

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/ Memo / RB / 2012-3

Date: 8-2-2012

**MEMBER STAFF  
RAILWAY BOARD  
New Delhi**

**Sub: Implementation of recommendations of 6th CPC –**

**Reg: Merger of grades- Revised classification and mode of filling up of non – Gazetted posts – Scheme for filling up of vacancies after 31.12.2011.**

Ref: Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009 [RBE No.161/2009] & 21.11.2011 (RBE No.158/2011)

1. We would like to bring to your kind notice the problem on the issue of percentage distribution among the direct recruits and promotees on the merged grades (of SE & SSE Rs. 6500-10500 & Rs. 7450-11500) after implementation of Sixth Pay Commission Report.
2. The pre-revised apex scale (S-13) of Rs.7450-11500 (SSE) were filled by promotion from the pre-revised feeder scale of Rs.6500-10500. The posts in the scale of Rs.6500-10500 (then Section Engineer) were filled @ 20% by direct recruits and 80% by promotees.
3. In the pre-revised scale of Rs.6500-10500 (then Section Engineer), direct recruitment of Engineering Graduates were done to the tune of 20 percent of Section Engineers strength which has the 29 % of the cadre strength of Technical Supervisors. Accordingly 5.8% Engineering Graduates were inducted as direct recruits in the pre-revised total cadre strength.
4. After the implementation of Sixth Central Pay Commissions Recommendations the quantum of direct recruits were kept the same vide para 2.3 of Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009, RBE No.161/2009 (attached in annexure-I), on the subject Implementation of recommendations of 6<sup>th</sup> CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts.
5. This ensured the existing promotional chances for the servicing employees, so that seniors are not deprived of promotion.
6. Railway Board's letter of even number dated 21.11.2011 (attached in annexure-II), has nullified the para 2.3 of Board's letter dated 03.09.2009 referred in para 4 above. This will result in
  - a. Decreased promotional chances for the serving employees.
  - b. Since Railways are not able to fill-up of all the vacancies created, direct recruitment quota will not be filled up properly and a huge vacancy of posts will add more constrains in the already understaffed and over strained human resources and infrastructure.
  - c. There is continuous shrinkage in the staff strength and on subsequent cadre review the promotional chances are depleted every year. In this scenario promotions prospects are going to be reduced still further if the total in take of DRs is not retained at the pre-merger level.
7. A comprehensive table showing the proposed ratio of direct recruits in each scale of Technical Supervisors / Rail Engineers is attached in the Annexure-III.

8. a) It is, therefore, requested that the % age of Direct Recruitment of Engineering Graduates in the cadre of Technical Supervisors in the merged scale of Senior Section Engineers (with Grade Rs 4600) may please be kept as 10% (or maximum of 11.5 %) (of 47% of posts of Technical Supervisors) in the merged strength SE & SSE to maintain quantum of net direct induction in Pre-Revised Scales (@20% of 29% posts of SE only of Rs 6500-10500).

**EXISTING & PROPOSED %AGE OF DIRECT RECRUITMENT  
(IN THE CADRE OF SE IN PRE-REVISED SCALE Rs. 6500-10500 &  
IN MERGED CADRE OF SSE IN GRADE PAY of Rs. 4600 RESPECTIVELY)**

CATEGORY	EXISTING SCALE	EXISTING MODE OF FILLING	PAY BAND (GRADE PAY)	MAXIMUM %age OF DIRECT RECRUIT PROPOSED (To maintain quantum of DR at pre-revised level)
Section Engineer (SE)	6500-10500	20% Dir. Rect; 80% Promotion	PB2 (4600)	10 to 11.50%

- b) Similarly, it is requested that the percentage of Direct Recruitment where ever existing in other merged grades may also please be proportionately reduced to maintain quantum of net direct induction in Pre-Revised Scales.

Yours' faithfully,



Harchandan Singh,  
General Secretary, IRTSA

Copy for information & necessary action to:

- i) Additional Member Staff, Railway Board, Rail Bhavan, New Delhi
- ii) Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi
- iii) Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi.
- iv) Advisor Industrial Relations), Railway Board, Rail Bhavan, New Delhi.

**Annexure - I**

Copy of RBE No.161/2009, Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009

**Sub: Implementation of recommendations of 6<sup>th</sup> CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts.**

Reference this Ministry's letters of even number dt. 23.09.2008 and 24.04.2009, on the above subject.

2. The matter has since been considered by the Board. The views of organized labour have also been taken into account. Since the issue of laying down revised classification and mode of filling up may take further time, therefore, it has been decided that as a one time exemption promotion to all vacancies as existed on 31.08.2009, may be made as indicated in the enclosed statement. The following methodology may be adopted for effecting the promotions in question:

[a] Posts carrying the grade pay Rs.4200, proposed to be filled up by 'Seniority-cum-suitability' or with 'Suitability with prescribed benchmark', as indicated in the statement, may be filled up with benchmark of 6 marks out of 15 marks in last three years ACRs, duly considering the existing instructions for promotions based on confidential reports.

[b] Posts carrying the grade pay Rs.4600 & above, proposed to be filled up by 'Suitability with prescribed benchmark', may be filled up with benchmark of 7 marks out of 15 marks in last three years ACRs, duly considering the existing instructions for promotions based on confidential reports.

[c] For [a] & [b] above, in case CRs for 2008-09 for all candidates in the zone of consideration, are not available, ACRs upto year 2007-08, may be taken into account.

[d] Extant instructions necessitating DAR/Vig. etc. clearance, shall continue to hold good.

[e] Posts earmarked against Selection/General Selection /LDCE quota, wherever prescribed as per enclosed statement, will be filled up as per existing procedure.

[f] Existing eligibility conditions like passing of Trade Test, Aptitude test, possessing of requisite foot-plate experience, passing of promotional course for being eligible for consideration for promotion as pre-condition or for being deployed in promotional post, shall continue to hold good.

[g] The residency period for promotion to higher posts including for promotion to merged grades will be two years, unless a longer length has been prescribed in terms of existing instructions for promotion to higher posts.

2.1. In cases, where existing classification of 'Selection' has been dispensed with, promotions, may be made on the basis of 'Suitability with prescribed benchmark'. All pre-promotional training courses may continue as per existing procedure of passing pre-promotional course / training.

2.2. Promotions to the posts carrying the Grade Pay below Rs.4200, shall continue to be made as per existing procedure, since Railways/PUs have already been advised vide this Ministry's letter of even number dt. 23.09.2008 and clarified vide letter dt. 24.04.2009 that, only the promotions within and to merged grades, were not to be effected, while all other promotions were to be continued to be made as per existing classification.

2.3. For the purpose of filling up of direct recruitment and promotee quota vacancies in the grade pay of Rs.4200 and 4600, the following shall be followed:

[i] The posts in grade pay Rs.4200 in cadre of technical supervisors, shall be divided in the existing percentage of 26% [Recruitment grade of Rs.5000-8000] and 24% [promotee grade Rs.5500-9000]. The senior most 24% staff and posts in grade pay Rs.4200, shall be kept in a separate block and the remaining bottom most 26% posts of the total cadre of supervisors shall be filled up as per the existing practice of filling up through Promotee, LDCE and DR quota.

[ii] Similarly, to fill up the posts of Section Engineers in grade pay Rs.4600, the posts shall be divided in the ratio 21:29. The senior most 21% staff and posts will be placed in a separate block and remaining 29% posts of the total cadre of supervisors shall be filled up by promotees and direct recruits as per the existing practice.

[iii] Same principle will be followed to fill up all vacancies of grade pay Rs.4200 & 4600.

3. The scheme for filling up vacancies, arising on or after 01.09.2009, will be issued in due course in consultation with the federations.

3.1. The vacancies existing should be filled up expeditiously.

**Annexure - II**

**Copy of RBE No.158/2011 Board's letter. No. E[NG]I-2008/PM1/15 dated 21.11.2011**

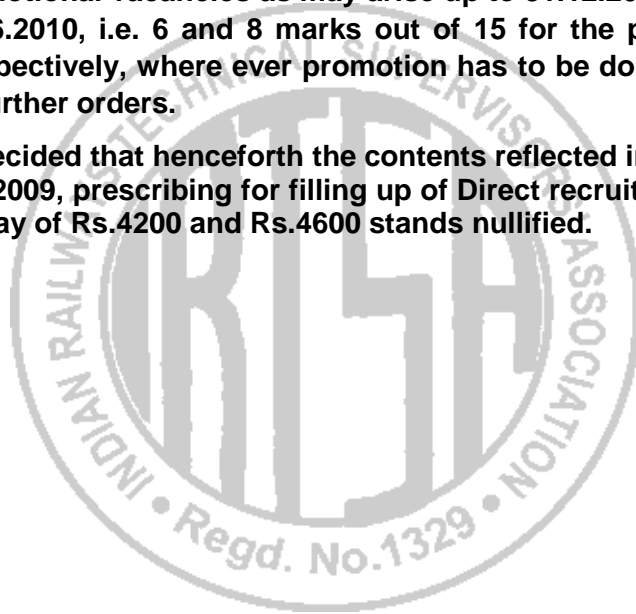
***Sub: Implementation of recommendations of 6th CPC-Merger of grades-Revised classification and mode of filling up of non – Gazetted posts – Scheme for filling up of vacancies after 31.12.2011.***

**Ref : Board's letters of even number dated 11.01.2010, 22.07.2010, 3.11.2010 and 06.04.2011.**

Reference this Ministry letter even number dated 03.09.2009 & 07.06.2010 on the above subject, under which scheme of filling up of vacancies as up to 31.08.2009 & 31.12.2011 respectively were circulated by Railways.

2. The issue has once again been considered by this Ministry and it has been decided that the existing methodology, as enumerated in the letter of even number dated 03.09.2009, may be applied to fill up the promotional vacancies as may arise up to 31.12.2012, with bench marking as indicated letter dated 7.6.2010, i.e. 6 and 8 marks out of 15 for the posts in the Grade Pay of Rs.4200 and Rs.4600 respectively, where ever promotion has to be done on the basis "Seniority – cum – suitability", till further orders.

3. It has also been decided that henceforth the contents reflected in para 2.3 of Board's letter even number dated 3.09.2009, prescribing for filling up of Direct recruitment and Promotee quota vacancies in the Grade Pay of Rs.4200 and Rs.4600 stands nullified.



**Annexure-III**  
**EXISTING & PROPOSED %AGE OF DIRECT RECRUITMENT**  
**(IN THE CADRE OF SE IN PRE-REVISED SCALE Rs. 6500-10500 &**  
**IN MERGED CADRE OF SSE IN GRADE PAY of Rs. 4600)**

<b>MECHANICAL AND ELECTRICAL DEPARTMENT</b>					
<b>SN</b>	<b>CATEGORY</b>	<b>EXISTING SCALE</b>	<b>EXISTING MODE OF FILLING</b>	<b>PAY BAND (GRADE PAY)</b>	<b>MAXIMUM %age of DIRECT RECRUIT PROPOSED</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
	SE (Mech.)	6500-10500	20%DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (Mech.)	7450 –11500	100% Promotion		
	SE (C&W)	6500-10500	20% DR;	PB2 (4600)	11.50%
	SSE (C&W)	7450 –11500	100% Promotion		
	SE (Electrical )	6500-10500	20% DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (Electrical	7450 – 11500	100% Promotion		
<b>CIVIL ENGINEERING DEPARTMENT</b>					
	SE (P.Way)	6500-10500	20% DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (P.Way)	7450-11500	100% Promotion		
	SE (Works)	6500-10500	20%DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (Works)	7450-11500	100% Promotion		
	SE (Bridge)	6500-10500	20%DR;	PB2(4600)	11.50%
	SSE (Bridge)	7450-11500	100% Promotion		
	SE (Track Machine)	6500-10500	20% DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (Track Machine)	7450-11500	100% Promotion		
<b>SIGNAL AND TELECOMMUNICATION DEPARTMENT</b>					
	SE (Signal)	6500-10500	20% DR; 80% Promotion	PB2 (4600)	11.50%
	SSE (Signal)	7450-11500	100% Promotion		
	SE (Tele)	6500-10500	20% DR; and 80% Promotion	PB2 (4600)	11.50%
	SSE (Tele)	7450-11500	100% Promotion		