

**MEMORANDUM
ON THE REPORT OF SIXTH PAY COMMISSION**

**ON THE PLIGHT OF
TECHNICAL SUPERVISORS / ENGINEERS
ON RAILWAYS
AND THE
RAILWAY MEN AT LARGE**

**SUBMITTED
TO
EMPOWERED COMMITTEE
ON
SIXTH PAY COMMISSION REPORT**

BY

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

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

C.H.Q. 32, PHASE 6, MOHALI (PB), CHANDIGARH-160 055 (PHONE : 0172-2228306 , 09316131598)

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No. IRTSA / GS / CS / Emp Com

Dated 12th May,2008

To

Shri K.M. Chandrasekhar, I.A.S.
Cabinet Secretary,
Government of India-Cum-
Chairman,
Empowered Committee on Sixth CPC Report,
North Block, New Delhi - 110001.

Sir,

**Subject: - MEMORANDUM ON THE REPORT OF SIXTH PAY COMMISSION -
ON THE PLIGHT OF TECHNICAL SUPERVISORS ON RAILWAYS**

We would like to draw your kind attention to the sad plight of the over 50,000 Technical Supervisors / Engineers on the Indian Railways and the raw deal meted out to them by the Sixth Pay Commission – compelling hundreds of Engineers from all over India to give a Dharna at Jantar Mantar, on 21st April, 2008.

The report of Sixth Pay Commission has completely disillusioned Technical Supervisors Engineers on the Railways, especially on account of the following reasons, amongst others:-

- Nominal hike of wages by only 15 to 28 % is totally unjust and insignificant as compared to over 300 percent wage hike in Corporate & Private Sectors in the last ten years and the much higher wages available in Public Sector Undertakings – where an other wage revision is already due w.e.f 1.1.2007.
- Unjustly ignoring the merger of 50% Dearness Allowance for Fixation of Pay.
- Extremely low Minimum Pay of Rs 5740 in scale -1S and Rs 6790 in PB-1,
- a) Ignoring decision of the Hon'ble Supreme Court of India, as accepted by the Fifth CPC regarding elements to be counted for fixing Need Based Minimum Wage; and
- b) Ignoring the formula of common Multiple Factor (of 3.25) adopted by the Fifth Pay Commission – based on %age rise of NNP (Net National Product).
- Extremely low Rates of Increments @ 2.5 % - which are even lesser than existing annual rise and much less than annual pay hike in other sectors.
- Grade pays are too low and their differentials do not reflect higher job requirements from lower post to the next.
- Grade pays do not provide even the existing pay rise from one pay scale to the next.
- Unjustly clubbing of Engineers / Technical Supervisors (JEs, SEs and SSEs) on the Railways in Pay Band PB-2 – (of Rupees 8700-34800) and lower Grade Pay than the Nursing Staff – in-spite of their vital & critical responsibilities, comparable qualifications and intensive training.

- Unjust denial of any up-gradation to Senior Section Engineers on Railways.
- Proposed Corporatisation of railways will jeopardise safety efficiency and productivity on the Railways.

We therefore earnestly request you to kindly intervene and advise the Government to accept the following genuine demands, detailed justification for which is attached herewith:-

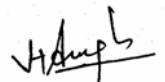
- 1.A) Minimum pay of Rs 13000 for Technical Staff with One Pay Band of Rs.13,000 – 1,50,000 for Technical Staff, instead of 4 Pay Bands.
- 1.B) Minimum pay of Rs. 28000 for Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000) & Minimum pay of Rs. 45000 to Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) on Railways.
- 1.C) (i) Up- grading of Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000) to Pre-revised scale of RS.7450- 11500 –(in view of their duties, responsibilities, qualification, training & other job requirements).
(ii) Up-grading of Senior Section Engineers (presently in S-13 Rs 7450-11500) to equivalent of pre-revised scale of Rs. 10000-15200 – (As this grade has already been granted to JEs with 15 to 20 years service on time scale basis in State Government service in UP, Bihar, Uttaranchal, Jharkhand, CPWD & MES etc).
- 1.D) Placing in PB-3 all Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) and Group 'B' (S-14 Rs 7500-12000 & S-15 Rs 8000-13500) on Railways.
2. Counting of 50% of DA i.e. DP (Dearness Pay) for fixation of Pay.
3. Minimum Annual Increment of 5 % PA (instead of 2.5 %).
- 4.A) Adequate rise of pay from one scale to the next (not less than the existing difference in the Minimum of one Scale to the next).
B) Grant of at least 4 increments on promotion.
C) Merger of Grade Pay with Pay Scale after fitment in Revised scales of Pay.
5. Group 'B' Gazetted status to all Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000), Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) on Railways.
6. Inclusion of both dependent father & mother in privilege Pass.
7. Time Bound & Time scale promotions from JE to JA grade (as in MES, Telecom & CPWD & State Government Services).
8. No Corporatisation of Railways.
9. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX – as recommended by Fifth CPC.
10. GRANT OF INTERIM RELIEF

We earnestly request you to give a favourable consideration to the above issues, as per detailed submissions in the enclosed Memorandum while finalizing the implementation of the recommendations of the Pay Commission.

With kind regards,

Yours faithfully,

Encl. One Memorandum
(With Annexure IA to IC & II)



Er. HARCHANDAN SINGH,
GENERAL SECRETARY, IRTSA,

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

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

C.H.Q. 32, Phase 6, Mohali (Pb.), Chandigarh-160 055 (Phone : 0172-2228306 , 09316131598)

No. IRTSA / GS / Emp Com

Dated 12th May,2008

**MEMORANDUM ON THE REPORT OF SIXTH PAY COMMISSION
- ON THE PLIGHT OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS
ON THE OCCASION OF DHARNA AT JANTAR MANTAR, NEW DELHI**

**1. A) MINIMUM PAY OF RS 13000 FOR TECHNICAL STAFF WITH ONE PAY BAND OF RS.13,000
– 1,50,000 FOR TECHNICAL STAFF – INSTEAD OF 4 PAY BANDS.**

a) While computing the Minimum Wages, Sixth Pay Commission has ignored the actual market conditions, retail prices as well as the factors of Social obligations upheld by the Supreme Court of India and accepted by the Fifth CPC. It also ignored a reliable formula of % age Rise of Net National Product adopted by the Fifth Pay Commission.

Fifth Pay Commission worked out and adopted the Multiple Factor of 3.25 % based on % age rise of NNP (Net National Product). But it also erred by calculating the rise of NNP over 9 years instead of 10 years since Fourth CPC, for fixing up the Pay Scales at all levels.

The Sixth Pay Commission did not adopt any norms or formula nor did it adopt any scientific criteria for Fixing the salaries at various levels. Consequent the rise given at various levels is also very erratic and widely different at each level – as would be apparent from **Annexure I A & I B**.

The ratio corresponding to minimum of scales is widely varying from 1.61 to 3.37 and %age increase of wages also widely vary and not only reflect partial treatment but also an erratic approach of the Sixth CPC, which is bound to cause great resentment and heart burning.

The % age rise of NNP since 1994-95, works out to be 164.62 % on Current Prices as on 1.1.06. Compensation Factor works out to be 4.92 from 1994-95 to Dec,2005 and 4.66 for 10 years from 1994-95 to 2004-05

i) Accordingly the Minimum salary should be Rs 12500 and the Maximum salary should be Rs 1,50,000 (based on rise of 164.62% of NNP).

Minimum wage for Technical Staff should be at least one grade higher i.e. Rs 13,000, keeping in view their higher and more onerous job requirements and more onerous work environments etc.

ii) It is further requested that there should be only one Pay Band of Rs.13,000 – 1,50,000 for Technical Staff – instead of 4 Pay Bands.

iii) Since the Maximum Salary as proposed above, works out to be Rs 1, 50, 000 It is proposed that the Pay of the President of India and other Constitutional heads, be also revised to over Rs 1.5 lakhs.

1. B) Minimum pay of Rs. 28000 for Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000) & Minimum pay of Rs. 45000 to Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) on Railways.

i) Fifth CPC had wrongly applied the multiple factor of 3.25 (on Fourth CPC Pay Scales) based on rise of NNP by 30.9% for 9 years, instead of 38.6 % for 10 years, and wrongly calculated the multiple factor as 3.25 instead of 4.05.

ii) Multiple Factor of 4.92 should be applied as ratio between Proposed & Existing Fifth CPC Minimum Pay, as per details mentioned in **Annexure II**.

iii) Higher duties, responsibilities & job requirements of Technical Staff, especially on Railways;

iv) Comparative Pay Scales and emoluments of the counterparts in P.S.U.s. with similar duties, responsibilities and job requirements.

v) Additional training after recruitment of Diploma Holders as JEs

vi) Additional training after recruitment of BEs - Degree Holders as SEs.

vii) SCPC has recommended up-gradation of SE to SSE scale In chapter 3.8, page 221 and Para 7.36.77 Page 530 & 531 of its report.

1.C) (i) Up- grading of Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000) to Pre-revised scale of RS.7450- 11500 – (in view of their duties, responsibilities, qualification, training & other job requirements).

(ii) Up-grading of Senior Section Engineers (presently in S-13 Rs 7450-11500) to equivalent of pre-revised scale of Rs. 10000-15200 – (As this grade has already been granted to JEs with 15 to 20 years service on time scale basis in State Government service in UP, Bihar, Uttaranchal, Jharkhand, CPWD & MES etc).

No consideration has been given by the Sixth CPC to the onerous nature of Duties and Responsibilities of Engineers / Technical Supervisor - which have increased manifold and become more onerous over the years especially due to modernization on the Railways, indiscriminate shrinking of staff strength and numerous other factors.

Staff Nurse in grade of Rs 5000-8000 are proposed to be placed in pre-revised scale of Rs.7450-11500. Similarly, Nursing Sisters in Scale Rs 5500-9000 are proposed to be placed in the pre-revised Scale of Rs 7500-12000.

Entry qualification for both the Nursing Staff and JEs are 3 Years Diploma in their respective disciplines and both also have to undergo a training of one and a half year followed by examination before absorption. Job requirements of J.Es. S.Es. and SSEs. are equally onerous and demanding to ensure safety and efficiency on the Railways, where one single mistake can endanger not one, but thousand lives.

If the proposals of Sixth CPC are implemented, then there would be a negative growth of salary of especially the Senior Section Engineers in scale S-13 (as apparent from Annexure I C).

It is, therefore, requested that:-

(i) JEs (Junior Engineers) in existing scales of Rs 5000-8000 and 5500-9000 may be allotted pay scale equivalent to the pre-revised scale of Rs 7450-11500 in view of their duties, responsibilities, qualification, training & other job requirements and to attract suitable personnel for this vital job.

(ii) Senior Section Engineers in scale Rs 7450-11500, may please be upgraded and placed in the equivalent scale of Rs 10000-15200 in consideration of their job requirements and long experience – both of which have not been considered by the SCPC, particularly in view of the fact that the Pay scale of Rs 10000-15200 has already been granted to JEs with 15 to 24 years service on time scale basis in state government service in UP, Bihar, Uttaranchal, Jharkhand / C.P.W.D. / M.E.S. etc (as per details in **Annexure II**).

1.D) Placing in PB-3 all Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) and Group ‘B’ (S-14 Rs 7500-12000 & S-15 Rs 8000-13500) on Railways.

Sixth CPC has greatly erred in placing the Section Engineers & Senior Section Engineers in PB-2. Section Engineers (SEs) (scale Rs 6500-10500) are recruited on the Railways with Engineering Degree as qualifications and one year on the job training or are promoted to that post after long years of service experience as Junior Engineers who are themselves having Engineering Diploma as qualification and one & half years of on the job training. Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) are ‘Spot’ or ‘Field’ Managers - directly managing production, planning, quality control, safety, efficiency and effective execution of administrative polices and targets in the field and on the shop floor, shed or depot, being directly responsible for round the clock management of the system against all odds, constrains, shortages of staff and material resources as well as vagaries of nature.

Assistant Nursing Superintendents (scale Rs 6500-10500), Deputy Nursing Superintends (scale Rs 7500-12000) have all been placed in PB-3. There is no justification for placing the SE, SSE and Group B officers in PB-2. It is requested that either the proposal of having 4 Pay Bands be totally

scrapped or else Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) and Group B Officers on the Railways be placed in PB-3.

2. COUNTING OF 50% OF DA I.E. DEARNESS PAY FOR FIXATION OF PAY.

Dearness Pay has all along been counted for all purposes including fixation of Pay in the Revised scales of pay after every Pay Commission. The Sixth Pay Commission could not be an exception for any reason whatsoever as it would not be justified to ignore this element for fixation of pay. It is therefore requested that DP (Dearness Pay) may please be counted for all purposes including fixation of Pay etc.

3. MINIMUM ANNUAL INCREMENT OF 5 % PA (INSTEAD OF 2.5 %).

Rate of increment is much higher in most of the PSU and private sector. The rate of Increment should be such so as to provide adequate motivation and incentive for maintaining the level of efficiency and commitment. It should be atleast 5 % of Pay to adequately meet the increasing monetary requirements and growing family and social liabilities as well as to compensate for improved skill and efficiency on account of experience.

4a) ADEQUATE RISE OF PAY FROM ONE SCALE TO THE NEXT.

4b) GRANT OF AT LEAST 4 INCREMENTS ON PROMOTION.

4c) MERGER OF GRADE PAY WITH PAY SCALE AFTER FITMENT IN THE REVISED SCALES.

Sixth Pay Commission has killed all charm & incentive on promotion from one scale or post to the next by reducing the margin between the minimum of two subsequent grade to just Rs 400 in PB-2 (in the shape of so called Grade Pay) from the existing level of Rs 500 of JE-II (Rs 5000-8000) & JE-I (Rs 5500-9000) and of Rs 1000 between the subsequent existing scales of Rs 6500-10500 and above.

This is totally unjustified, illogical and irrational and bound to cause much frustration. It is therefore requested that concept of Grade Pay should be rejected and proper rational Pay scales be formed with adequate rise from the minimum of one to that of the next which should not be less than at least thrice the existing level or the existing differential be multiplied with the compensatory factor based on the rise of NNP (Net National Product) as was done by the Fifth Pay Commission.

5. Group 'B' Gazetted status to all Junior Engineers (presently in S-9 Rs 5000-8000 and S-10 Rs 5500-9000), Section Engineers (S-11 Rs 6500-10500), Senior Section Engineers (S-13 Rs 7450-11500) on Railways.

All the previous three Pay Commissions had recommended for classification of the Pay Scales of senior Technical Supervisors to be classified in Group B and the Government had also accepted the recommendations in this regard, accept in case of Fifth Pay Commission where in the Government had modified the recommendations (as per details in **Annexure III**). But the Railways did not implement any of the orders issued after any of the 3 Pay Commissions.

Sixth Pay Commission has clubbed all the existing scales of Technical Supervisors (JEs, SEs, SSEs / CMS/ DMS) in existing scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500, Rs 7450-11500, and Group B in existing scales of Rs 7500-12000 and 8000- 13500, in PB-2. Since the nature of job in all these scales requires supervision and management, it is requested that these posts be classified in Group B gazetted . as has already been done in other Central Government Departments as well as in most other State Government services (as per details in **Annexure III**)

6. INCLUSION OF BOTH 'DEPENDENT' PARENTS (Father & Mother) IN PRIVILEGE PASS

It is requested that in view of the social obligations and bonding in India, both the 'Dependent' Parents (Father and Mother) where ever they are dependent on a Railway employee – due to their old age and low level of income, be allowed to be included in the Privilege Pass and the definition of

'Dependent' be amended accordingly.

7. TIME BOUND & TIME SCALE PROMOTIONS FROM JE TO JA GRADE (as in MES, Telecom & CPWD & State Government Services).

Engineers / Technical Supervisors on the Railways, continue to rot with in their cadre throughout their career and get extremely frustrated due to lack of time bound promotions like their counterparts in other Departments (like MES, CPWD & Telecom etc) or like the Officers on the Railways itself - all of whom have the benefit of time bound promotions.

Regular promotions at fixed and specified intervals are very essential for effective motivation and efficiency with sustained growth. Time bound and Time Scale Promotions are there not only in the Defence Services but also in the Officers Cadres in civil Services and the Railways.

Time Bound / Time Scale have been adopted for the Junior Engineers in CPWD, MES and Telecom Department. These have also been implanted for JEs in most of the States (as per details in Annexure II). But the JEs, SEs and SSEs on Railways continue to rot in these scales throughout their careers and get highly demoralized and frustrated with ACP providing no real relief as per their job requirements.

It is requested that Time Bound and Time Scale Promotions be granted to Engineers Technical Supervisors on Railways.

8. NO CORPORATISATION OF RAILWAYS.

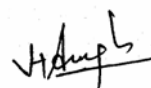
The Pay Commission, while recommending Corporatisation of the Railways (vide Para 7.36.99 to 103), has not taken a note of the fact that while most of the central PSUs like Air India etc. are sinking deeper in losses, a profitable Government entity like Indian Railways is improving its financial performance year after year. It is requested that the Railways should not be Corporatised. On the other hand a separate Wage Board be set up to review and decide the Wage structure of Railway men in view of special working conditions, separate Budgetary provision and special role the Railways play in the development of the Nation.

9. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX

Allowances (like DA, CCA, HRA etc) are not exactly income but only compensations for maintaining the real income. Fifth Pay Commission had strongly recommended for exempting all such Allowances from Income Tax (*vide Para 167.8 & 167.9 of its Report*) to exempt these Allowances from Income Tax, to avoid erosion of the wages recommended by it. But the Government had so far not accepted this recommendation of Fifth CPC. Sixth CPC has not reflected on this issue. It is requested that the recommendations of Fifth CPC be implemented and all allowances be exempted under section 195 of the Income Tax Act.

10. GRANT OF INTERIM RELIEF

The setting up and consequently the Report of the Sixth Pay Commission had been greatly delayed causing much suffering to the Pensioners. Processing and implementation of the final orders thereon, are bound to take their own time. It is therefore requested that an Interim Relief of at least 40% of the Pay / Pension with a reasonable amount of lump sum towards part of the Arrears w.e.f. 1.1.2006, may please be granted early to all the employees and Pensioners.



**Er. HARCHANDAN SINGH ,
GENERAL SECRETARY, IRTSA,
32, PHASE 6, MOHALI,**

WIDE VARIATION OF RATIO BETWEEN MINIMUM OF 5TH & 6TH CPC SCALES						
A	B	C	D	E	F	G
Existing Pay Scales as per 5th CPC	Equivalent Pay Band & Grade Pay (6 th CPC)	Max.of 5th CPC Scales	Max. of 6th CPC Scales	Min. pay - 6th CPC	Min. pay - 5th PC	Ratio between MIN. 5th & 6th CPC Scales
			P B-2			
S-9 (5000-8000)	8700-34800+4200	8000	39000	12900	5000	2.58
S-10 (5500-9000)	8700-34800+4200	9000	39000	12900	5500	2.35
S-11(6500-6900)	8700-34800+4200	6900	39000	12900	6500	1.98
S12((6500-10500)	do	10500	39000	12900	6500	1.98
S-13 (7450-11500)	8700-34800+4600	11500	39400	13300	7450	1.78
S-14 (7500-12000)	8700-34800+4800	12000	39600	13500	7500	1.80
S-15 (8000-13500)	8700-34800+5400	13500	40200	14100	8000	1.76
			P B-3			
New scale- (Group A entry) (8000-13500)(JS)	15600-39100+5400	13500	44500	21000	8000	2.63
S-16,(9000)	15600-39100+5400	9000	44500	21000	9000	2.33
S-17(9000-9550)	do	9550	44500	21000	9000	2.33
S-18 (10325-10975) (SS)	15600-39100+6100	10975	45200	21700	10325	2.10
S-19 (10000-15200)	15600-39100+6100	15200	45200	21700	10000	2.17
S-20 10650-15850)	15600-39100+6500	15850	45600	22100	10650	2.08
S-21 12000-16500 JAG)	15600-39100+6600	16500	45700	22200	12000	1.85
S-22 (12750-16500)	15600-39100+7500	16500	46600	23100	12750	1.81
S-23(12000-18000)	15600-39100+7600	18000	46700	23200	12000	1.93
S-24 (14300-18300) (SG)	15600-39100+7600	18300	46700	23200	14300	1.62
S-25 (15100-18300)	15600-39100+8300	18300	47400	23900	15100	1.58
S-26 (16400-20000)	15600-39100+8400	20000	47500	24000	16400	1.46
S-27(16400-20900)	do	20900	47500	24000	16400	1.46
			P B-4			
S-28 (14300-22400)	39200-67000+9000	22400	76000	48200	14300	3.37
S-29 (18400-22400) (SAG)	39200-67000+9000	22400	76000	48200	18400	2.62
S-30 (22400-24500) (PHOD)	39200- 67000+11000	24500	78000	50200	22400	2.24
S-31 (22400-26000)	39200- 67000+13000	24500	80000	52200	22400	2.33
S-32 (24050-26000)	39200- 67000+13000	26000	80000	52200	24050	2.17
S-33 (26000))(Secy)	80000	26000	80000	80000	26000	3.08
S-34 (30000)(Cab.Secy)	90000	30000	90000	90000	30000	3.00

**WIDE VARIATION OF % AGE INCREASE OF MINIMUM OF EXISTING AND PROPOSED
PAY SCALES & PAY FIXATION RECOMMENDED BY 6TH CPC
(AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT)
(%age Rise of Total Emoluments – Calculated as on 01.01.2006)**

Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min of Exist. Scale	Max of Exist. Scale	Min. Emolument	Max	Pay Band	Corres- ponding pay bands	Grade pay	Total Min. Pay	Increase/ decrease in Min. Pay	% age increase
			BP+DP+ 24%DA On 1.1.06	Emolu- ments				On 1.1.06		
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	12000	13950	22320	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New	8000	13500	14880	25110	PB-3	15990	5400	21390	6510	43.75
S-16	9000 (Fixed)		16740	25110	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	26000 (Fixed)		46500	-	-	80000 (Fixed)		-	33500	72.04
S-34	30000 (Fixed)		55800	-	-	90000 (Fixed)		-	34200	61.29

ANNEXURE I C
REDUCTION OF GROWTH LEVEL OF SALARY OF SSEs IN SCALE S-13
A CASE STUDY OF AN SSE IN S-13 WHOSE BASIC PAY WAS RS. 8575/- ON 1.1.2006

1	2	3	4	5	6	7	8	9	10
MONTH	YEAR	OLD D.A.	OLD BASIC	TOTAL	NEW/ BASIC	NEW. DA.	TOTAL	GROWTH	% INCR-EASE
JAN	2006	0.24	8575	15950	19530	0	19530	3581	22
FEB	2006	0.24	8575	15950	19530	0	19530	3581	22
MAR	2006	0.24	8575	15950	19530	0	19530	3581	22
APR	2006	0.24	8575	15950	19530	0	19530	3581	22
MAY	2006	0.24	8800	16368	19530	0	19530	3162	19
JUN	2006	0.24	8800	16368	19530	0	19530	3162	19
JUL	2006	0.29	8800	17028	20018	2	20419	3391	20
AUG	2006	0.29	8800	17028	20018	2	20419	3391	20
SEP	2006	0.29	8800	17028	20018	2	20419	3391	20
OCT	2006	0.29	8800	17028	20018	2	20419	3391	20
NOV	2006	0.29	8800	17028	20018	2	20419	3391	20
DEC	2006	0.29	8800	17028	20018	2	20419	3391	20
JAN	2007	0.35	8800	17820	20018	6	21219	3399	19
FEB	2007	0.35	8800	17820	20018	6	21219	3399	19
MAR	2007	0.35	8800	17820	20018	6	21219	3399	19
APR	2007	0.35	8800	17820	20018	6	21219	3399	19
MAY	2007	0.35	9025	18276	20018	6	21219	2944	16
JUN	2007	0.35	9025	18276	20018	6	21219	2944	16
JUL	2007	0.41	9025	19088	20507	9	22352	3264	17
AUG	2007	0.41	9025	19088	20507	9	22352	3264	17
SEP	2007	0.41	9025	19088	20507	9	22352	3264	17
OCT	2007	0.41	9025	19088	20507	9	22352	3264	17
NOV	2007	0.41	9025	19088	20507	9	22352	3264	17
DEC	2007	0.41	9025	19088	20507	9	22352	3264	17
JAN	2008	0.47	9025	19900	20507	12	22967	3067	15
FEB	2008	0.47	9025	19900	20507	12	22967	3067	15
MAR	2008	0.47	9025	19900	20507	12	22967	3067	15
APR	2008	0.47	9025	19900	20507	12	22967	3067	15
MAY	2008	0.47	9250	20396	20507	12	22967	2571	13
JUN	2008	0.47	9250	20396	20507	12	22967	2571	13

NOTE: It is a well-acknowledged fact that, the rise in salary is always on positive side with span of service. But, unfortunately, this would not be the case if the recommendations of the 6th CPC are implemented without appropriate modifications. Column 10 of the Table above clearly shows, the percentage rise of salary will decrease, instead of increasing.

TIME BOUND PAY SCALES/ PROMOTIONS JUNIOR ENGINEERS IN VARIOUS STATES

Department/ State	Designation	Initial	Time Bound pay scale/ Promotion
C.P.W.D.	Junior Engineer	5000-8000	After 12 years 6500-10500 After 24 years 10000-15200
Arunachal Pradesh.	Junior Engineer	5500-9000	After 12 years 6500-10500 After 24 years 10000-15200
Goa.	Asstt.Jr Engineer	6200-11000	After 15 years 8000-13500
UP/UTTRANCHAL	Junior Engineer	5000-8000	After 8 year Special increment After 14 years 8000-13500 After 19 years 1 Special Increment After 24 years 10000-15200
MP/CHATTISGARH	Subordinate Engineer	5000-8000	After 12 years 6500-10500 After 20 years 8000-13500
BIHAR/JHARKHAND	Junior Engineer	5000-8000	After 12 years 6500-10500 After 20 years 10000-15200
MAHARASHTRA	Junior Engineer	5500-8000	After 5 years 6500-10500 After 12 years 8000-13500
RAJASTHAN	Junior Engineer	5000-8000	After 9 years 6500-10500 After 18 years 8000-13500
HARYANA	Junior Engineer	5500-8000	After 10 years 6500-10500 After 20 years 8000-13500
TAMILNADU	Junior Engineer	5500-8000	After 10 years 6500-10500 After 20 years 8000-13500