

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

"In pursuit of justice for Rail Engineers since 1965"
(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

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No:IRTSA/Memorandum/ Group-B -2012

Date: 24.4.2012

Sri. A.K.VOHRA
Member Staff
Railway Board

Sub: Classification of posts in Group-B gazetted - of Senior Section Engineers, CMT Staff & Stores Engineers of Indian Railways in the Grade pay of Rs.4600 (in pre-revised scale of Rs.6500-10500 & Rs.7450-11500)

Ref: RBE No.5/2010, No.PC/VI/2009//RSRP/4, dated 08/01/2010.

1. We would like to place before your goddself a case of serious injustice done with the Technical Supervisors/Rail Engineers in granting the Group-B Gazetted status.
2. Vast majority of Technical Supervisors / Engineers of all technical departments remain and retire in the supervisory cadre in-spite of vast experience and expertise for over 25 to 30 years including the JEs (Junior Engineers) and SSE (Senior Section Engineers) even though they can be valuable assets to the administration by holding gazetted posts.
3. Almost all employees in Railways get nearly four promotions in service, only this category joining as supervisor and retire as supervisor, in 95% of cases they will be finding only one regular promotion inspite of 3 years Diploma in Engineering as qualification & 1&1/2 years of Training for Junior Engineers. Graduate Engineers recruited as SSE (Senior Section Engineers) with 1 year training not even assured of one promotion. Considering their qualifications, training and important role as first level managers and multiple activities assigned to their job, it is sad that in their service most of them do not reach at least the base level of gazetted cadre.
4. Railways have the lowest percentage of posts in Group A & Group B vis-à-vis Group C as compared to all other Central Government Departments. This adversely affects the avenues of promotion of the Group C Staff – especially the Technical Supervisors, besides diluting the effective management. Adequate percentage of posts in group C should be upgraded to Group B (Gazetted) to reduce this gap and to improve the avenues of promotion of the Senior Section Engineers – who have not been given any upgrading – either in Cadre Restructuring or by the Fifth and Sixth Pay Commission.

Comparative number of gazetted posts on Railways & other departments in Annexure-I

5. CAT New Delhi in the O.A. NO: 835 OF 1989, T.A. NO: 199, *Indian Railways Technical Supervisors' Association (Petitioner) Versus Union of India (Respondent)* directed that the respondents to reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of the judgement.

Extracts from the Judgement of CAT/New Delhi – Annexure-II

6. But unfortunately, the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee; nor did it accept the spirit of the said judgement of the CAT.
7. **Recommendations of the Pay Commissions:** Third, Fourth, Fifth and Sixth Pay commissions had recommended for up grading the posts in the scale equal to the Grade Pay of Rs.4200 and Rs.4600 to Group B Gazetted. Subsequently the Government of India accepted the recommendations of the above Pay Commissions and directed all Departments of the

Government to upgrade the posts to Group B Gazetted. All Departments of Government of India including Ministry of Defence (except Railways) have implemented the DOP's order and upgraded the posts in the Grade Pay of Rs.4600 to Group B gazetted and Ministry of Defence granted Group B (non-Gazetted) to the Junior Engineers (JE) in the grade pay of Rs.4200.

Recommendations of Pay Commission on classification of posts in Annexure-III

8. **Railway Board suspended its action in upgrading the posts of SSE:** During the year 2002 Railway Board decided to upgrade the posts in the pre-revised scale of 7450-11500 (Grade Pay Rs.4600 in SCPC scale) to Group-B gazetted and directed the establishment directorate to make a quick revive to reduce the number of streams. But the matter did not proceed further from there onwards.
9. The decision of not granting Group-B Gazetted status to the Senior Supervisors in Railways is the main cause of panic, dejection and frustration of the entire Technical Supervisor Cadre whose promotion channels in the present pattern is very bleak. With virtually no career planning and hardly any avenues of promotion even till retirement, no new recruits with merit will aspire to join the railways as Technical Supervisor. This will become a major handicap for railways in the future thereby adversely affecting safety and efficiency on the Railways.
10. **We therefore very humbly request the for classification in Group B (Gazetted) of all the posts of Technical Supervisors / Engineers of all technical departments, - which are presently in the Grade pay of Rs.4600 and render justice in the larger interest of both administration and the staff concerned**

Yours' faithfully,

**M.Shanmugam,
Central President, IRTSA**

**COMPARATIVE NUMBER OF GAZETTED POSTS ON RAILWAYS &
OTHER DEPARTMENTS**

S.N	Ministry / Department	%Group A	% Group B	% Group C	% Group D
1	Ministry of Agriculture	6.0	7.5	39.1	47.4
2	Ministry of Chemical and Fertilizers	18.2	30.8	29.8	21.2
3	Ministry of Civil Aviation	11.7	11.0	43.4	33.8
4	Ministry of Coal	10.5	19.7	45.6	24.2
5	Ministry of commerce and Industry	11.8	17.8	47.9	22.6
6	Ministry of Communication and Information Technology	1.7	3.7	76.9	17.7
7	Ministry of Consumer Affairs Food and Public Distribution	17.1	28.8	32.2	21.9
8	Ministry of Corporate Affairs	33.3	34.4	21.1	11.2
9	Ministry of Culture	1.2	2.9	60.7	35.3
10	Ministry of Defence	2.7	5.5	49.8	41.9
11	Ministry of Development of North Eastern Region	18.9	10.1	42.0	29.0
12	Ministry of Earth Sciences	6.2	30.1	38.7	25.0
13	Ministry of Environment and Forest	12.8	8.1	53.7	25.4
14	Ministry of External Affairs	16.4	32.3	35.1	16.2
15	Ministry of Finance	9.1	38.6	32.9	19.4
16	Ministry of Food Processing Industries	31.2	26.4	26.4	15.9
17	Ministry of Health and Family Welfare	11.6	7.6	41.8	39.0
18	Ministry of Industry & Public Enterprises	17.4	30.0	29.4	23.2
19	Ministry of Home Affairs	2.0	3.0	87.4	7.6
20	Ministry of Human Resource Development	15.3	33.2	31.2	20.3
21	Ministry of Information Broad casting	6.4	20.0	48.3	25.4
22	Ministry of Labour and Employment	14.4	18.7	47.1	19.8
23	Ministry of Law and Justice	13.7	28.8	33.5	24.0
24	Ministry of Micro, Small and Medium Enterprises	12.7	18.1	46.1	23.1
25	Ministry of Mines	18.5	54.9	4.4	22.2
26	Ministry of Minority Affairs	34.4	34.4	18.8	12.5
27	Ministry of New and Renewable Energy	24.6	20.6	35.2	19.6
28	Ministry of Overseas Indian Affairs	20.6	33.3	32.4	13.7
29	Ministry of Panchayati Raj	21.2	25.9	37.6	15.3
30	Ministry of Parliamentary Affairs	9.3	31.8	38.8	20.2
31	Ministry of Personnel, Public Grievances and Pension	11.9	12.4	64.3	11.5
32	Ministry of Petroleum and Natural Gas	14.5	38.2	25.3	22.0
33	Ministry of Planning	26.2	25.6	23.3	25.0
34	Ministry of Power	29.2	28.0	28.2	14.5
35	Ministry of Railways	0.6	0.5	61.9	37.0
36	Ministry of Rural Development	16.7	36.3	29.4	17.6
37	Ministry of Science and Technology	4.8	7.6	48.3	39.3
38	Ministry of Shipping, Road Transport and Highways	11.3	15.1	45.5	28.1
39	Ministry of Social Justice & Empowerment	15.8	36.8	30.0	17.4
40	Ministry of Statistics and Programme Implementation	7.3	24.3	56.4	12.0
41	Ministry of Steel	16.8	41.6	29.2	12.4
42	Ministry of Textiles	4.3	10.0	63.8	21.8

(Continued)

COMPARATIVE NUMBER OF GAZETTED POSTS ON RAILWAYS & OTHER DEPARTMENTS (CONTD.)

43	Ministry of Tribal Affairs	26.2	38.9	23.0	11.9
44	Ministry of Urban Development	4.5	13.0	59.3	23.2
45	Ministry of Water Resources	11.9	16.1	45.9	26.1
46	Ministry of Women & Child Development	11.5	20.3	42.4	25.9
47	Ministry of Youth Affairs and Sports	9.3	27.1	44.7	18.9
48	Department of Atomic Energy	26.2	23.8	36.3	13.6
49	Department of Space	47.5	20.5	25.9	6.1
50	Cabinet Secretariat	9.2	26.5	56.5	7.8
51	Central Vigilance Commission	16.5	32.3	25.6	25.6
	Total strength in Group-A,B,C&D (33,58,049)	95,207	1,78,018	21,56,924	9,25,710
	Average (As per proportionate of total strength in Group-A,B,C&D)	2.8	5.3	64.2	27.6
	Total Strength in Group-A,B&C (24,30,149)	95,207	1,78,018	21,56,924	
	Average (as per total in Group-A,B&C)	3.9	7.3	88.8	
35	Ministry of Railways				
	Total strength in IR Group A, B, C & D	8285	7247	873536	521578
	Average as per total strength in Group A, B, C & D	0.6	0.5	61.9	37.0
	Total strength in IR Group A, B, & C	8285	7247	873536	
	Average as per total strength in Group A, B & C	0.9	0.8	98.3	

(Ref: Sixth Central Pay Commission Report)

A. I. (All India) - Total & Average Strength of employees & Officers

		Group-A	Group-B	Group-C	Group-D
i)	A.I. Total strength in Gr A, B, C & D (33,58,049)	95,207	1,78,018	21,56,924	9,25,710
ii)	A.I Average (On total strength in Gr A, B, C & D)	2.8%	5.3%	64.2%	27.6%
iii)	A.I. Total strength in Gr A, B & C	95207	178018	2156924	Group D Not Counted
iv)	All India Average (On total strength in Gr A, B & C)	3.9%	7.3%	88.8%	Group D Not Counted

Railways – Total & Average Strength of employees & Officers

		Group-A	Group-B	Group-C	Group-D
v)	Railways Total strength in Gr A, B C & D	8285	7247	8,73,536	521578
vi)	Railways Average (On total strength in Gr A, B & D) *	0.6%	0.5%	61.9%	37.0%
vii)	Railways Total strength in Gr A, B C	8285	7247	8,73,536	Group D Not Counted
viii)	Railways Average (On total strength in Gr A, B & C) **	0.9%	0.8%	98.3%	Group D Not Counted

EXTRACTS FROM THE
JUDGEMENT OF CAT/NEW DELHI
IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
NEW DELHI

O.A. NO: 835 OF 1989

T.A. NO: 199

Indian Railways Technical Supervisors' Association - Petitioner

Versus

Union of India – Respondent

Para 11 & 12

11..... We are clearly of the view that there exists no justification for the exception made as there appears to be no rationale behind it nor there appears any nexus with the objects sought to be achieved. It is significant that the 4th Pay Commission report has been accepted by the Govt. of India as per Department of Personnel & Training Notification dated 30th June, 1987 (even No. dated 7th July 1987); Ministry of Personnel, Public Grievances & Pension by O.M. dated 1.3.88 has placed stenographers in non-secretariat organisations by which they have been classified as Group B Gazetted. In Railway Board's letter dated 21.5.76 it has been accepted that "a post carrying a Pay Scale that of the applicants will be classified as Group 'B' subject to exceptions as may be made by the Railway Ministry".

12 In view of the above, we direct the respondents to consider the question of classification so as to do away with the anomaly of the type indicated above. Consequently it is directed that the respondents reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of this judgement. With these observations the O.A. stands disposed of finally.

There shall be no order as to costs.

Sd/-
(P.S.HABEEB MOHAMED)
MEMBER (A)

Sd/-
(RAM PAL SINGH)
VICE CHAIRMAN (J)

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 dt 12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which maximum 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 – on 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 delayering and elongation of certain scales, been placed in Group-B) with 2 running pay bands being given for all Group-A posts