

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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Member Staff,
Railway Board,
Rail Bhawan, New Delhi.

Respected Sir,

Sub: Grant of Financial upgradation under MACPS to the direct recruit Graduate Engineers in Design & Drawing Cadre - Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre.

Ref: 1. Board's letter No: RBE No93/2011, PC-V/2009/ACP/2, Dated 20.06.2011.

2. Board's letter No: PC-V/2011/M/4/NFIR, dated 25.09.2013.

1. The Direct recruitment / entry grade of Engineering Graduate in Design / Drawing cadre was in Rs.5500 – 9000 during the Fifth Pay Commission Scale. With reference to Railway Board letter No.PC-V/97/I/11/3, dated 28.09.1998, direct recruitment / entry grade of Engineering Graduate in Design / Drawing cadre has been upgraded to the Fifth Pay Commission scale of Rs.6500 – 10500.

2. After the implementation of Sixth Central Pay Commission recommendations, the pre-revised scales of Rs.5000-8000 and Rs.5500-9000 were merged and granted the Grade Pay of Rs.4200, which is the direct entry grade for Diploma in Engineering Qualification. The pre-revised scales Rs.6500 – 10500 and Rs.7450 – 11500 were merged and granted the Grade Pay of Rs.4600, which is the direct entry grade for Graduate in Engineering Qualification.

3. While implementing the MACPS order, the Engineering Graduates recruited before 1.9.1998 has been equated with the Grade pay of Rs.4200, which is entry / direct recruitment grade for Diploma in Engineering qualification, whereas the entry/direct recruitment grade of Engineering Graduates recruited after 1.9.1998 has been equated with the Grade Pay of Rs.4600.

4. This has clearly placed the pre 1.9.1998 appointed Engineering Graduates in a disadvantageous position vis-a-vis the fresh entrant recruited after 1.9.1998 who will be getting Grade Pay of Rs.4600. Following discrimination will arise for the pre 1.9.1998 appointed Engineering Graduates,

	No of Years of service	Pre 1.9.1998 appointed Engineering Graduates	Post 1.9.1998 appointed Engineering Graduates
Entry Grade		Grade Pay Rs. 4200	Grade Pay Rs. 4600
First Financial Upgradation	10 years	Grade Pay Rs. 4600	Grade Pay Rs. 4800
Second Financial Upgradation	20 years	Grade Pay Rs. 4800	Grade Pay Rs. 5400, PB-2
Third Financial Upgradation	30 years	Grade Pay Rs. 5400, PB-2	Grade Pay Rs. 5400, PB-3

5. This is against the natural justice and the basic spirit of motivational element in the MACPS. Engineering Graduates who were all appointed prior to 1.9.1998 will be getting financial upgradation one grade below than that of those appointed after 1.9.1998.

6. Railway Board's letter cited in reference-2 above, clarified that Graduate Engineers recruited initially in the grade of Rs.5500-9000 & promoted to Rs.6500-10500 against the 20% DR quota in terms of Board's letter dated 28.9.98 *ibid* be treated at par with the fresh recruits in the scale of Rs.6500-10500 w.e.f. the date they were promoted to the pay scale of Rs.6500-10500 for the purpose of MACP Scheme, ignoring the service rendered by them in the pay scale of Rs.5500-9000.

7. For grant of Financial Upgradation to Pharmacists, in the clarification issued by the Railway Board through its letter No: PC-V/2011/M/4/NFIR, dated 25.09.2013, it was stated that, ***"Evidently there is no change in direct recruitment / entry grade of pharmacists. Further, in terms of policy instructions on MACPS entry grade is the grade which employee has joined on direct recruitment basis. Since there was no change in direct recruitment grade / entry grade, the demand to treat Grade Pay of Rs.4200 / PB-2 as entry grade for the purpose of MACPS for Pharmacists category is not feasible for acceptance"***.

But, in case of Design / Drawing category, the direct recruitment grade / entry grade with the Graduate in engineering qualification was changed from the pre-revised scale of Rs.5500-9000 to Rs.6500-10500.

8. Since evidently there is a change in direct recruitment / entry grade of Engineering graduates in design /drawing cadre, **it is requested to treat Grade Pay of Rs.4600 / PB-2 as entry grade for the purpose of MACPS for all the direct recruited Engineering Graduates (numbering less than 100 in Railways) recruited before 01.09.1998 by ignoring the promotion earned from the pay scale of Rs.5500-9000 to Rs.6500-11500.**

Thanking You

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Copy for information & favourable consideration to:

- i) Additional Member Staff, Railway Board, New Delhi.
- ii) Executive Director Pay Commission, Railway Board, New Delhi.
- iii) Secretary (Establishment), Railway Board, New Delhi.