

**SUMMARY & EXTRACTS  
OF  
REPORT OF SIXTH PAY COMMISSION  
OF RELATED CHAPTER ON  
ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS  
FIXATION TABLES IN PROPOSED PAY SCALES  
AND  
CALCULATIONS FOR REVISED RATES OF DEARNESS ALLOWANCE  
- (SUBJECT TO THE APPROVAL OF ALL RELATED RECOMMENDATIONS OF THE PAY COMMISSION  
BY THE GOVERNMENT)**

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***VIEWS OF GENERAL SECRETARY, IRTSA ON MAIN ISSUES  
&  
NOTICE FOR CEC MEETING OF IRTSA***



**FOR INFORMATION OF MEMBERS ONLY  
COMPILED BY  
INDIAN RAILWAYS  
TECHNICAL SUPERVISORS ASSOCIATION**  
{ Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926 }  
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<b>HIGHLIGHTS OF SIXTH CPC REPORT</b> Submitted to the government on 24 <sup>th</sup> March, 2008 (Compiled by Harchandan Singh, GS, IRTSA)	SCPC REPORT	
	Para No	Page No
* Revised pay to be effective from Jan 1, 2006 -Pay+ 74 DA + 40% Fixation * Allowances to be effective from date of Notification * Wages hiked by an average of 28 % & not by 40%, as reported in media. – Difference is due to counting of DA instead DP (as proposed in SCPC Report)	11.1	643
* To cost exchequer Rs 12,561 crores in 2008-09 ( As estimated by SCPC)	11.52	649
* Additional one-time burden (as SCPC) Rs 18,060 crores toward arrears	11.52	649
* Minimum pay Rs 6,660; Maximum Rs 80000 -Ratio Min: Max 1:12	11.3	643
Cabinet Secretary to get Rs 90,000 - Ratio Min: Max 1: 13.5	2.2.18	44
* Current age of 60 for superannuation to be maintained	6.2.4	361
* No exceptions barring scientists & medical specialists		
* Number of grades reduced to 20 against prevailing 35	2.2.18	43
* 5-day work week to continue; Only 3 national holidays allowed	11.41	648
* Other gazetted holiday to be adjusted in restricted holidays		
* Rate of Annual Increment 2.5%. * High performers to get 3.5% increment in Group A	11.5 & 11.6	644
* Existing rates of most of the allowances to be doubled	11.24	646
* Education allowance reimbursement at Rs 1,000 per child PM	11.28	646
* Hostel subsidy to be increased 10 times to Rs 3,000	11.28	646
* Person stagnating at maximum of any pay band for more than a year - to be placed in immediate next higher pay band without change in grade		
*Performance linked incentive scheme to be introduced. *PLB may be replaced by PLIS in stages, if accepted by Railways.		
* All fixed allowances to be made inflation proof – - To be revised on DA reaching 50 %	11.30	647
* All recommendations to be treated as an 'organic whole' – - As partial implementation will bring in several anomalies and inconsistencies.	11.10	644
* 4 Long Running Pay Bands - PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600- 39100 and PB 4 Rs 39200-67000.	2.2.18 7.36.77	43 531
* Basic pay shall comprise of sum of pay in the pay band and grade pay.	2.2.18	43
* Up-gradation & merger of JE-II / CMA-II (Rs 5000-8000) and JE-I / CMA-I (Rs 5500-9000) to the Pre-Revised Grade of Rs 6500-10500	2.2.18 & 7.36.77	43 531
* Up-gradation & merger of SE (Rs 6500-10500) to Pre-Revised Grade of Rs 7450-11500.	7.36.77	531
* Clubbing of Scales of Rs 5000-8000), Rs 5500-9000), (Rs 6500-10500), Rs 7450-11500. Rs 7500-!2000 & Rs 8000-13500 (Group B) in one Pay Band of PB 2 Rs 8700-34800	2..2.8 2.2.18	38 43
* Classification of these Scales in Group B.	2.2.8	38
* Free medical and life insurance for All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time -	4.2.58	251
* Conversion of Railways into a Central Public Sector Undertaking		

**REVISED RATES OF DA AFTER IMPLEMENTATION OF SCPC REPORT**

Month ending	Average CPI (1982 as Base)	With effect from	%age Rise of CPI over 536 – As in December,05)	DA on Revised Pay/Pension (2001 Base)	Average CPI (2001as Base)	%age Rise of CPI over 536 As in December,05)	DA on Revised Pay/Pension (2001 Base)
31. 12. 2005	536.00	1.1.06			115.76		
30. 06. 2006	550. 38	1.7.06	2.68 %	2 %	118.87	2.68 %	2 %
31. 12. 2006	568.91	1.1.07	6.13 %	6 %	122.87	6.04 %	6 %
30. 06. 2006	587.66	1.7.07	9.63 %	9 %	126.92	9.64 %	9 %
31. 12. 2007	605.50	1.1.08	14.84 %	12 %	130.08	12.37 %	12 %

**Linking factor for conversion of the new series 2001 base index to the previous one on base 1982-100 is 4.63.**

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

{Estd. 1965, Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926 }

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No. IRTSA / GS / CEC

Dated 28.3.08

## FOREWORD

Brother Engineers,

The belatedly set up, Sixth Pay Commission submitted its Report to the Government on 24<sup>th</sup> March, 08. Although, on the face of it, the Report offers some belated relief to the Government employees . Media had built a big hype of 40% pay hike, but actual benefit will be much lesser. Besides, the Report has many loopholes, pit falls and serious draw backs. Many of the just and reasonable demands have been rejected either summarily or on flimsy grounds. Many aspects have just been ignored.

A) **THE BRIGHTER SIDE:-** There are some good features of the Pay Commission Report – especially for the Engineers / Technical Supervisors, as a few of our long pending demands have been accepted by the Pay Commission, either partially or fully, including the following:-

- i) **Complete elimination of stagnation through 4 Long Running Pay Bands** i.e. - **PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600-39100 and PB 4 Rs 39200-67000.** To this will be added the Grade Pay for each post. The Grade Pay will reflect 20 levels of hierarchy instead of 34 at present.
- ii) a) Up-gradation & merger of JE-II / CMA-II (Rs 5000-8000) and JE-I / CMA-I (Rs 5500-9000) to the Pre-Revised Grade of Rs 6500-10500
- b) Up-gradation & merger of SE (Rs 6500-10500) to the Pre-Revised Grade of Rs 7450-11500.
- c) This will also improve the avenues of promotion and provide 2 stage financial benefit up-to the Grade Pay under ACP Scheme.
- d) This will also strengthen the case for the JEs to get First Class & 3 AC Pass as available in pre-revised Scale of Rs 6500-10500 which has now been given to JE I & II as mentioned above.
- iii) a) Clubbing of Scales of JE-II (Rs 5000-8000), JE-I (Rs 5500-9000), (Rs 6500-10500), Rs 7450-11500, Rs 7500-!2000 & RS 8000-13500 (Group B) in one Pay Band of PB 2 Rs 8700-34800; and
- b) Proposal to classify all these 5 Scales in Group B.
- iv) **For other details, please see Summary & Highlights of SCPC Report, and Fixation Charts attached.**

B) **DARKER SIDE:-** There are also some dark areas of the Report, including the following:-

i) **Very Low Minimum Wage:-**Minimum Pay of Rs 5740, which is to be “eventually raised” to Rs 6790, as proposed by SCPC, is too low, as it should be above Rs 10,000 - as per norms sug-ested by the Fifth Pay Commission.

ii) **Wages hiked by only 28 % & not by 40%, as reported in media. – Difference is due to counting of DA instead of DP (as proposed in SCPC Report),** which is totally unjustified.

iii) **Injustice with SSE:-**Senior Section Engineers (SSE) in the existing scale of Rs 7450-11500, are the worst sufferers on the Railways as there is no up-gradation for the SSE – who had been ignored by the last two Pay Commissions as well as in Cadre Restructuring - besides denial o– Group B by the Railways in-spite of recommendations by last 3 Pay Commissions and in-spite of orders by DOP and CAT.

iv) **Low rates of annual increment:-**The rates of annual increment pegged at 2.5% of pay are very low as compared to much higher periodic pay rise available in Private and Corporate Sectors. Annual increment in the pre revised scales Rs.6500-10500 & Rs.7450-11500 is presently above 3%. By including DP at present JE-II is getting 4.5%, JE-I is getting 4.7%, SE is getting 4.6, and SSE is getting 4.5% increment.

v) **Grade Pay too low:-** New concept of Grade Pays have serious impairments as these are too low and do not reflect the vertical relativity or even the horizontal parities at different levels of responsibility and job requirements.

vi) **Rejection of demand for Pay Parity:-** The total emoluments of Engineers on the Railways shall still be far too lesser than their counterparts in the Public, Private and Corporate Sectors as the demand for Pay Parity has again been rejected.

vii) **Injustice with Technical Staff & Technical Supervisors:-** Technical Staff & Engineers / Technical Supervisors have especially been badly ignored by the Sixth Pay Commission and wrongly been equated with the non-technical staff - undermining the –alue of technical

qualifications, training and increased job requirements especially on account of modernization on the Railways.

viii) Time Bound Promotion Disagreed:- Long pending demand for “Time Scale” or “Time Bound” promotions had again been rejected. This will result in serious frustration especially amongst the middle rung staff i.e. JEs, SEs & SSEs.

ix) Payment of Arrears & Revised Allowances:- Proposal to pay the arrears in two instalments and to implement the revised Allowances from date of issue of notification are totally wrong and unjustified in view of prolonged delay in setting of the Pay Commission, extreme inflation and serious wage disparities. The entire amount of arrears should be paid in one installment in cash along with those for the Allowances - which should, in-any case, be implemented from 1. 1. 2006.

x) Corporatisation of Railways:-Proposal to convert the Railways into a Central Public Sector Undertaking is most retrograde. WE have already opposed it strongly when RCF was proposed to be converted into a PSU and the proposal had to be withdrawn due to prolonged agitation jointly by all Trade Unions and both the Federations. Any move in this direction will be strongly opposed by all.

2. There are also many other grey areas in the Report. We shall require an effective and continuous struggle - both as Railway –en and as Engineers, if we want justice, So please come forward to join the struggle for justice - for yourself, your families and for the common cause of the Engineer at large, as well as the working class as a whole

With best wishes

HARCHANDAN SINGH  
GENERAL SECRETARY, IRTSA

**NOTICE**

**MEETINGS OF CEC & JOINT ACTION COMMITTEES OF IRTSA & AIREF:-**

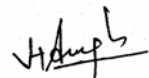
It is hereby notified that an urgent Meeting of Central Executive Committee of IRTSA, shall be held at New Delhi on 21<sup>st</sup> & 22<sup>nd</sup> April 08. A meeting of Joint Action Committee of IRTSA & AIREF shall also be held in conjunction thereof.

**AGENDA**

- i) *To consider the Report of the Sixth Pay Commission.*
- ii) *To draw out Plan of Action at National, Zonal and Local levels,  
- And Strategy for implementation of the Action Plan*
- iii) **Joint Dharna by IRTSA & AIREF on 22.4.2008 at Jantar Mantar, New Delhi-  
Venue for the meetings shall be advised soon.**

All the Members of CEC IRTSA are requested to attend the said meetings on 21<sup>st</sup> and Joint Dharna at New Delhi on 22<sup>nd</sup> April 2008 – along with maximum number of Active Members.

Hoping for the best of response. With best wishes.



(HARCHANDAN SINGH)  
GENERAL SECRETARY, IRTSA

*Copy for information & necessary action to:-*

1. *All CEC Office Bearers & Members, IRTSA, 2.All Zonal & Subunit Secretaries, IRTSA.*
3. *Er A.K. Tyagi SG & CEC Members AIREF (By email)*

*With a request to all to ensure effective publicity and participation in the above mentioned programmes.  
Please get the train Reservation early.*

**Engineers ! Do visit our Website [www.irtsa.net](http://www.irtsa.net)**

**See Text of Pay Commission Report**

Text of the Pay Commission Report was linked to and placed on our website irtsa.net  
- within a couple of hours of its submission to the Government  
Alongwith its Annexures.

Fixation Tables & Arrear Calculator and many other features have since been added.

Hundreds of visitors have made frequent visits for getting updates.

More information is being regularly added.

So, do visit the website irtsa.net regularly to get up-to date information

Regarding developments and orders on SCPC as well as  
on various other related matters.

## SUMMARY OF MAIN RECOMMENDATIONS OF SIXTH PAY COMMISSION

*Page of SCPC Report 643*

**11.1 Date of implementation** Implementation of the revised pay scales to be done retrospectively from January 1, 2006. Recommendations relating to allowances to be implemented prospectively.

**11.2 Running Pay Bands** Introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs.26,000 (fixed). Four distinct running pay bands being recommended – one running band each for all categories of employees in groups ‘B’ and ‘C’ (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group ‘B’) with 2 running pay bands for Group A posts. All posts presently in Group D, after retraining and multi-skilling of the present incumbents, to be upgraded and placed in the lowest grade of pay band PB-1. The posts of Secretary to Government of India/equivalent and Cabinet Secretary/equivalent to be kept in distinct pay scales. A separate running pay band, designated as -1 S scale, is not to be counted for any purpose as no future recruitment is to be made in this grade and all the present Group D employees not possessing the prescribed qualifications are to be retrained and thereafter upgraded and placed in the Group ‘C’ running pay band once they are suitably retrained.

**11.3 Minimum and maximum salary** Minimum salary at the entry level of PB-1 pay band to be Rs.6660 (Rs.4860 as pay in the pay band plus Rs.1800 as grade pay). Maximum salary at the level of Secretary/equivalent to be Rs.80, 000. The minimum: maximum ratio 1:12.

**11.4 Grade Pay and Promotions in Running Pay Bands** All the employees belonging to Groups ‘A’, ‘B’, ‘C’ & ‘D’ to be placed in distinct running pay bands. Every post, barring that of Secretary/equivalent and Cabinet Secretary/equivalent to have a distinct grade pay attached to it. Grade pay (being a fixed amount attached to each post in the hierarchy) to determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade pay.

The total number of grades reduced to 20 spread across four distinct running pay bands; one Apex Scale and another grade for the post of Cabinet Secretary/equivalent as against 35 standard pay scales existing earlier.

At the time of promotion from one post to another in the same running pay band, the grade pay attached to posts in different levels within the same running pay band to change. Additionally, increase in form of one increment to be given at the time of promotion.

A person stagnating at the maximum of any pay band for more than one year continuously to be placed in the immediate next higher pay band without any change in the grade pay.

**11.5 Annual increment** Annual increments to be paid in form of two and half percent of the total of pay in the Pay Band and the corresponding grade pay. The date of annual increments, in all cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible.

**11.6 Variable increments** Another form of differential increments for Group A Pay Band PB-3, where annual increments in the band will vary depending upon the performance. Eighty percent or more employees in the grade to be allowed normal increment at the rate of 2.5% with the high performers (not exceeding 20 percent) during the year being allowed increment at the higher rate of 3.5%. Government advised to extend the scheme of variable increments in running pay bands PB 1 and PB 2.

**11.7 Pay scales of defence forces** Introduction of running pay bands on par with those recommended for civilians in respect of the Defence Forces.

**11.8 DG (AFMS)** placed in the Apex grade of Rs. 80,000(fixed). Only two trade groups to be retained for Personnel below Officer Ranks with the earlier trade groups Y and Z being merged. The personnel in trade group X to have a separate X Group Pay.

**11.9 Military Service Pay** for all personnel of Defence Forces till the level of Brigadier/equivalent. The Military Service Pay to count for all purposes excluding increments. Holistic nature of recommendations

**11.10** All the recommendations to be treated as an organic whole as partial implementation will bring in several anomalies and inconsistencies. Selection for higher posts in future

**11.11** Certain posts in Senior Administrative Grade (SAG) and Higher Administrative Grade (HAG) requiring technical or specialized expertise and not encadred in any of the services to be opened up for being filled by suitable officers within the Government as well as by outsiders on contract. Shift from career based to post based selection in the higher echelons of Government in order to get the best domain based expertise.

**11.12 Creation of posts in SAG & HAG** Creation of additional posts in Senior Administrative Grade/equivalent/ higher grades in future to be strictly on functional considerations with such posts invariably being created outside the cadre to be filled by method of open selection.

**11.13 Performance Related Incentive Scheme (PRIS)** Introduction of PRIS in the Government under which employees to be eligible for pecuniary remuneration over and above the pay. PRIS to replace ad-hoc bonus scheme immediately and eventually replace PLB. PRIS to be budget neutral.

**11.14 Special incentive for scientists, etc.** System put in place for giving market driven compensation package to young scientists and posts requiring special expertise and professional skills.

**11.15 Ministerial posts in Field Offices and Secretariat Parity** established between Field and Secretariat Offices. The Secretariat and Stenographers cadres to stand merged in future.

**11.16** New grade (designated as Principal Staff Officer) in the scale of Rs.14300-18300 (revised pay band PB-3 along with grade pay of Rs.7600) for CSSS / all other analogous Stenographers cadres.

**11.17** All future recruitment to CSS/CSSS/analogous Secretariat and Stenographers cadres in non participating Ministries/Organizations in the scale of Rs.6500-10500 to be made as Executive Assistants with minimum qualifications of Graduation and one year Diploma in Computers. Executive Assistants to discharge the functions presently being carried out by Assistants as well as the Personal Assistants. The cadres of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to be merged. Present incumbents of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to continue as distinct cadres till the time the Administrative Ministry concerned evolves a procedure for their job enlargement/enrichment, retraining and redeployment.

**11.18 All India Services and organized Group 'A' Services.**

Existing edge for IAS in the three grades viz. Senior Time Scale, Junior Administrative Grade and Non-Functional Selection Grade to be retained. Grades of DIG and Conservator to be retained in IPS and Indian Forest Service respectively. Posts of Director General in the five Central Para Military Forces i.e. BSF, CRPF, ITBP, CISF & SSB to be at par and placed in the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed). The post of Director, Indira Gandhi National Forest Academy to be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).

**11.19** Existing parity between IAS & Indian Foreign Service to be maintained. Modified batch-wise parity proposed between respective batches of IAS and other organised Group A services for empanelment and/or posting at Centre with the gap being restricted to two years.

**11.20** Twenty per cent of additional posts in SAG/HAG in all organised Group A services to be operated on non-functional basis provided matching number of posts are decadred for open selection.

**11.21 Some recommendations relating to individual Services – IA&AS, IC&CES, IDAS, IpoS & IRS.**

**11.22 Central Staffing Scheme** Opening up of Central Staffing Scheme. All posts under this scheme as well as SAG/HAG posts not already encadred in any service to be filled by transparent, web-based procedure. Changes recommended in eligibility norms so as to enable officers with domain expertise to apply, irrespective of their service.

**11.23 Dearness allowance** Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise.

**11.24 Recommendations relating to Allowances** Existing rates of most of the allowances to be doubled both in case of Defence Forces as well as civilian employees.

**11.25** Existing rates of HRA to be retained for A-1 cities with A, B-1 & B-2 cities being given this allowance at the rate of 20% and C/Unclassified cities being given the allowance at the rate of 10%.

**11.26** CCA to be subsumed in Transport Allowance and the rates of this allowance to be increased by 4 times.

**11.27 Travel entitlements to be paid on actuals.**

**11.28 Rates of Education allowance** reimbursement to be raised from existing Rs.50 to Rs.1000 per child per month, subject to the maximum of two children. Hostel subsidy to be raised from existing Rs.300 p.m. to Rs.3000 p.m.

**11.29 Risk allowance** to be replaced by risk insurance.

**11.30 All the fixed allowances made inflation proof** with provisions of automatic revision whenever dearness allowance payable on revised pay bands goes up by 50%. Transport Allowance to be increased every year on the basis of the increase in the dearness allowance.

**11.31 Encashment of Earned Leave in case of Defence Forces** personnel delinked from the number of years of service. All Defence Forces personnel to be eligible for leave encashment of upto 300 days at the time of retirement/discharge.

**11.32 Medical facilities** A new medical insurance scheme recommended for Government employees. The scheme to be optional for existing Central Government employees and pensioners. New Government employees and pensioners to be compulsorily covered by the scheme.

**11.33 Fitment formula** recommended for serving employees to be extended in case of existing pensioners/family pensioners *i.e.* 40 % increase of (Pension + 74% \*DA/ \*DP) as on 1.1. 06 \* DP (Dearness Pension in case of pre 1.4.2004 pensioners.

*For post 31.3.2004 pensioners, the element of DP is included in pension )*

**11.34 Rates of Constant Attendant Allowance** to be increased by five times to Rs.3000 p.m.

**11.35 Pension** to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial) **without linking it to 33 years of qualifying service for grant of full pension.**

**11.36 A liberal severance package** for employees leaving service between 15 to 20 years of service.

**11.37 Higher rates of pension for retirees and family pensioners on attaining the age of 80 Years by 20%, 85 Years by 30%, 90 Years by 40%, 95 Years by 50% and 100 Years by 100%.**

**11.38 Revision of the commutation table** suggested for commutation of pension.

**11.39 Framing of an appropriate insurance scheme** suggested for meeting the OPD needs of pensioners in non-CGHS areas.

**11.40 Advances** A new mechanism for grant of advances under which an employee will take the advance from an approved bank and the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the bank to the employee. Existing limits of various advances increased and provisions made for their automatic revision periodically.

**11.41 Public holidays** Continuation of five day week. Government offices to remain closed only on the three national holidays. All other gazetted holidays to be abolished and compensated by increasing the number of restricted holidays from two to eight days in a year.

**11.42 Women employees** Benefits like staggered working hours, special leave for child care, enhanced maternity leave of 180 days, better accommodation facilities in the form of working women's hostels, etc. specifically for women employees.

**11.43 Persons with disabilities** Government employees with disabilities recommended various benefits like enhanced number of casual leave, special aids and appliances for facilitating office work, higher interest subsidy for automobile loans, liberal flexi hours, higher rate of transport allowance, better prosthetic aids and proper grievance redressal machinery. Extra allowance for disabled women employees to take care of young child till the time the child attains the age of two years.

**11.44 Lateral entry of Defence Forces personnel** Lateral movement of all Defence Forces personnel (both Personnel Below Officer Ranks & Short Service Commission Officers) at appropriate levels in CPOs/CPMFs as well as in the various posts of defence civilians in Ministry of Defence.

**11.45 Rationalization of the existing processes**

Steps leading to improvement in the existing delivery mechanisms by more delegation, delayering and an emphasis to achieve quantifiable and concrete end results.

**11.46 Greater emphasis on field offices/organisation at the cutting edge of delivery.** Parity between posts in field offices and the secretariat.

**11.47 Enhanced pay scales for Nurses, Teachers and Constabulary** with whom the common citizen has most frequent interaction. Postmen have also been upgraded.

**11.48 Delay ring of administrative offices to cut down hierarchical levels.**

**11.49 Emphasis on training academies and training processes within the Government.**

**11.50 Regulatory Bodies** Normal replacement pay bands, grade pay and allowances for the existing Members of regulatory bodies. A revised method of selection with a higher pay package to those recruited through the revised process of selection in selected organisations.

**11.51 Employees and Court Officers of the Supreme Court**

No relativity established between employees and court officers of the Supreme Court vis-à-vis those working in the Central Government.

**11.52 Financial implications**

The recommendations contained in the Report to cost Rs.12561 crore in the year 2008-09. Savings of Rs.4586 crore likely to accrue on account of various measures suggested in the Report. The net financial implications of the recommendations contained in the Report estimated to be Rs.7975 crore for the year 2008-09. An additional, one-time burden of Rs.18060 crore on payment of arrears.

**Recommendations of Sixth Pay Commission**  
**TECHNICAL SUPERVISORS**  
**Extract of Chapter 3.8 on COMMON CATEGORIES, - (Workshops)**  
**(Page 220 & 221 of Sixth CPC Report)**  
**(COMPILED BY IRTSA)**

<b>Technical Supervisors</b>	3.8.28 Insofar as supervisory staff of workshop staff is concerned, the following structure exists at present:-			
	<b>Designation</b>	<b>Pay scale</b>		
	Chargeman 'B'/Chargeman	Rs.5000-8000		
	Chargeman 'A'	Rs.5500-9000		
	Asstt. Shop Superintendent/Dy. Shop Superintendent/ Asstt. Foreman	Rs.6500-10500		
	Shop Superintendent/Foreman	Rs.7450-11500		
<b>7.36.72</b>	Consequent to restructuring of the pay scales recommended by the Commission, the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 stand merged. Some restructuring will, therefore, need to be effected in the supervisory cadre of the workshop staff. This is necessary even on functional grounds as, in a delayed organization, no justification would exist for retaining more than two levels of technical supervisors. <b>The Commission, accordingly, recommends following revised pay structure for the cadre of supervisory/technical supervisory staff in the workshops: - (in Rs.)</b>			
	<b>Designation</b>	<b>Present Pay scale</b>	<b>Recommended Pay scale</b>	<b>Corresponding Pay Band &amp; Grade</b>
				<b>Pay Band</b> <b>Grade Pay</b>
	Chargeman 'B'/ Chargeman 'A'	5000-8000/ 5500-9000	6500-10500	PB-2    4200
	Asstt. Shop Superintendent*/ Dy. Shop Superintendent/ Asstt. Foreman	6500-10500	7450-11500	PB-2    4600
	Shop Superintendent */ Foreman	7450-11500	7450-11500	PB-2    4600
	The grades of Asstt. Shop Superintendent/equivalent and Shop Superintendent/equivalent stand merged. <u>Extract of Para 3.8.27 Page 220</u> “# <b>Master Craftsmen</b> presently in the scale of Rs.5000-8000 shall be merged in the cadre of Chargeman 'B'. In future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 – along with grade pay of Rs.2800 (4500-7000).”			

**(Extract of Chapter 7.36 on RAILWAYS, Page 529 & 530 of Sixth CPC Report)**

**Technical Supervisors**

**7.36.72 The present cadre of Technical Supervisors is as under:-**

JE II ( P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	Rs.5000-8000
JE I	Rs.5500-9000
Section Engineers	Rs.6500-10500
Senior Section Engineers	Rs.7450-11500
<b>Draughtsmen –Civil, Mechanical, Electrical and S&amp;T</b>	
JE Gr. II (Dr)	Rs.5000-8000
JE Gr. I (Dr)	Rs.5500-9000
SE (Dr)	Rs.6500-10500
SSE (Dr)	Rs.7450-11500

**RAIL ENGINEERS ! MAKE IRTSA STRONG  
FOR A CONTINUOUS STRUGGLE FOR  
BETTER STATUS, BETTER EMOLUMENTS & BETTER SERVICE CONDITIONS**

7.36.73 Demand has been made that Section Engineers and Senior Section Engineers including C&M staff should be classified as Group B gazetted as in MES and CPWD. 7.36.74 Non-practicing allowance at the rate of 10% of pay has been demanded.

7.36.75 It has been stated that a master scale as in State Governments of Punjab and Kerala to avoid stagnation may be introduced. Longer pay scales with lesser over lapping and continuation of the last increment in the grade till next promotion/retirement has been demanded.

7.36.76 Entry grade of Rs.6500-10500 to JEs at par with excise inspectors, loco inspectors, traffic supervisors etc. has been demanded. It is stated that the existing 4 grade structure may be abolished and merged into two grades. Time bound promotions up-to JA grade on the pattern of other central Government departments like CPWD, MES and P&T has been proposed.

### **Recommendations – Technical Supervisors**

7.36.77 The Fifth CPC had recommended an assured career progression scheme (ACPS) for all Government employees which were implemented with some modifications in respect of the employees belonging to Groups B, C & D. This scheme also exists in the Ministry of Railways. The Commission has separately recommended certain modifications in the scheme to improve it further. The modified ACPS will also apply in Ministry of Railways. It is not possible to extend the scheme of time bound promotions and cadre structure similar to that existing in CPWD in the Ministry of Railways as this will disturb the entire functional structure of Railways and will also upset many of the existing relativities. Diploma Holders in Engineering have been given a higher grade at entry (Rs.5000-8000) as compared to Graduates in the Clerical category i.e. Senior Clerk in scale Rs.4500-7000. No further upgradation is, therefore, warranted. Introduction of running pay bands will, in any case, ease existing levels of stagnation. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500.

This will necessitate some restructuring in the existing cadre along with merger of some posts which are functionally similar.

The Commission, accordingly, recommends the following revised structure for the cadre of Technical Supervisors:-

Designation	Recommended pay scale	Corresponding Pay Band & Grade	
		Pay Band	Grade Pay
JE II ( P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	5000-8000#	PB-2	4200
Junior Engineer I	5500-9000#	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

# Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

**Draughtsmen –Civil, Mechanical, Electrical and S&T**

Designation	Recommended pay scale	Corresponding Pay Band & Grade	
		Pay Band	Grade Pay
Junior Engineer II (Dr)	5000-8000#	PB-2	4200
Junior Engineer I (Dr)	5500-9000#	PB-2	4200
Section Engineers (Dr)	7450-11500	PB-2	4600
Senior Section Engineers(Dr)	7450-11500	PB-2	4600

**NOTE BY IRTSA - 1.** There are 4 **Pay Bands** (PB or running scales) recommended by SCPC.

2. PB-1 is Rs 4860-20200, PB-2 is Rs 8700-34800, PB-3 is 15600-39100 & PB -4 is 39200-67000.

3. Corresponding Pay Band for PB-2 is Rs 8700-34800 and is applicable all employees in Group C & B in the existing scales of Rs 5000-8000 to 8000-13500.

4. Grade pay is to be added to pay Band for calculating Scale & Basic Pay

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**Pay Fixation for Proposed Pay Scales by Sixth CPC  
%age Rise of Total Emoluments - As on 01.01.2006**

**In the upgraded Pre revised Scales  
For Technical Supervisors**

CALCULATED AS PER UPGRADATION PROPOSED ON PAGES 219 TO 221 OF VI CPC REPORT  
(COMPILED BY IRTSA)

Pre-Revised Scale	Pre-Revised BP	Pre-revised emoluments	Up graded Basic pay in the pre revised scale	Revised Running Band			Increase	%age increase
				Revised Pay Band	Grade Pay	Total Pay		
5000 - 150 - 8000 JE-II	5000	9300	6500	11310	4200	15510	6210	66.77
	5150	9579	6500	11310	4200	15510	5931	61.92
	5300	9858	6500	11310	4200	15510	5652	57.33
	5450	10137	6500	11310	4200	15510	5373	53.00
	5600	10416	6500	11310	4200	15510	5094	48.91
	5750	10695	6500	11310	4200	15510	4815	45.02
	5900	10974	6500	11310	4200	15510	4536	41.33
	6050	11253	6500	11310	4200	15510	4257	37.83
	6200	11532	6500	11310	4200	15510	3978	34.50
	6350	11811	6500	11310	4200	15510	3699	31.32
	6500	12090	6500	11310	4200	15510	3420	28.29
	6650	12369	6700	11660	4200	15860	3491	28.22
	6800	12648	6900	12010	4200	16210	3562	28.16
	6950	12927	7100	12360	4200	16560	3633	28.10
	7100	13206	7300	12710	4200	16910	3704	28.05
	7250	13485	7500	13050	4200	17250	3765	27.92
	7400	13764	7700	13400	4200	17600	3836	27.87
	7550	14043	7900	13750	4200	17950	3907	27.82
7700	14322	8100	14100	4200	18300	3978	27.78	
7850	14601	8300	14450	4200	18650	4049	27.73	
8000	14880	8500	14790	4200	18990	4110	27.62	
5500 - 175 - 9000 JE-I	5500	10230	6500	11310	4200	15510	5280	51.61
	5675	10556	6500	11310	4200	15510	4954	46.93
	5850	10881	6500	11310	4200	15510	4629	42.54
	6025	11207	6500	11310	4200	15510	4303	38.40
	6200	11532	6500	11310	4200	15510	3978	34.50
	6375	11858	6500	11310	4200	15510	3652	30.80
	6550	12183	6700	11660	4200	15860	3677	30.18
	6725	12509	6900	12010	4200	16210	3701	29.59
	6900	12834	7100	12360	4200	16560	3726	29.03
	7075	13160	7300	12710	4200	16910	3750	28.50
	7250	13485	7500	13050	4200	17250	3765	27.92
	7425	13811	7700	13400	4200	17600	3789	27.43
	7600	14136	7900	13750	4200	17950	3814	26.98
	7775	14462	8100	14100	4200	18300	3838	26.54
	7950	14787	8300	14450	4200	18650	3863	26.12
	8125	15113	8500	14790	4200	18990	3877	25.65
	8300	15438	8700	15140	4200	19340	3902	25.28
	8475	15764	8900	15490	4200	19690	3926	24.90
8650	16089	9100	15840	4200	20040	3951	24.56	
8825	16415	9300	16190	4200	20390	3975	24.22	
9000	16740	9500	16530	4200	20730	3990	23.84	

Pay Fixation for Proposed Pay Scales by Sixth CPC <b><u>In the upgraded Pre revised Scales</u></b> <b>TECHNICAL SUPERVISORS (CONTINUED)</b> CALCULATED AS PER UPGRADATION PROPOSED BY SCPC ON PAGES 219 TO 221 (COMPILED BY IRTSA)								
Pre-Revised Scale	Pre-Revised BP	Pre-revised emoluments	Up graded Basic pay in the pre revised scale	Revised Running Band			Increase	%age increase
				Revised Pay band	Grade pay	Total Pay		
6500 - 200 - 10500 SE	6500	12090	7450	12970	4200	17570	5480	45.33
	6700	12462	7450	12970	4200	17570	5108	40.99
	6900	12834	7450	12970	4200	17570	4736	36.90
	7100	13206	7450	12970	4200	17570	4364	33.05
	7300	13578	7450	12970	4200	17570	3992	29.40
	7500	13950	7675	13360	4200	17960	4010	28.75
	7700	14322	7900	13750	4200	18350	4028	28.12
	7900	14694	8125	14140	4200	18740	4046	27.54
	8100	15066	8350	14530	4200	19130	4064	26.97
	8300	15438	8575	14930	4200	19530	4092	26.51
	8500	15810	8800	15320	4200	19920	4110	26.00
	8700	16182	9025	15710	4200	20310	4128	25.51
	8900	16554	9250	16100	4200	20700	4146	25.05
	9100	16926	9475	16490	4200	21090	4164	24.60
	9300	17298	9700	16880	4200	21480	4182	24.18
	9500	17670	9925	17270	4200	21870	4200	23.77
	9700	18042	10150	17670	4200	22270	4228	23.43
	9900	18414	10375	18060	4200	22660	4246	23.06
10100	18786	10600	18450	4200	23050	4264	22.70	
10300	19158	10825	18840	4200	23440	4282	22.35	
10500	19530	11050	19230	4200	23830	4300	22.02	
7450 - 225 - 11500 SSE	7450	13857		12970	4600	17570	3713	26.80
	7675	14276		13360	4600	17960	3684	25.81
	7900	14694		13750	4600	18350	3656	24.88
	8125	15113		14140	4600	18740	3627	24.00
	8350	15531		14530	4600	19130	3599	23.17
	8575	15950		14930	4600	19530	3580	22.45
	8800	16368		15320	4600	19920	3552	21.70
	9025	16787		15710	4600	20310	3523	20.99
	9250	17205		16100	4600	20700	3495	20.31
	9475	17624		16490	4600	21090	3466	19.67
	9700	18042		16880	4600	21480	3438	19.06
	9925	18461		17270	4600	21870	3409	18.47
	10150	18879		17670	4600	22270	3391	17.96
	10375	19298		18060	4600	22660	3362	17.42
	10600	19716		18450	4600	23050	3334	16.91
	10825	20135		18840	4600	23440	3305	16.41
11050	20553		19230	4600	23830	3277	15.94	
11275	20972		19620	4600	24220	3248	15.49	
11500	21390		20010	4600	24610	3220	15.05	

**DISCLAIMER:- THESE TABLES ARE ONLY FOR GENERAL GUIDANCE & NOT A READY RECKONERS FOR FIXATION OF PAY - ESPECIALLY SINCE THESE ARE SUBJECT TO APPROVAL BY THE GOVERNMENT OF THE VARIOUS RECOMMENDATIONS OF THE SIXTH PAY COMMISSION**

## Pay Fixation for Proposed Pay Scales by Sixth CPC

CALCULATED AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT

(COMPILED BY IRTSA)

**Sheet - I, Pay Fixation recommended by Sixth CPC  
% Rise of Total Emoluments (GENERAL), - As on 01.01.2006**

Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min	Max	Min Emolument BP+DP+DA On 1.1.06	Max Emolu- ment	Pay Band	Corres- ponding pay bands	Grade pay	Total Pay	Increase/ decrease in min	% age increase
S-1	2550	2660	4743	4948	1S	4440	1300	5740	997	21.02
S-2	2610	3150	4855	5859	1S	4550	1400	5950	1095	22.56
S-3	2650	3300	4929	6138	1S	4620	1650	6270	1341	27.21
S-4	2750	3800	5115	7068	PB-1	4990	1800	6790	1675	32.75
S-5	3050	3950	5673	7347	PB-1	5310	1900	7210	1537	27.09
S-6	3200	4900	5952	9114	PB-1	5570	2000	7570	1618	27.18
S-7	4000	6000	7440	11160	PB-1	6960	2400	9360	1920	25.81
S-8	4500	7000	8370	13020	PB-1	7830	2800	10630	2260	27.00
S-9	5000	8000	9300	14880	PB-2	8700	4200	12900	3600	38.71
S-10	5500	9000	10230	16740	PB-2	9570	4200	13770	3540	34.60
S-11	6500	6900	12090	12834	PB-2	11310	4200	15510	3420	28.29
S-12	6500	10500	12090	19530	PB-2	11310	4200	15510	3420	28.29
S-13	7450	11500	13857	21390	PB-2	12970	4600	17570	3713	26.80
S-14	7500	1200	13950	2232	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New				NEW	PB-3	15990	5400	21390		
S-16	9000		16740		PB-3	15600	5400	21000	4260	25.45
S-17	9000	9550	16740	17763	PB-3	15990	5400	21390	4650	27.78
S-18	10325	12575	19205	23390	PB-3	17970	6100	24070	4866	25.34
S-19	10000	15200	18600	28272	PB-3	17400	6100	23500	4900	26.34
S-20	10650	15850	19809	29481	PB-3	18540	6500	25040	5231	26.41
S-21	12000	16500	22320	30690	PB-3	20880	6600	27480	5160	23.12
S-22	12750	16500	23715	30690	PB-3	22190	7500	29690	5975	25.20
S-23	12000	18000	22320	33480	PB-3	20880	7600	28480	6160	27.60
S-24	14300	18300	26598	34038	PB-3	24890	7600	32490	5892	22.15
S-25	15100	18300	28086	34038	PB-3	26280	8300	34580	6494	23.12
S-26	16400	20000	30504	37200	PB-3	28540	8400	36940	6436	21.10
S-27	16400	20900	30504	38874	PB-3	28540	8400	36940	6436	21.10
S-28	14300	22400	26598	41664	PB-4	39200	9000	48200	21602	81.22
S-29	18400	22400	34224	41664	PB-4	43280	9000	52280	18056	52.76
S-30	22400	24500	41664	45570	PB-4	48990	11000	59990	18326	43.99
S-31	22400	26000	41664	48360	PB-4	48990	13000	61990	20326	48.79
S-32	24050	25000	44733	46500	PB-4	52770	13000	65770	21037	47.03
S-33	25000		46500			80000			33500	72.04
S-34	30000		55800			80000			24200	43.37

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