

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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Dated: 30 .01.2010

**The Secretary
Deptt. of Expenditure,
Ministry of Finance,
North Block, New Delhi.**

Madam,

Subject: a) Grant of Grade Pay of Rs.5400 to CMS I & II (in pre-revised scale of Rs.6500-10500 & Rs.7450-11500)

b) Grant of Grade Pay of Rs.5400 to CMA I (in pre-revised scale of Rs 5500-9000) in terms of Para 3.4.7 of SCPC Report

c) Grant of Grade Pay of Rs.4800 to CMA II (pre-revised scale of Rs.5000-8000)

Reference: i) Gazette notification No.470, Ministry of Finance G.S.R.622(E) dated 29-8- 2008

ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

1. Chemical and Metallurgical Supervisors are Engineers who ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

2. Duties & responsibilities of CMAs & CMSs: To ensure the effective quality control and safe running of trains following important functions are performed by CMAs & CMS working in the Chemical and Metallurgical Labs on the Railways:

- i) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.**
- ii) Formulate and carryout destructive & non-destructive techniques and testing to all the components which are critical for safety.**
- iii) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.**
- iv) Suggest remedial methods/process to avoid further failure of components.**
- v) Assess the quality of welder and welding and suggest the suitable improved welding techniques.**
- vi) Check the quality of paints.**
- vii) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.**
- viii) Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).**

3. ANOMALY CREATED BY SIXTH PAY COMMISSION:

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications of BSc for CMA-II and Degree in Engineering (Chemical/Metallurgy) / MSc(Chemistry/Applied

Chemistry) for CMA-I. They have higher induction training than almost all the non-technical categories, but Sixth Pay Commission has equated them with or allotted them even lower grade pay than some of the non- technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualification, training and experience required for their job but also ignoring the duties, responsibilities and over all job requirement of C&M supervisors.

b) Para 3.4.7 of SPC Report mentions that “all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.” This clause has also been overlooked by Railways CMA-I who are placed in PB-2, Grade Pay of Rs 4200 instead of Grade Pay 4600.

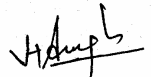
c) SPC has recommended for scientific staff through Para 3.5.7 “The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500”. This clause has also been overlooked by Railways for CMA-I who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

d) SPC has thus disturbed not only the horizontal parity but also the vertical relativity.

4. It is therefore requested that:

- i) CMS-I & CMS-II (in the pre-revised scale of Rs 7450-11500 & Rs 6500-10500) be given grade pay Rs.5400/- in PB-2 – *(keeping in view their higher nature of Duties & Responsibilities – mentioned in the fore going paras).*
- ii) CMA-I (in the pre-revised Scale of Rs 5500-9000) be upgraded as CMS in Grade pay of Rs.5400/- in PB-2 *(keeping in view the principle adopted by the Sixth Pay commission vide Para 3.4.7 of their Report – cited above).*
- iii) In future, the qualification for direct recruitment of CMS be prescribed as Degree in Engineering (Chemical/Metallurgy) or MSc(Chemistry/Applied Chemistry) *in line with Technical Supervisors and as per the recommendations of the Sixth Pay Commission vide Para 3.4.7 & 3.5.7 - cited above.*
- iv) CMA-II (in the pre-revised Scale of Rs 5000-8000) be given Grade pay of Rs 4800 in PB-2 *(keeping in view their nature of Duties & Responsibilities – mentioned in the foregoing paras).*

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideraion to:

1. Member Staff, Railway Board, Rail Bhavan, New Delhi
2. Advisor Staff, Railway Board, New Delhi
3. Advisor Industrial Relations, Railway Board, New Delhi.
4. Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi.
5. Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi.

RECRUITMENT QUALIFICATIONS, TRAINING, JOB DESCRIPTION & RESPONSIBILITIES

I RECRUITMENT, QUALIFICATIONS AND TRAINING

1. a) 50% posts of CMA-II(Pre-Revised scale of Rs.5000-8000) are filled up by direct recruitment through Railway Recruitment Boards with BSc(Chemistry) as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
b) Remaining 50% posts of CMA-II are promoted from Lab Assts-I(Pre-Revised scale of Rs.4500-7000) having long years of practical experience after passing a test conducted by RDSO.
2. a) 66.7% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by direct recruitment through Railway Recruitment Boards with Engg. Degree(Chemical/Metallurgy) / MSc(Chemistry)as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
b) 33.3% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by promotion of CMA-IIs
3. 100% posts of CMS-II (Pre-Revised scale of Rs.6500-10500) are filled up by promotion of CMAs-IIs.
4. 100% posts of CMS-I(Pre-Revised scale of Rs.7450-11500) are filled up by promotion of CMS-IIs.

II Job Description

- Chemical & Physical Testing of Ferrous/ Non-Ferrous metals, Rubber, Plastics, Plywood, Composites, FRP materials, Adhesives, Sealants, Electrical cables, & all other materials used in Indian Railways.
- Testing of Paints & surface coatings used for corrosion prevention on Railway coaches & other useful assets.
- Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.
- Testing of Welding Consumables & Evaluation of Welders.
- Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
- Radiographic testing of Welds (Critical joints), Castings, Forgings etc.
- Ultrasonic Testing of Wheel & Axle during manufacture & service.
- Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs.
- Process control in heat-treatments of Annealing/ Normalizing of Forged Components.
- Process control in heat-treatments of Hardening and Tempering of Coiled Springs.
- Inspection & certification of components at Firm's premises
- Carrying out failure analysis of components used in Rolling stock and advising necessary corrective and preventive action to avoid such premature failure.
- Consultancy to Design Wings of all Engineering Departments of Indian Railways for selection of proper raw material, process etc.

Quality Management Systems (ISO:9000) :

- Preparation of Quality Manuals and related documents.
- Calibration of Measuring & Testing Equipments
- Co-ordination for Process Qualification/Validation Requirements.

Environment Management System (ISO:14001/2004):

- Measuring and Monitoring environment around the factory.
- Measuring & Monitoring of Ambient Noise level.
- Measuring & Monitoring of Quality of stack Gases.
- Measuring & Monitoring of Ambient Air Quality.
- Measuring & Monitoring of Water quality.
- Testing of Sewage water.
- Identification, segregation & safe custody of Hazardous wastes.
- Operation & Maintenance of Trade Effluents generated.

OHSAS - Occupational Health & Safety Assessment (BS:18001/2007):

- Measuring Noise level at work-spot, Reducing sound level in high noise zone by engineering methods.
- Checking Light Intensity
- Monitoring of Heat stress
- Analysis of Welding fumes
- Checking of Paint fumes - Volatile Organic Compounds(VOC)
- Monitoring of Air Quality inside the Workshops.

III Health Hazards

- C & M staff are exposed to acid & chemical fumes/vapours while wet-analysis and control of Chemical processes.
- C & M staff are exposed to X & Gamma radiations while Radiographic testing.
- C & M staff are exposed to Kerosene vapours and also Black Light (UV) while Magnetic Particle Inspection in curtained booths.

IV RESPONSIBILITIES

CMA's and CMS's are responsible for the following aspects:

- Effective execution of administrative policies and plans.
- Timely inspection of Materials and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
- Procurement and maintenance of Stores
- Inventory control and Material management.
- Optimum utilization of Men and Material resources - including Machines, Tools & Equipments costing lakhs of rupees.
- Safety of Men & Material through intensive Supervision and Quality Control.
- Ensure Staff discipline, holding inquiries and effective house-keeping.
- Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

**EXISTING HIERARCHY, GRADE PAY, RECRUITMENT QUALIFICATION, MODE OF FILLING UP
AND PROPOSED HIERARCHY AND GRADE PAY OF CMT STAFF ON RAILWAYS**

Hierarchy	Pre-revised scale	Grade Pay in SPC	Recruitment Qualification & mode of filling up	Proposed Grade Pay
Lab. Asstt., Gr.III	3050 – 4590	1900 in PB-I	50% DR (Matric / HS with Science) 50% Promotion	
Lab. Asstt., Gr.II	4000 – 6000	2400 in PB-I	100% promotion	
Lab. Asstt., Gr.I	4500 – 7000	2800 in PB-I	100% promotion	
CMA-II	5000 – 8000	4200 in PB-2	50% DR (BSc) 50% promotion	4800 in PB-2 66.7% DR (BSc)*
CMA-I	5500 – 9000	4200 in PB-2	66.7% DR 33.3% promotion	33.3% promotion
CMS-II	6500 – 10500	4600 in PB-2	100% promotion	5400 in PB-2
CMS-I	7450-11500	4600 in PB-2	100% promotion	20%DR (BE/MSc)# 80% Promotion
Asst. Chemist & Metallurgist (ACMT)	7500 – 12000	4800 in PB-2	100% promotion	5400 in PB-3 100% promotion
Chemist & Metallurgist (CMT)	10000 - 15200	6600 in PB-3	----	6600 in PB-3 100% promotion @

* After successful completion of training period for 12 months, the employee will be absorbed as CMA in Grade Pay of Rs.4800

After successful completion of training period for 12 months, the employee will be absorbed as CMS in Grade Pay of Rs.5400

◆ C&M staff are deputed for specialised training at RDSO, IRIMEE, and other Govt and private agencies to get qualified for Spl. Jobs(Ultrasonic/Radiographic testing etc.) or update their Tech. knowledge

@ **Since there is no further avenue of promotions and considering the higher qualifications & experience of CMS, the posts of CMT may please be filled by 100% promotion.**