

Presentation before
“Committee to examine issues relating to
Supervisory Categories”
Focusing on SSE, CMS, CDMS, SE(IT) & JE

By

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IN PRESENCE OF

Sri.M.Shanmugam, Central President

Sri.Jagtar Singh, Sr.Vice President & SSE, RCF.

Sri.MMVGK. Raju, Jt. Gen. Secy & SSE Lalguda workshop, SCR.

Sri.Suresh Kumar, Org Secy & SSE BBQ Coaching Depot, SR.

Date:16.12.2024

Strength of SSE, CMS & CDMS

Designation	PL	Strength before RBE No 155/2022			
		SS	On roll	Vac	% Vac
SSE (All Tech Depts) & CMS	7	48546	40462	8084	16.7%
SSE (Printing Press) & CDMS	7	1927	1511	416	21.6%
Total		50473	41973	8500	16.8%

- **Around 24000 JEs.**
- **Stagnation felt severely because of two consecutive entry grades in L-6 & L-7.**
- **Huge vacancies in both grades of SSE & JE.**

Stagnation at SSE is accepted fact

1. 7th CPC in para 11.40.113 said that there is some element of stagnation at the GP-4600 (SSE) stage.
2. National Anomaly Committee referred its item No.15 – “Issues of Technical Supervisors in Railways” (DoPT OM dated 31.01.2019) to DAC. **No meeting of DAC held in Rlys.**
3. Rly Board’s High power committee accepted stagnation.
4. CRB accepted in 48th NC-JCM meeting that the element of direct recruitment in the SSE grade is from highly qualified candidates, but they currently stagnate at a low level without appropriate status. **Cabinet Secretary asked CRB and DoE to resolve the issue expeditiously. Spirit of NC-JCM decision not fully met.**

RBE No.155/2022 – Not cleared the stagnation

Only less than 10% of the SSE got actual pay fixation benefit on upgradation from level-7 to level-8.

Implementation of RBE No.155/2022 - Analysis at ICF

1. Sanctioned strength of SSE in different seniority units of ICF	836
2. 50% upgradation on 01.12.2022	413
3. SSE already in L-9 MACPS (among upgraded to L-8)	148
4. SSE already in L-8 MACPS (among upgraded to L-8)	193
5. Sub total (3+4)	341
6. SSE got pay fixation on 01.12.2022 on promotion to L-8.	72
7. SSE got pay fixation on 01.12.2022 in % to upgraded SSE	17.4%
8. SSE got pay fixation on 01.12.2022 in % to total strength	8.6%

Railways not followed its own decision

1. Decision taken by Rly in DAC (6th CPC) to grant GP Rs.4600 for JEs and GP Rs.4800 for SSE in 2010 ignored. Ref. Rlys O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010 sent to FM.
2. Recommendations of Railways' high-level committee is neither accepted nor Railways followed DoE approval dated 01.11.2022.

Pay Level	% recomed by the committee	% approved by FM	Implemented w.e.f. 01.12.2022
L-9	25%	NFU after 4 years in L-8	50% of posts in L-8 NFU to L-9 after 4 years. i.e 25% cadre strength
L-8	50%	50%	25%
L-7	25%	50%	50%

3. GP Rs.4800 & NFU to PL-9 was granted to Accounts supervisors from 01.01.2006 and 01.01.2016 respectively. **No parity followed for Technical Supervisors.**

Reversal of relativities between apex grades of Technical Supervisors (SSE) Accounts & other supervisors

PC	SSE	Accounts	Ministerial	Nurse
3rd	Rs.840-1040 Rs.840-1200	Rs.775-1000	Rs.700-900	Rs.700-900
4th	Rs.2375-3500	Rs.2000-3200	Rs.2000-3200	Rs.2000-3200
5th	Rs.7450-11500	Rs.7450-11500 (w.e.f.7.3.2003)	Rs.7450-11500	Rs.7500-12000
6th	GP Rs.4600	GP Rs.4800	GP Rs.4600	GP Rs.5400
7th	L-7	L-8 & NFU L-9	L-7	L-9
Dec-22	L-8		L-8	
Dec-26	L-9 NFU (25% of cadre)			

No uniform promotion opportunity

1. There are various seniority units available for Technical Supervisors working in four technical departments of Indian Railways. Since RBE No.155/2022 was implemented for the sanctioned strength of individual seniorities, many of the seniors were left of the upgradation. Example in ICF Mechanical department given below

Name	JE	SSE GP 4600 / L-7	L-8 on Dec 2022
Sri.N.Kandasamy	Aug. 1992	Oct 2005	Left out
Junior SSE promoted on Dec 2022	May 1998	Nov 2013	Promoted

2. This situation has defeated basic objective of the upgradation. Only 100% upgradation of SSE posts to level-8 from level-7 will avoid the serious anomaly of seniors left out of upgradation.

Enormous pressure due to vacancies in SSE

Quantum of DR quota in SSE steadily increased

CRC / PC	% of SE / SSE	DR quota for 100 Tech Supr
01.03.1993	25%	5
01.11.2003	29%	5.8
01.01.2006	50%	10
01.11.2013	67%	13.4

As one time measure DR vacancies of SSE should be filled by promoting eligible JEs

- 1) 8500 posts of SSE, CDMS & CMS vacant at the time of implementation of RBE No.155/2022.
- 2) Last RRB notification for recruitment of Gr Engineers was on 2015.
- 3) DR of SSE was discontinued in 2018. Resumption order for DR issued in the year 2021. Till now no recruitment.

Group-B - Long wait continuous

1. One exercise was done by Rly Board immediately after 5th CPC.
2. After 6th CPC, in the meeting convened by Member Staff 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.
3. FC in principle concurred the proposal for Gr-B on 31.05.2007. **Rly Board discussed the issue many times, but no decision.**
4. Railways already classified posts in Level-8 as Group B Gazetted, as per RBE No. 5/2010, dated 08.01.2010.
5. In 2018 again Railway formed a high level committee.

Group-B Strength reduces in Railways

Number of Group 'B (Gaz)' posts in Railways has significantly decreased between 2010 and 2022, severely impacting the promotional prospects & Administrative requirements.

Year	Central Govt			Railways		
	A	B	Total Gaz	A	B	Total Gaz
2010	96,504 (2.68%)	91,307 (2.53%)	1,87,811 (5.21%)	8748 (0.55%)	7652 (0.49%)	16,400 (1.04%)
2022	1,38,705 (3.49%)	1,16,978 (2.94%)	2,55,683 (6.43%)	12841 (0.85%)	5053 (0.34%)	17,894 (1.19%)

Within brackets figure shows percentage of post to the total sanction
Ref: Annual report of pay & allowances of central Government civilian employees

Percentage of Group-A & Group-B posts in Railways need to be increased aligning with Central Govt departments.

Change in Gr-B 70% PQ selection zone of consideration criteria (RBE No.216/2019) further aggravates stagnation

1. As on 01.01.2024, only 2578 Group-B posts are available for Civil, Mech, Elec and S&T departments.
2. Promotion to Gr-B is limited to vacancies arising out of 2578 posts. Two channels – 70% seniority quota and 30% LDCE quota.
3. Revised eligibility criteria for 70% seniority quota Gr-B selection is three minimum years service in level-6. **Deeply affects even existing meager chances of promotions to seniors.**
4. PQ quota zone of consideration is even bigger than zone of consideration for LDCE quota.
5. Ratio between eligible Gr-C in level-6 & 7 to Gr-B posts in four technical departments of Indian Railways - 1 : 0.013.
6. **Zone of consideration for PQ should be limited to 3 times of vacancies and there should not be any grading as good and outstanding.**

Way forward – Pay Level

1. All SSE, CMS, CDMS and SE(IT) may please be placed in level-8 w.e.f. 01.01.2016 with exclusive designation. (For left out category, SE (IT) pl ref IRTSA memo/26 dt 22.05.2024)
2. Non functional upgradation to level-9 after completion of 4 years in level-8 without any restriction.
3. To clear the severe stagnation among seniors, NF upgradation to level-9 may be extended after completion of 2 years in level-8 atleast up to the year 2026.
4. All JE, CMA and DMS should be placed in level-7.
5. DR quota for Graduate Engineers may be calculated 10% of sanctioned strength of SSE.
6. As one time measure DR vacancies of SSE may please be filed through promotion from eligible JEs and same principle should be applied for CMT and stores.

Way forward – Classification of posts

Classification of SSE, CMS, CDMS and SE(IT) as Group-B

1st Phase

All SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in L-6 & L-7 should be classified as Gr-B.

2nd Phase

Indian Railways should follow the classification aligning with classification of DoPT.

The word "THANK YOU!" is written in a bold, sans-serif font. Each letter is a different color: T (blue), H (purple), A (pink), N (orange), K (yellow), Y (green), O (teal), and U (light blue). The text is surrounded by several small, colorful dots in various colors (blue, yellow, pink, purple, green) scattered around it.

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