</p>

3. Technical Supervisors i.e. *Senior Section Engineers (SSEs) & Junior Engineers (JEs)* on the Railways have been unjustly placed in the Grade Pay of Rs.4600 (Level-7) and Rs.4200 (Level-6) respectively which are the same as those of the employees working under them, which violates the basic principle of law of natural justice - upheld by various Court including by the Hon'ble Supreme Court of India that –
 - a) 'Promotion' implies advancement to a higher grade;
 - b) Supervisor should be in a scale higher than Supervised &
 - c) "An equal cannot be over an equal"
4. Position of JEs & SSEs on the Railways is unique and not comparable with any other Ministry or Department in view of the higher qualifications on the Railways, onerous nature of work and higher responsibilities and above all the vertical and horizontal relativity which got distorted due to the staff working under them being placed in the same Grade Pay / Pay level at par with them thus disturbing the line of control and violating the settled law of justice.
5. Historically, pay scales allotted to Technical Supervisors are higher than the pay scales of all other departments including nurses, teachers and supervisors of accounts department. In due course of time, horizontal parity of Pay Scales of Technical Supervisors got affected by upgrading the Pay Scales of nurses, teachers and accounts supervisors without extending the upgradation to Technical Supervisors. Pay Scales of SSO/Accounts in 3rd CPC Rs.500-900 (functional) and Rs.775-1000 (non-functional) was upgraded to GP Rs.4800 in 6th CPC and in 7th CPC Pay Matrix

accounts cadre is sanctioned with non-functional Pay Level-9 (GP Rs.5400). Whereas Pay scales of Foreman / SSE who were in Rs.840-1040 during 3rd CPC were only allotted GP Rs. 4600 in 6th CPC and Pay Level-7 in 7th CPC. All other categories who were placed in Pay Scales one or two levels below SSE were brought on par with them and placed in Pay Level-7, severely disturbing parity.

6. Disturbance of parity in the pay scales of supervisors of Railways which is having multi-disciplinary functions in various departments is affecting the moral of supervisors and administrative efficiency. Disparity in Pay Scales of Technical Supervisors is affecting coordination & synchronization among the departments which is adversely affecting the work of Railways.
7. **7th CPC recommended Pay Matrix based on functional hierarchy, which is not followed between JE & Sr. Technician,**
 - a. In Para 5.1.21, 7th CPC recommended that Pay matrix comprises two dimensions, “horizontal range” in which each level corresponds to a ‘functional role in the hierarchy’ and has been assigned the numbers 1, 2, and 3 and so on till 18. The “vertical range” for each level denotes ‘pay progression’ within that level. These indicate the steps of annual financial progression of three percent within each level.
 - b. In Para 5.1.22, on recruitment, an employee joins at a particular level and progresses within the level as per the vertical range, based on annual increments till the time of their next promotion.
 - c. Para 5.1.23 When the employee receives a promotion or a non-functional financial upgrade, he/she progresses one level ahead on the horizontal range.
8. **Sixth Central Pay Commission recommended that “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”. The same principle was followed by Sixth Central Pay Commission by recommending the Grade Pay of Rs.2800 for Senior Technicians, below the JE Grade Pay. But later Government / Ministry of Railways upgraded the scale of Master Craftsmen (Senior Technicians) without correspondingly upgrading the scale of Chargemen (Junior Engineers/JEs).
9. JE-II in the pre-revised scale of Rs.5000-8000 and JE-I in the pre-revised scale of Rs.5500-9000 have been merged and granted the Grade Pay of Rs.4200 as recommended by the Sixth Pay Commission and Senior Technician is now equated with then JE-I.

Desg	Hierarchy	5 th CPC Recomm	Scale changed after 5 th CPC	6 th CPC Recomm	GP changed after 6 th CPC	Pay Level in 7 th CPC pay matrix
JE-I	↑	5500-9000	5500-9000	GP	GP	Pay Level -6
JE-II	↑	5000-8000	5000-8000	4200	4200	
Sr. Tech	↑	4500-7000	5000-8000	GP 2800	GP 4200	Pay Level -6

10. **Supreme Court Judgement says promotion not only covers advancement to a higher position or rank but also implies advancement to a higher grade.**
 - a. As per law and definition of promotion has been dealt with by the Hon'ble Supreme Court in State of Rajasthan vs. Fateh Chand Soni (1996 (1) SCC 562 and in Union of India & Ors. Vs. Pushpa Rani, (2008 (9) SCC 242), that promotion would entail discharge of higher duties and also upgradation in the pay scale. In State of Rajasthan Vs. Fateh Chand Soni case it has been held as under:
 - b. “In the literal sense the word “promote” means “to advance to a higher position, grade, or honour”. So also “promotion” means “advancement or preferment in honour, dignity, rank or grade”. (See: Webster’s Comprehensive Dictionary, International Edition, p.1009). “Promotion” thus not only

covers advancement to a higher position or rank but also implies advancement to a higher grade. In service law also the expression “promotion has been understood in the wider sense and it has been held that “promotion” can be either to a higher pay scale or to a higher post”. (See: Union of India & Anr. V. S.S. Ranade, 1995 (4) SCC 462 at p.468.” The above view has been reiterated in Union of India & Ors. v. Pushpa Rani case.

11. Senior Section Engineers (SSEs) who are now in Pay Level-7 / GP Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. The Chief Office Superintendents working under the SSE, have been also placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard of the settled law that an equal should not be over an equal; & Supervisor should be in a scale higher than Supervised.
12. After the implementation of Sixth Central Pay Commission - the SSE with the direct recruitment element of Degree in Engineering had been allotted the Grade Pay of Rs.4600, whereas the apex scales of some of the other categories i.e. Teachers, Nurses and Accounts Staff were now placed in the Grade Pay of Rs.4800/ Rs.5400 and even higher – disturbing the vertical relativity, in complete disregard to the Qualifications, Training, Duties & Responsibilities of the SSE towards ensuring the safety and efficiency of the Trains & its related operations, repairs, maintenance and production processes.
13. **Railway Board send proposals to Finance Ministry to upgrade GP / Pay Level of Technical Supervisors.**
 - i. Railway Board in its proposal to the empowered committee of secretaries / Ministry of Finance had proposed to place 29,721 posts of (50% of sanctioned strength) Technical Supervisors in the Grade Pay of Rs.4800 out of total sanctioned strength of 59,147. (Annexure-A1)
 - ii. Railway Board through its OM No.PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010, asked for the approval of Finance Ministry to upgrade the Grade Pay of JE to Rs.4600 and SSE to Rs.4800 based 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 and higher induction training.
14. **It is, therefore, requested that – (keeping in view the submissions made heretofore – especially the need to restore the horizontal parity & vertical relativities) Pay level-7, 8 and 9 may please be granted to the Technical Supervisors on the Railways.**

For any information/query case id is 00144

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

No. PC-VII/2017/RTI/39

New Delhi, dated: 27/03/2017

To,

Mr. K. V Ramesh,
G3, Likith Homes,
3-Lakshmanan Nagar west Street,
Peravallur, Chennai
PIN: 600082

Sub: Information sought under Right to Information Act, 2005.

Dear Sir,

Kindly refer to your RTI application dated 01.03.2017 seeking information under Right to Information Act.

The reply in respect of your application is enclosed herewith.

However, in case you are not satisfied with the above information, you may prefer an appeal within 30 days as provided in the Act to the Appellate Authority, EDPC-II, Room No. 338A, Railway Board, DFCCIL Building, Pragati Maidan Metro Station Complex, New Delhi – 110001.

Encl: As above


(M.K. PANDA)
CPIO-46 & JDPC
RAILWAY BOARD

For the information of applicant:

You can file online RTI application through website- www.rtionline.gov.in. Reply will reach directly in your registered account. This system is totally paperless, time saving (file application online from anywhere in India), money saving (no need to send application by registered/speed post or by hand), available 24*7, day to day report of application shown in your registered account and alerts will also reach on your registered mobile number.

No. : MORLY/R/2017/00144

Sub: Information sought by Mr. K. V Ramesh under RTI Act, 2005.

Item No.	Information sought by party	Ministry's response	Annexure
a-b	As in application	Copy of proposal submitted to Empowered Committee of Secretaries headed by the Cabinet Secretary on pay of Technical Supervisors JE & SSEs is placed at <i>Annexure-I</i> .	Annexure-I (7 sheets)
c-d	As in application	The details of specific actions taken by Empowered Committee of Secretaries on the proposal regarding pay of Technical Supervisors JE & SSEs are not available with Ministry of Railways. However, consequent to deliberation on various proposals submitted to the E-CoS, Government of India has accepted the recommendations of 7 th CPC vide Ministry of Finance's resolution dated 25.07.2016 (No. 1-2/2016-IC) wherein no amendment w.r.t Pay Structures has been proposed in respect of pay of Technical Supervisors to the recommendations of 7 th CPC.	

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Section Officer/PC-VII

Annexure-I

Annexure-I

Sl. No.	Recommendation of the 7 th CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is Yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation not directly concerning the Dept.
(ii)	Section Officers of Accounts Department 7 th CPC vide para 11.4.83 of its recommendations have recommended Level 9 (PB-2, GP-5400) as non functional grade to Senior Section Officers of Accounts Department.	Para 11.40.83	Yes	Implementation of the 6th CPC needs to be rectified. Detailed proposal in this regard is enclosed as Annexure -I. The present proposal will supplement the earlier proposal on this issue conveyed vide this Ministry's O. M dated 06.04.2016. It had been advised vide this Ministry's O. M dated 06.04.2016 that E - CoS may review the recommendation of 7 th CPC to grant Level 9 (PB-2, GP-5400) as NF grade to SO of Accounts Dept. The said recommendation has now been reviewed and Ministry is of the view that the recommendation of 7 th CPC can be accepted.			
(iii)	Pay Structure of Supervisors/Technical Supervisors of Officers of all Departments other than Accounts Department	11.40.104 to 11.40.113	Yes	On implementation of the recommendations of the Sixth CPC, the historical parity that existed between SOs of Accounts Department and Supervisors of Non Accounts departments in Railways got disturbed thereby causing serious resentment & demoralisation amongst technical supervisors/ supervisors of non accounts department.	National Federation of Indian Railway Men (NFIR) and All India Railway Mens have requested for grant of Level 8 (PB-2, GP-4800) to supervisors of all departments other than accounts.	Views of Ministry have been furnished in Annexure II	NA

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Sl. No.	Recommendation of the 7 th CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation directly concerning the Dept.
				<p>Further, due to merger of various pay scales recommended by 6th CPC, the number of supervisory levels, which used to be in four grades, got reduced to two levels. It is viewed that this has adversely affected administrative efficiency and also lead to reduced promotional avenues amongst the supervisors.</p> <p>In view of the fact that Ministry of Railway being a multi-disciplinary organization; maintaining historical horizontal and vertical relativities between different categories is absolutely essential and in order to avoid serious discontentment and demoralization amongst the supervisors of other departments in Railways, it is suggested that past relativities (pre 6th CPC) that existed between the accounts and non accounts departments in Ministry of Railways needs to be maintained. Furthermore; it is also significant to note that 7th CPC vide para 11.40.113 of its report (pertaining to technical supervisors) has recommended that Railway Board</p>			

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Sl. No.	Recommendation of the 7 th CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation directly concerning the Dept.
(ii)	Upgradation of pay Mail/Express Loco Pilots.	11.40.5 6 to 11.40.6	Yes	<p>should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind. Keeping in mind these facts M/o Railways suggests that a portion (75%) of Supervisor posts currently in GP Rs. 4600 may be upgraded to next level i.e. GP 4800 which will continue to be classified as Group 'C' post. This would be applicable to all Group 'C' supervisory categories where apex level is GP- 4600 and would result in a three level supervisor cadre (GP 4200, 4600 & 4800) instead of current two level structure. This suggestion is linked to M/o Railway's suggestion at S. No. 1 above granting GP 5400 in PB-2 (Level-9) to 20% Group 'B' cadre of all departments in Railways instead of Level-8 (GP 4800, PB-2). Detailed proposal is enclosed as Annexure-II</p>	The Railway Federations AIRF and NFIR have demanded Upgradation of the pay scales	Views of Ministry have been	NA

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Annexure-II

Proposal of Ministry of Railways w.r.t recommendations of 7th CPC regarding Technical Supervisors

Historical background of the case :

1. On the recommendations of the 6th CPC, as accepted by the Union Cabinet, the SO/SSOs of organized Accounts Services were granted PB 2, GP 4800. On the other hand, the Supervisors of departments other than Accounts Department were placed in GP.4600 in PB-2.

1.1 Traditionally, in Indian Railways the pay scales allotted to Supervisors of other operational departments have been higher/same as the pay scales of supervisors of the Accounts Departments indicated in table 1 & 2 below :

Table 1 – Comparison of Tech. supervisors with SO/SSOs of accounts Dept.

Category	III CPC Scales	IV CPC Scales	V CPC Scales	From 7.3.2003*	VI CPC Scales
Section Officer / Sr. Section Officer -Accounts	Rs 775-1000 (Non-functional Selection Grade granted on personal basis) Rs 500-900 (functional grade)	2000-3200 (w.e.f. 1.4.87)	6500-10500	7450-11500	PB-2, GP 4800
Foreman / SSE / Station Superintendent	840-1040	2375-3500	7450-11500		PB-2, GP 4600
Section Officer Accounts	500-900	1640-2900	5500-9000	6500-10500	PB-2, GP 4800
Asstt. Foreman/SE / Dy. Station Supdt.	700-900	2000-3200	6500-10500		PB-2, GP-4600

* Improvement of scales.

Table 2 – Comparison of Ministerial cadre supervisors with SO/SSOs of accounts Dept.

Category	III CPC Scales	IV CPC Scales	V CPC Scales	From 19.2.2003	VI CPC Scales
Section Officer/ Sr. Section Officer (Accounts)	775-1000 (Non-functional Selection Grade on personal basis)	2000-3200 (w.e.f. 1.4.87)	6500-10500	7450-11500	PB-2, GP 4800
Chief Office Supdt.	-	-	7450-11500		PB-2, GP 4600
Office Supdt. Gr I	700-900	2000-3200	6500-10500		PB-2, GP 4600
Accountants / Section Officer (Acs)	500-900	1640-2900	5500-9000	6500-10500	PB-2, GP 4800
Office Supdt.	550-750	1600-2660	6500-10500		PB-2, GP 4600

* Improvement of scales.

Signature

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1.2 Thus, from Table 1 & 2 it is seen that 6th CPC had resulted in a virtual reversal of the relativities vis-à-vis position prevailing under different Pay Commissions. As a result the Supervisors (belonging to Non Accounts Departments) feel strongly aggrieved and demoralized. The issues of maintaining parity between accounts and non-accounts supervisors in Ministry of Railways was taken up in DAC/NAC & also with Ministry of Finance, however this was not agreed to.

1.3 Views placed before the 7th CPC: Detailed inputs of Ministry of Railways for pay scales of technical supervisors were also submitted to the 7th CPC. However, this issue has also not been resolved by the 7th CPC. However, in case of technical supervisors 7th CPC vide para 11.40.113 of its recommendations recommended that Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind.

2. Proposal of Ministry of Railways w.r.t recommendations of 7th CPC in respect to the Supervisory categories (other than Accounts)

2.1 Ministry of Railway being a multi-disciplinary organization, maintaining historical horizontal and vertical relativities between different categories is absolutely essential. The working of Indian Railways is characterized by synergistic contribution of its various constituent departments for which comparable packages of benefits for staff/officers placed at comparable levels across the departmental boundaries is to be ensured. In order to avoid serious discontentment and demoralization amongst the supervisors and officers of other departments (non accounts) in Railways, the issue of disturbance (inversion) of past relativities (pre 6th CPC) that existed between the accounts and non-accounts departments in Ministry of Railways needs to be addressed.

2.2 Moreover, subsequent to the merger of Levels post 6th CPC the number of Levels in the supervisory category in Railways got reduced from earlier 4 Levels to 2 Level. It is seen that the merger of Level has adversely impacted the functioning and administration efficiency in Railways. It is viewed that given the complexity of work; vast geographical spread, number of employees to be supervised, multitude of functions to be carried out by supervisors along with co-ordination with multiple departments & agencies the existing 2 layer supervisory level is inadequate for meeting the needs of smooth Railway functioning. It needs to be expanded by insertion of additional level.

2.3 Further more; the 7th CPC in Para 11.40.113 (pertaining to technical supervisors) of its report has recommended that Ministry of Railways should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Grade 'A' officers so as to maintain the 1:1 ratio. This recommendation has been given in context of the conclusion drawn by 7th CPC regarding stagnation to GP 4600.

Abraham Guleb

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2.4 Keeping in mind the above facts, it has been decided by Ministry of Railways that a new Level 8 (PB 2, GP 4800) in Group 'C' should be introduced for supervisors. For this a portion(75%) of existing supervisor posts in GP-4600 in case of all non accounts departments (Technical and non technical), where GP 4600 is presently the apex Grade 'C' scale would be upgraded to create this new supervisory level in GP 4800. This will help in improving the administrative efficiency, ensure better supervision and also meet the observation of 7th CPC regarding need to resolve existing large stagnation in GP 4600 of supervisor level. This change will help to maintain uniformity and will also be applicable for certain categories like Chemists & Metallurgists, station masters etc for whom specific recommendation have also been made by 7th CPC. For illustration, the existing and revised structure of some prominent technical and non technical supervisory cadres is given in Appendix A. The promotion to the new supervisor level in GP 4800 will be with the condition that employees with minimum number of years of regular service in Level 7 (Say 5 years, given the multitude of supervisory cadres and given their distinct RR, this can be finalized later on by MoRly) will be eligible to be promoted to Level 8 after passing a National Level Centralized Proficiency Exam. This will ensure that employees with merit get placed in the new apex Level of supervisors which leads to improved supervision. The promotion of employees to the new level will be done once the RRs for these posts are approved. The RRs of the new level would be decided by Ministry of Railways once this proposal is approved by GoI. It is emphasized that this proposal will be possible only when accompanied by the grant of level 9 to 20% Group 'B' officers of all Departments which is also being recommended.

Nikhil Kumar Guleri

SN	Category	Present Structure (GP)	Existing		% As per 7th CPC	Proposed by MOR	
			%age	Sanctoned Strength		%age	Sanctoned Strength
1	Technical Supervisors	4800	---	---	---	50	29721
		4600	67	39628	---	17	9907
		4200	33	19519	---	33	19519
				59147			59147
2	Station Masters including WMLs	4800	---	---	---	30	11205
		4600	40	14940	40	10	3735
		4200	53	19795	60	60	22409
		2800	7	2614	0	0	0
				37349			37349
3	Ministerial Staff	4800	---	---	---	14	8462
		4600	19	11283	---	5	2821
		4200	53	31474	---	53	31474
		2800	15	8908	---	15	8908
		1900	13	7720	---	13	7720
				59384			59384
4	Traffic Controllers	4800	---	---	---	67.5	1848
		4600	90	2464	---	22.5	616
		4200	10	274	---	10	274
				2738			2738
5	Comm. Inspectors	4800	---	---	---	56	982
		4600	75	1309	---	19	327
		4200	25	436	---	25	436
				1745			1745
6	Drawing/Desig. Staff	4800	---	---	---	45	1841
		4600	60	2455	---	15	614
		4200	40	1636	---	40	1636
				4091			4091
7	Telephone Operator	4800	---	---	---	9	104
		4600	12	138	---	3	35
		4200	57	656	---	57	656
		2400	20	230	---	20	230
		1900	11	127	---	11	127
				1150			1150
8	Chemical & Metallurgical Staff (CMT)	4800	---	---	80	60	770
		4600	80	1027	20	40	514
		4200	20	257			0
				1284			1284
9	Depot Material Supdt.	4800	---	---	---	45	1163
		4600	60	1550	---	15	388
		4200	40	1034	---	40	1034
				2584			2584

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Subject: Classification of posts of Technical Supervisors / Rail Engineers in Railways in Group 'B' Gazetted.

1. Technical Supervisors in Railways bear far greater responsibilities than their counterparts in any other Central government department covered under Central Civil Services (Classification, Control and Appeal) Rules, 1965, but still they were unjustly deprived of classification in Group 'B' (Gaz).
2. **Recommendations of the previous Pay Commissions not implemented in Railways:**
 - a) Third, Fourth, and Fifth Pay Commissions had recommended that the Central Civil posts be classified in Group B which were then placed in the scales (with maximum of Rs.900 & above but below Rs.1200/Rs.3200 and above but below Rs.4000/Rs.9000 & above but below Rs.13000 respectively). Sixth Pay Commission had used a different nomenclature for classification of Civil posts (as briefly summarized in Annexure B1) but broadly followed the same pattern for segregation of posts based on level of Grade Pay for their classification.
 - b) All the posts which were recommended to be placed in Group B by all the previous Pay Commissions have now been placed in Pay Levels 6 to 9 after the 7th Pay Commission and as such need to be classified in Group B Gazetted.
 - c) The Government of India accepted the recommendations of all these Pay Commissions and directed all Departments under the Central Government to classify the said posts in Group B based on their pay scales / Grade Pay.
 - d) **Pay scales / Grade Pay have all along been the only criteria for classification of Civil Posts under the Central Government except on the Railways** which deviated from this criteria after every pay commissions only on the plea that the conditions on the Railways were different than other Departments – ignoring all together the fact that all the Pay Commissions had duly considered the prevailing condition at each level and in each department while recommending the Pay Scale / Grade Pay and Pay Level for each post and the discrimination and deviation by the Railways was totally unjustified.
 - e) All the Departments had implemented the orders of the DOP&T regarding the Classification of posts except the Railways; and they had classified the posts in the Grade Pay of Rs.4600 in Group B Gazetted and the Posts in Grade Pay of Rs.4200 in Group B (Non-Gazetted) as in the case of Ministry of Defence and CPWD etc where Junior Engineers (JE) in Grade Pay of Rs.4200 have been classified in Group B (Non-Gazetted).
 - f) ***Recommendations of Pay Commission on classification of posts & DoPT's order thereafter are placed in Annexure- B2***
3. **Railway Board had not implemented its own decision made long back to upgrade the posts in the Grade Pay Rs.4600 to Group 'B' Gazetted:**

Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and had agreed to the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways whereas it is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to

Group-B. *(Record of meeting held with Member Staff, Railway Board on of Classification is attached in Annexure – B3)*

4. **In all other departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted:**

a) It is pertinent to mention that Group 'B' in all other Government departments starts either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group 'B' starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs.4200 and Rs.4600.

b) Ordnance factory and other Defence establishments in which similar type of categories are available, have classified the post of Chargeman / Junior Engineer (JE) in Rs. 4200 Grade Pay as Group-B (non-Gazetted) and Junior Works Manager in Rs. 4600 Grade Pay as Group-B (Gazetted).

5. **Member Staff had mentioned in the Meeting on 25.05.2007 that the demand of classification as Group 'B' was justified as there was large scale stagnation in the highest grades at maximum of the grade. *(Please see views of Member Staff, Railway Board on Classification of posts in attached in Annexure – B4)***

6. **Financial advantage to Indian Railways by increasing junior level management cadre:**

Financial Commissioner Railway Board had long back given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board.

In their reply to FC's remark on possible financial savings, Advisor Staff & EDPC had mentioned that there will be a savings of Rs.287 crore rupees upgradation of Group 'C' posts to Group 'B' posts. *(Copy of views of FC, Advisor Staff & EDPC giving justification for classification are attached in Annexure – B5)*

7. **FC Railway Board had given his concurrence long back:** FC concurred the proposal on 31.05.2007 and recorded that, if at all there is any marginal financial implications, that would be more than off-set by the possible savings from outsourcing the supervisory man power through project management and consultancies for supervisions. *(Financial concurrence given by FC is attached in Annexure – B6)*

8. **Percentage of Group 'A' & Group 'B' posts vis-à-vis group 'C' is the lowest on the Railways:**

This has resulted in a lower level of management personnel i.e. Railway Engineers who are all working in Group 'C' (as SSE, CMS, CDMS & SE/IT) even though modernization, higher speeds and sophisticated technology require more intensive management to ensure effective quality control, productivity and safety on the Railways.

In Railways Groups 'A' & 'B' constitute 1.5% of the total strength, while Group 'C' account for 98.5%. Whereas in all India Government services Groups 'A' & 'B' constitute 11.9% and Group 'C' accounts for 88.1%. *(Tables showing Group wise strength of central Government & Railway employees are attached in Annexure-B7)*

9. **Railway accident inquiry committees (RAIC) & Railway Reforms Committee (RRC) had recommended for upgrading of Senior Supervisors to group 'B' Gazetted**

a) All the Railway Accident Inquiry Committees (RAICs) had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B'Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. But this had not been implemented, thereby, adversely affecting the safety on the Railways. *(Extracts of recommendations of RAIC headed by Justice K. N. Wanchoo are placed as Annexure-B8)*

- b) RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service within span of 30 years – with 5 years to spare at the highest level. But it is unfortunate that the Railways did not implement either of the said recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee – ignoring the safety and efficiency of the system and breeding much frustration among the Engineers / Technical Supervisors due to absolute lack of avenues of promotion for them.

10. Denial of Group 'B' Gazetted status - is adversely affecting the efficiency of the Railways

Railway Engineers– (*working as Senior Section Engineers (SSE), Chemical and Metallurgical Superintendent (CMS), Chief Depot Material Superintendent (CDMS) and Senior Engineer / IT (SE/IT)*) – are classified in Group 'C' even though they have to manage a large strength of workforce of Technicians, Senior Technicians and other staff working under them in various Departments of Indian Railways. The denial of Gazetted status to them, is adversely affecting the efficiency of this junior management cadre on the Railways.

11. Lack of Gazetted status deprives the Technical Supervisors / Railway Engineers, of the powers to get the work executed or to ensure discipline among the staff under them

The said Railway Engineers play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture repair and maintenance of Locomotives, Coaches, Wagons, P-Way Track, Signal & Telecommunication, Engineering Works, Bridges, Over-Head Electrification and related spare parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, Depots, C&M Laboratories and IT Centers.

Undermining of their role – by denying them the Group 'B' status – has deprived them the powers to effectively execute their work and to get the same executed from the staff working under them.

12. Grant of Group 'B' Gazetted status to Rail Engineers will improve efficiency, safety & discipline on Railways

Grant of Group 'B' status to Railway Engineers will improve the efficiency and productivity on the Railways and will also ensure better discipline among over 8 lakh staff working under them and ensure safety of train services through improved quality of products and services – as had been held by various "Railway Accident Inquiry Committees" (RAICs).

13. Extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers

- a) There is virtually no career planning and hardly any avenues of promotion till retirement even for Graduate Engineers – recruited as SSE, CMS & CDMS on the Railways. They are frustrated and disgruntled. This is adversely affecting safety and efficiency on the Railways.
- b) Majority of Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / Information Technology (SE/IT) retire in the initial grade itself with just one promotion (from JE to SSE) and not even one promotion in the entire career in case of Direct recruited Graduate Engineers inducted as SSE on the Railways - in spite of vast experience and expertise due to which they can be valuable assets to the administration as Gazetted officers.

14. 7th CPC recommended for elimination of stagnation at the Level of SSE:

In para 11.40.113 for the recommendations for Technical Supervisors, 7th CPC 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 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,”

15. **Railway Board had already made a decision to place JE in GP Rs.4600 & SSE in GP Rs.4800, which are Group ‘B’ (Gaz) posts in all other departments.**

Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) and asked for Finance Ministry’s approval in item-3 of OM No.PC/VI/2009/DAC/1(Pt2) 11.06.2010. *“....Accordingly Technical Supervisors in pre-revised pay scales of Rs.5000-8000 and Rs.5500-9000 may be allotted Grade Pay Rs.4600. This is consequential to proposal already referred to Ministry of Finance regarding grant of GP Rs.4800 to the posts including Technical Supervisors in pre revised scale of Rs.6500-10500 and Rs.7450-11500....”(Ministry of Railways OM No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 on decision of DAC of Railways item-3 for higher Grade Pay for Technical Supervisors is attached in Annexure – B9)*

16. **It is, therefore, requested that, keeping in view the foregoing submissions,**
- a) **The posts of Senior Section Engineers (SSEs), Chief Depot Material Superintendents (CDMS), Senior Engineer/IT (SE/IT) and Chemical & Metallurgical Superintendents (CMS) may please be classified in Group ‘B’ Gazetted for greater efficiency, higher productivity and safety on the Railways.**
 - b) **The posts of Junior Engineers (JEs), Depot Material Superintendents (DMS), Junior Engineer/IT and Chemical & Metallurgical Assistants (CMA) may please be classified in Group ‘B’ Non-Gazetted for greater efficiency, higher productivity and safety on the Railways.**

RECOMMENDATIONS OF THE PAY COMMISSIONS

1. **Third pay commission recommended Group 'B' (Gaz) status** to posts having the maximum of the scale not less than Rs 900 but less than Rs 1300. The pay scale of Asst. Shop Supt. (SE) at that time was Rs 700-900 and that of Shop. Supt (SSE) was Rs 840-1040.
2. **Fourth pay commission recommended Group 'B' (Gaz) status** to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs2900- but less than Rs4000. The pay scale of Asst. Shop Supt. (SE) at that time was Rs 2000-3200 and that of Shop. Supt (SSE) was Rs 2375-3500.
3. Even though **Fifth pay commission expressed a different view** in classification of staff and clubbed the above grades of Technical Supervisors also with the group of gazetted officers, the **Government issued orders** for classification of staff **on the basis of pay ranges**, which are **not implemented in Railways**. Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and then vide letter no 13012/1/98 Estt 911 dt12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which max. of **pay scale is not less than Rs9000 and but less than Rs 13500 be classified in Group 'B'**. The DOP letter also mentioned that the order should be implemented within three months from the date of issue of the order.
4. **Sixth Pay Commission** in para 2.2.8 recommended that, ... *"Four distinct running pay bands are being recommended – one running band each for all categories of employees in Group 'B' and 'C' (posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of layering and elongation of certain scales, been placed in Group-B) with 2 running pay bands being given for all Group-A posts"*

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(Department of Personnel and Training)

ORDER

New Delhi, the 20th April, 1998

S.O.332 (E) – In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution read with rule 6 of the Central Civil Services (Classification, Control and Appeal) Rules, 1963 and in supersession of paragraph 2 of the notification of the Government of India in the Department of Personnel and Administrative Reforms number S.O.5041 dated the 11th November, 1975, as amended by the notification of Ministry of Personnel Public Grievances and Pensions (Department of Personnel and Training) number S.O.1752 dated the 30th June, 1987 and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, the President hereby Directs that with effect from the date of publication of this order in the Official Gazette, all Civil Posts under the Union shall be classified as follows:-

Sl.No	Description of Posts	Classification of Posts
1	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of not less than Rs.13,500	Group A
2	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of not less than Rs.9000 but less than Rs.13,500	Group B
3	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of over Rs.4000 but less than Rs.9000	Group C
4	A Central Civil post carrying a Pay or Scale of Pay the Maximum of which is Rs.4000 or less	Group D

Explanation - For the purpose of this order:-

- (i) 'Pay' has the same meaning as assigned to it in F.R.9(21)(a)(I);
- (ii) 'Pay or Scale of Pay', in relation to a post, means the Pay or the Scale of Pay of the post prescribed under the Central Civil Services (Revised Pay) Rules, 1997.

[F.No.13012/1/98-Estt.(D)]
HARINDER SINGH, Jt. Secy.

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(Department of Personnel and Training)

ORDER

New Delhi, the 9th April, 2009

S.O.946(E): In exercise of powers conferred by the proviso by the to article 309 and clause 5 of article 148 of the constitution read with rule 6 of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 and in supersession of the notification of the Government of India in the Department of Personal and Training number S.O.332 (E) dated the 20th day of April, 1998 and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, except as respects things done or omitted to be done before such supersession, the President hereby directs with effect from the date of publication of this order in the Official Gazette, all civil posts under Union, shall be classified as follows:-

Sl. No.	Description of Posts	Classification of Posts
1.a	A Central Civil posts in Cabinet Secretary's scale (Rs.90000-fixed) Apex scale (Rs.80000-fixed) and Higher administrative Grade plus scale (Rs.75500-80000) and	Group-A
b	A central Civil post carrying the following grade pays:- Rs.12000, Rs.10000, Rs.8900 and Rs.8700 in the scale of pay of Rs.37400-67000 in Pay Band-4, and Rs.7600, Rs.6600 and Rs.5400 in the scale of pay of Rs.15600-39100 in pay Band-3	
2	A central Civil post carrying the following grade pays:- Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the scale of pay of Rs.9300-34800 in Pay Band-2	Group-B
3	A central Civil post carrying the following grade pays:- Rs.2800, Rs.2400, Rs.2000, Rs.1900 and Rs.1800 in the scale of pay of Rs.5200-20200 in Pay Band-1	Group-C
4	A central Civil post carrying the following grade pays:- Rs.1300, Rs.1400, Rs.1600, Rs.1650 in the scale of Pay of Rs.4440-7440 in 1S scale	Group-D (till the posts are upgraded)

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(Department of Personnel and Training)
ORDER
New Delhi, the 9th November, 2017

S.O. 3578 (E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution read with rule 6 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 and in supersession of the notification of the Government of India in the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) number S.O. 2079(E), dated the 20th August, 2014, except as respects things done or omitted to be done before such supersession, the President hereby directs that with effect from the date of publication of this Order in the Official Gazette, all civil posts except persons serving in the Indian Audit and Accounts Department under the Union, shall be classified as follows :-

S.No.	Description of Posts	Classification of posts
(1)	(2)	(3)
1	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 10 to 18.	Group A
2	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 6 to 9.	Group B
3	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 1 to 5.	Group C

Explanation – For the purpose of this Order, 'Level' in relation to a post means, the Level specified in third row of Part A of the Schedule to the Central Civil Services (Revised Pay) Rules, 2016.

[F. No. 11012/10/2016-Estt.A-III]
GYANENDRADEVTRIPATHI, Jt. Secy

Views of Members of Railway Board on the issue of Classification of posts

Classifying the posts of Technical Supervisors as Group-B is fully justified and will substantially improve administrative, functional and operational efficiencies of the Railways.

Railways fully accepted the demand of IRTSA, that there is an administrative need to link the number of posts in Group-A, B & C – as per documents attached here – which clearly bring out the following facts:

- a. In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.
- b. Parts of Railway Board meeting minutes are reproduced below:-

Minutes of meeting chaired by Member Staff (MS) Railway Board held on 19.07.2007

A meeting was convened on 19.07.2007 in MS's chamber, which was attended by Adviser (Staff), Advisor Finance, EDF(F) and the undersigned along with JDPC to discuss the modalities for processing implementation of the up-gradation scheme for Group-C employees to Group-B. All were briefed about the background of the case and the salient issues involved.

All concerned noted the intent of the top management to implement the scheme and of the assurance given to the Federations, for a favourable decision. Infact there is a need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Indian Railways.

While Cadre Restructuring of all groups of staff and officers and reclassification from Group 'D' to 'C' has taken place, no such step has been taken for advancement of staff from Group 'C' to Group 'B'. The meeting took note of stagnation resulting from non-implementation of up-gradation from Group 'C' to Group 'B'. MS also indicated that the Railway Ministry remains the solitary exception in non-implementation of the DoPT's order for reclassification of posts issued in 1998. In view of this it was agreed that there is sufficient ground to move forward with the scheme.

The modalities for implementation of the scheme was discussed and the meeting took note of the fact that the proposal apart from reclassification also involved upgradation of posts and as such, would need to be referred to the Ministry of Finance, for approval. On being indicated that the MOF may not entertain such a proposal at this stage, when matters relating to pay, allowance, etc were under consideration of the 6th CPC, it was opined that process may be initiated for a minimum number of posts to be upgraded, for which functional justification would be provided for each such post by the Railways. The Zonal Railways would need to be suitably addressed, for obtaining the requisite information, so as to process the case further.

Before action is taken on the above lines, may kindly approve.

B.B.VERMA
EDPC-1

Considering duties & responsibilities Railway Board agreed to classify senior supervisors as Group 'B' (Gaz)

- a. Considering the factors such as duties & responsibilities, position in the hierarchy, various functional, operational, administrative considerations etc. in a note on 25.5.2007 Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-C to Group-B has been very marginal and is needed for enlarging the management category.
- b. Advisor Staff in his note agreed that "the proposal of upgradation of Group 'C' senior most supervisors to Group 'B' is also in compliance of the DoP&T order dated 20.04.1998, which suggested that a Central Civil Post carrying a pay or a scale of pay with a maximum of not less than Rs.9,000 but less than Rs.13,500 be classified as Group 'B'".
- c. Further notes made by Financial Commissioner (FC) also went on to justify the reclassification from Group-C to Group-B and financial concurrence was also given to the proposal, which are reproduced below,

Minutes of Board meeting on the subject of upgradation of posts in the Grade PayRs.7450-11500 to Group-B in scale 7500-12000.**Member Staff (MS) Note dated 25.05.2007**

The issue of upgradation of highest grade of Group 'C' to Group 'B' is a longstanding agenda item in various formal forums from the 2 recognised Federations. The demand is justified as in addition to large scale stagnation in the highest grades at maximum of the grade, there is a massive up-gradation of technology, updation of management and IT practices on Indian Railways.

Whole Group 'A' cadre, Group 'C' cadre and Group 'D' cadre have been restructured and there has been reclassification of Group 'D' post to Group 'C' posts in large number of categories. But reclassification from Group 'C' to Group 'B' has been very marginal and is needed for enlarging the Management Cadre.

However, financial evaluation and issue of approving authority may be viewed as projected in the above note.

K.C.Jena

Member Staff

Financial advantage to Railways by placing the senior supervisors from Group 'C' to Group 'B'.

Financial Commissioner (FC) note dated 26.5.2007

During discussions held in many forums one issue that used to get highlighted was the acute shortage of supervisory officers (in Junior officers category) which might affect the huge outlay of plan expenditure and also the growth in revenue expenditure related works. In case the shortage persists we may have to resort to outsourcing of such works in significant volumes to outside agencies like Project Management Consultancies.

We should try to workout the above financial impact of outsourcing atleast as a rough estimate so that the Rs.51 crore consequential impact of this measure be validated.

Subject to this being done I have no objection to this proposal, but before we approach MOF/DoPT, it is better to provide some justification on the lines suggested. Any other benefits that we can think of will add to the strength of the proposal.

MS in consultation with other members may attempt such an exercise.

Financial Commissioner

Advisor Staff note dated 30.05.2007

As already indicated above larger management cadre is required to absorb and capitalize huge investment, technology induction, formation of PSUs and extension of Railway System. The process of additional investments, change of technology and extension of railway system will continue to exist and need for more managers is going to be there. The proposal of upgradation of Group 'C' senior most supervisors to Group 'B' is also in compliance of the DoP&T order dated 20.04.1998, which suggested that a Central Civil Post carrying a pay or a scale of pay with a maximum of not less than Rs.9,000 but less than Rs.13,500 be classified as Group 'B'

It is therefore, once again proposed that keeping in view the large scale of upgradation of Group 'A' posts and cadre restructuring of Group 'C' and Group 'D' posts, it is necessary that some fillip to the upgradation of junior management cadre i.e. upgradation of Group 'C' posts to Group 'B' posts is also done to absorb the ensuring changes in Railway working. The observations of FC to assess the impact of the outsourcing to financially justify this proposal would be done in due course before the case sent to Hon'ble MR for approval.

P.K.Sharma / Advisor (Staff)
30.05.2007

EDPC/Railway Board recorded that...“the expenditure on supervision outsourcing through PMC (project Management Consultancy) will be to the tune of almost Rs.287 crores on a straight line method. With these Junior Management officers in place, the expenditure will substantially reduce and will more than absorb the expected impact of Rs.51 crores indicated above. There is even a dispute about the financial impact worked out above as remarked by FC on the account of impact taken on passes which seems exaggerated”...

Financial Commissioner (FC) concurrence dated 31.5.2007

Originally when this was discussed by Board, it was stated to be a revenue (near) neutral proposal because most of the staff who would be the beneficiaries would have reached the maximum of their pay scales. If at all there is any marginal financial implications, that would be more than off-set by the possible savings from outsourcing the supervisory man power through project management and consultancies for supervisions.

The next five year plan provides Rs.250,000 cr plan expenditure ie 2007/08 – 2012 as compared to a plan expenditure of Rs.81000 cr in 10th plan period. This outlay requires a massive supervisory manpower for effective and safe implementation. That shortfall will have to be made good through outsourcing (PMCs). It is here that we will be able to obtain savings through these upgradations.

These should be quantified and kept on record. Subject to such an exercise, I concur with this proposal.

Financial Commissioner

ANNEXURE-B7

Sanctioned strength and Employees in position in Central Government as on 31.03.2020

Distribution of regular civilian employees (group-wise) in central government and union territory administrations as on 31.03.2020

Sl.No	Central Government / Union Territory Administration	Group of posts			
		A	B	C	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	CENTRAL GOVERNMENT	110095 (3.5%)	250831 (8.0%)	2771772 (88.5%)	3132698 (100%)
2	UNION TERRITORY	3806 (6.5%)	14455 (28.4%)	39944 (68.6%)	58205 (100%)
	TOTAL	113901 (3.6%)	265286 (8.3%)	2811716 (88.1%)	3190903 (100%)

Strength of Railway Employees under various groups as on 31.03.2020

Year	Groups A	Group B	Group C	Total
2019-20	11303 (0.9%)	7195 (0.6%)	1235094 (98.5%)	1253592 (100%)

REPORT OF THE RAILWAY ACCIDENT INQUIRY COMMITTEE – 1968

Part-II

August 1969

Chapter – II

Status and grade of Supervisors96. Loss of self confidence among Supervisors:

During our tour of the various Railways and the discussions with the heads of the administrations and other senior officers it was repeatedly pointed out to us that while supervisors have a vital role to play in the efficient and smooth functioning of Railways, their status, prestige and authority have suffered greatly in recent years; they have generally become ineffective and a feeling of helplessness and frustration has overcome most of them. They feel that they are not able to take work from the staff or to enforce discipline. Cases of manhandling, assaults, or intimidation of supervisors at the hands of employees themselves or their agents were related to us and the evidence pointed to the fact that the administration had not been able to provide adequate security or legal assistance.

97. A retired Chairman of Railway Board, in his evidence before us, pointed out that among the most unfortunate things which have happened in recent years one is that the quality of supervisors has greatly deteriorated and that today the weakest link in the administration chain is the senior supervisor. A retired member of Railway Board stated that the supervisory staff have lost heart and that they find it extremely difficult to pull up the staff.

98. The Railways, in their reply to the questionnaire, stated that the authority of senior supervisors has greatly weakened. Some stated that they do not possess adequate powers for taking disciplinary actions against the staff. Others held the view that they are reluctant to exercise whatever disciplinary powers are already delegated to them. Some railways pointed out that supervisors have a feeling that they would not get adequate support from those above them because of their anxiety to get work done. One Railway stated that supervisors' inability to enforce discipline is primarily because of spirit of indiscipline fostered among the workers by the unions. By and large, according to this Railway, supervisors are still a disciplined force on the Railways and that it is not too late to rebuild their authority and rehabilitate their position.

105. We are entirely in agreement with the Railway Administrations that to strengthen the measure and quality of supervision over the working of staff, it is essential that the position and authority of senior supervisors should be restored. Earlier in this chapter we have already recommended that senior supervisors should be recognised as junior members of management and that their organisation should be fostered. We would offer following suggestions for consideration:.....

iii) **To improve the status of senior supervisors, to import them greater self-confidence and to broaden their channels of promotion, we consider that wherever there is a large concentration of staff working under a senior supervisor, the post should be upgraded to gazetted status Class-II.**

S.No. 18

SECRET

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. PC VI/2009/DAC/1 (Pt2)

New Delhi, dated 11.06.2010

OFFICE MEMORANDUM

Sub: Implementation of the recommendations of the VI Central Pay Commission – Departmental Anomaly Committee of the Ministry of Railways.

In pursuance of an agreement with the staff side Members of the Standing Committee of National Council (JCM) Department of Personnel and Training had issued an Office Memorandum dated 12.1.2009 providing for setting up of Anomaly Committees at the National as well as Departmental levels. These Committees were to consist of representatives of official side and the staff side and were expected to make recommendations for settlement of anomalies arising from the recommendations of the Pay Commission as defined in the said Office Memorandum. While a National Anomaly Committee was to be set up to deal with anomalies common to two or more departments and in respect of common categories of employees, Departmental Anomaly Committees were to be set up in each Department to deal with anomalies pertaining exclusively to the Department concerned and having no repercussions on the employees of another Ministry/Department.

A Departmental Anomaly Committee (DAC) had accordingly been set up in the Ministry of Railway vide letter No.PC-VI/2009/DAC/1 dated 16.2.2009. The Staff Federations raised 41 items for discussion in the DAC forum. These items were deliberated at length in the meetings of the DAC held during the subsequent period. During deliberations, it was noted that pursuant to staff side raising the issue in the National Anomaly Committee that the definition of anomaly which had been adopted earlier has been altered, the staff side has

...2

: 2 :

been requested to forward issues which could have become anomalies had the said para not been deleted for further examination of the same (Para 5 of the Minutes of the meeting of the National Anomaly Committee held on 12.12.2009 circulated vide DOP&T letter No.11/2/2008-JCA 05/02/2010). Keeping interalia this aspect in view, the issues along with justification in brief are enclosed in the Annexure -A for consideration and approval of Ministry of Finance.

Ministry of Finance is requested to consider and communicate their decision on the enclosed issues.

DA: As above

96



(Koshiy Thomas)
Jt. Director, Pay Commission
Railway Board

Attn. Smt. Madhulika P. Sukul, JS(Per)
Ministry of Finance,
Dept. of Expenditure,
North Block, New Delhi

DAC Item No. 3. TECHNICAL SUPERVISORS -

The pay structure allotted to the category consequent upon implementation of Sixth CPC pay structure is as follows :

Pre-revised scale	Revised pay structure	
	Pay Band	Grade Pay
7450-11500	PB2	4600
6500-10500		
5500-9000	PB2	4200
5000-8000		

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 much longer as compared to other categories. The pay commission has allotted

them Pay Band – 2 with Grade Pay Rs.4200/- and Rs.4600/- to those who were pre-revised pay scale Rs.6500-10500 and Rs.7450-11500. Whereas the Accounts, teachers and Nursing staff who work under better working conditions and comparatively with no tension, have been allotted better pay. Accordingly, Technical Supervisors in pre-revised scales Rs.5000-8000 and 5500-9000 may be allotted grade Pay Rs.4600. This is consequential 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 Rs.7450-11500.

Ministry of Finance may please consider the above proposal for allotment of entry Grade Pay of Rs. 4600 in place of Rs. 4200.