

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/7<sup>th</sup> CPCEC/2016-5

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**Shri Pradeep Kumar Sinha**  
**Cabinet Secretary, Government of India &**  
**Chairman,**  
**Empowered Committee on 7<sup>th</sup>CPC Report,**  
**39-A North Block, New Delhi-110001.**

Respected Sir,

**Subject: 7<sup>th</sup> CPC Report - Main issues of Multiple Factor, Allowances & major injustice and Reg. Pay Level& Classification of Technical Supervisors on Railways**

Central Government employees in general and Technical Supervisors on Railways in particular are seriously aggrieved by extremely adverse & unjust Report of the Seventh Pay Commission and appeals to the Empowered Committee on 7<sup>th</sup> CPC Recommendations to please suitably modify the recommendations especially in respect of the following major issues including those of the **major injustice Reg. Pay Level and Classification of Posts of Technical Supervisor on Indian Railways and Reg. Fitment Factor, Allowances etc.**

## **1. PAY LEVEL OF TECHNICAL SUPERVISORS ON RAILWAYS** (Para 11.40.104 of 7<sup>th</sup>CPC Report):

7<sup>th</sup> CPC initially observed that *Technical Supervisors on Indian Railways play a vital role in the safe and efficient running of trains*, but the Pay Level 6 & 7 recommended for this vital category is not commensurate with their duties, responsibilities, accountabilities and job requirements especially keeping in view the following factors:

- i) Need for higher Pay scales for Technical Supervisors in Indian Railways has been grossly ignored by the Pay Commission – in spite of their higher Recruitment Qualifications, Training, Job Requirements, onerous Nature of Duties, and increase in their Responsibilities due to modernization and introduction of high speed trains. Relativity against other non-technical cadres like Accounts etc. has been further disturbed.
- ii) As per established law, an equal cannot be over an equal and that Promotion implies advancement to a higher grade & Supervisor should be in a scale higher than Supervised whereas the JEs (Junior Engineers) on the Railways have been placed in Level-6 in which the Senior Technicians are placed even though JEs supervise the Senior Technicians.
- iii) Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) as recorded in item-3 of Minutes of the Departmental Anomalies Committee (Railways) held on 01.06.2010. *“It was brought out in the discussion that Technical Supervisors have superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. They are also given induction training after recruitment for 18 months period which is very much longer compared to other categories....”*
- iv) **It is, therefore, requested that the Junior Engineers (JEs) on the Railways may please be placed in Level 8 (instead of level 6); and Senior Section Engineers (SSE) may please be placed in Level 10 (instead of Level 7) in the new Pay Matrix.**

**1.2. UPGRADATION OF 33% POSTS OF SSE AS PRINCIPAL SSE & PLACING THEM IN LEVEL-11(PARA OF 7<sup>TH</sup> CPC 11.40.113):**

- a) 7<sup>th</sup> CPC vide para no 11.40.113 in the chapter related to Technical Supervisors, accepted that there is stagnation at the stage of Grade Pay Rs.4600 (SSE) but it failed to consider the demand for upgrading the Posts of SSE in-charge to a higher grade as Principal SSE – as demanded by IRTSA as well as by both the Recognised Federations i.e. AIRF & NFIR;

Great degree of confusion in the work hierarchy and order of command has been created in the technical Departments on the Railways as in the Cadre Restructuring of Group 'C' done thrice on the Railways over the last nearly 30 years, none of the Posts in the apex Grade of Group 'C' was ever upgraded and consequently the cadre of Technical Supervisors has become an inverted pyramid with no promotional avenues with 67% posts Technical Supervisors in the apex Grade of SSEs (Senior Section Engineer) and only 2 to 3% thereof in Group B – thus leaving large majority of SSE getting stagnated in that grade for 10 to 20 years or even more and retiring in that Grade itself.

- b) SSEs gain expertise in their related fields after putting in years of service. Utilizing the senior most Technical Supervisors as part of managerial cadre will be to the advantage of Indian Railways.
- c) Officers in the Junior Scale & Senior Scale who are from different streams cannot directly look after the work at the field level and as such cannot optimize performance of their own without a on-the-spot Managers in the Shop Floor / Shed / Depot etc.
- d) It is, therefore, imperative to have posts of Principal SSE for better efficiency and effective management at each level with clear line of control.
- e) Most SSEs including even the Graduate Engineers recruited as SSE against 20% DR quota (are placed in proposed Level-7) - do not get promoted to next grades of AWM/AE/AEE/ADME etc. due to lack of avenue of promotion since only 0.4% chances are available to them for their promotion.
- f) Historically, pay scales of apex grade of Technical Supervisors were higher than Group 'B' & 'A' officers by the 3<sup>rd</sup> & 4<sup>th</sup> CPC. But the 5<sup>th</sup> CPC onwards while level of Group A & Group B have been raised substantially, while the pay scale / Grade Pay of SSE has been relatively suppressed.
- g) Foremen 'A' / Shop Superintendent & Principal Foreman were granted the pay scale of Rs.840-1040 & Rs.840-1200 respectively above the pay scale of the rest of the Group C especially because they supervised the later. But this was also undone by 5<sup>th</sup> CPC.

**PAY SCALES OF TECHNICAL SUPERVISORS & GAZETTED OFFICERS GRANTED BY 3<sup>RD</sup> CPC**

| <b>Pay Scales for Technical Supervisors</b> (Entry qualification of Diploma & Degree in Engg.) |            |
|--|------------|
| Chargeman 'B'  | 425-700    |
| Chargeman 'A'  | 550-750    |
| Foremen 'B' & Assistant Shop Superintendent  | 700-900    |
| Foremen 'A' & Assistant Shop Superintendent  | 840-1040   |
| Special Grade of Principal Foreman   | 840-1200   |
| <b>Pay Scales for Class I &amp; Class II posts</b>   |            |
| Entry qualification of Degree in Engg for Class - I  | 700 - 1250 |
| Promotes from Technical Supervisors for Class - II   | 1300-1600  |
|  | 1600-1800  |

**It is therefore requested that 33% SSE post in PB 2 Grade Pay of Rs.4600 may please be upgraded & designated as Principal Senior Section Engineers and placed in Level- 11.**

**1.3. Similarly placed Rail Engineers who have same recruitment qualifications as those of Technical Supervisors and who are working in CMT, Stores & Information Technology wings**

of Railways i.e. DMS, CMA & JE/IT may please be placed in Level-8 of pay matrix and CDMS, CMS & Sr. Er/IT may please be placed in level-10 of pay matrix recommended by 7<sup>th</sup> CPC.

**2.COMMONFITMENTFACTOR NEEDS TO BE HIKED**(Ref. Para 4.2.9 of 7<sup>th</sup> CPC Report):

- a) 7<sup>th</sup> Pay Commission has recommended a multiple Factor of only 2.57 even after adding the expected DA of 6% w.e.f. 1-1-2016. This will give a rise of only about 14.5% Over 225 % basic Pay as from 1-1-2016 after adding the said DA.
- b) At present, without implementing 7<sup>th</sup> pay commission recommendations, year on year increase in the expenditure in both pay and pension has averaged about 11%. Thus real increase on account of increase in pay, all allowances & pension will be only 12.55% (23.55% – 11% = 12.55%). **Real increase on account of Pay & DA will be only 5% (16% - 11% = 5%) which is even less than the 6% of anticipated DA from 1-1-2016 which has already been included by the 7CPC.**
- c) It is clearly evident that financial implications will be very marginal on account of implementation of 7<sup>th</sup> CPC recommendations and that too will mostly go back to the Government in the shape of higher Income Tax liability after the Pay revision as proposed by the 7<sup>th</sup> CPC. In the scenario of increase in Government revenue every year and reduction in staff strength of every year, pay element in Government expenditure will come down every year with respect to revenue earning or GDP.
- d) 40% fixation benefit was given over 4<sup>th</sup> CPC Pay for fixation in 5<sup>th</sup> CPC scales to all employees.
- e) 40% fixation benefit was given over 5<sup>th</sup> CPC Pay for fixation in 6<sup>th</sup> CPC scales to all employees.
- f) But, only around 14.3% pay fixation benefit has been recommended by 7<sup>th</sup> CPC over 6<sup>th</sup> CPC pay, which is grievously inadequate.
- g) Table-1 in the Annexure gives the comparison on fixation benefit given by 6<sup>th</sup> CPC & recommended by 7<sup>th</sup> CPC.
- h) Fitment Factor of 2.57 proposed by the 7<sup>th</sup> Pay Commission for Pay Fixation is totally unjust, inadequate and arbitrary especially keeping in view the high inflation (in real terms and wage disparity of Central Government employees with the organized sector including the PSUs.
- i) Fixation Benefit needs to be at least 40% Multiple Factor may please be fixed at least (Pay+DA) + 40% of Pay + DA, ie. 3.15 times of 6<sup>th</sup> CPC basic pay.

**Table -2**

**TABLE SHOWING CALCULATION OF NEW PAY WHICH WILL BE EQUAL TO PAY + PAY FIXATION BENEFIT EQUAL TO 40% OF 6<sup>TH</sup> CPC PAY + DA**

|   |   |              |
|---|---|--------------|
| 1 | Minimum Pay after 6 <sup>th</sup> CPC   | 7000         |
| 2 | DA @ 125% (as anticipated from 1-1-2016)  | 8750         |
| 3 | Pay + DA on 1-1-2016  | 15750        |
| 4 | <b>Fixation benefit @ 40% of (Pay + DA)<br/>Proposed as increase in real wage</b> | <b>6300</b>  |
| 5 | <b>Proposed Minimum Pay (3+4)</b>   | <b>22050</b> |
| 6 | Increase in basic pay (in Rs.) (5 - 1)  | 15050        |
| 7 | <b>No. of times increase in basic pay</b>   | <b>3.15</b>  |
| 8 | <b>No. of times increase of Real wage</b>   | <b>1.40</b>  |

**PROPOSED ENTRY PAY AS PER DIFFERENTIAL PROPOSED BY 7<sup>TH</sup> CPC:**

**Table-3**

|                      | Entry Pay in 6th CPC |           |       | Entry Pay recommended by 7th CPC |           | Entry Pay as per table-2                 |
|----------------------|----------------------|-----------|-------|----------------------------------|-----------|--|
|                      | GP                   | Pay in PB | Total | Factor                           | Entry Pay | Factor<br>3.15 for PB1<br>& 3.21 for PB2 |
| PB-1 5200<br>- 20200 | 1800                 | 5200      | 7000  | 2.57                             | 18000     | <b>22100</b>                             |
|                      | 1900                 | 5830      | 7730  |                                  | 19900     | <b>24400</b>                             |
|                      | 2000                 | 6460      | 8460  |                                  | 21700     | <b>26700</b>                             |
|                      | 2400                 | 7510      | 9910  |                                  | 25500     | <b>31300</b>                             |
|                      | 2800                 | 8560      | 11360 |                                  | 29200     | <b>35800</b>                             |
| PB-2 9300<br>- 34800 | 4200                 | 9300      | 13500 | 2.62                             | 35400     | <b>43400</b>                             |
|                      | 4600                 | 12540     | 17140 |                                  | 44900     | <b>55100</b>                             |
|                      | 4800                 | 13350     | 18150 |                                  | 47600     | <b>58300</b>                             |
|                      | 5400                 | 14880     | 21000 |                                  | 53100     | <b>67500</b>                             |

**2.2. UNEQUALPAY RISE PROPOSED BY 7<sup>TH</sup> CPC – INADEQUATE FOR PB-1 & PB-2, HEAVILY IN FAVOUR OF HIGHER GRADES:**

Pay hike recommended by 7<sup>th</sup> CPC is not uniform. Even though it recommended uniform application of factor of 2.57 to all the existing employees, the actual rise in terms of wages, is much lower for Levels recommended for PB-1 & PB-2 and much higher for Levels in PB-3 & PB-4. Disparity in pay hike is shown in the Table-4 below:

**Table-4**

**COMPARATIVE PAY RISE PROPOSED BY 7<sup>TH</sup> CPC**

| PB        | 6 <sup>th</sup> CPC |               |                       | 7 <sup>th</sup> CPC       |             |   |
|-----------|---------------------|---------------|-----------------------|---------------------------|-------------|---|
|           | Pay + GP            | 6th CPC Basic | 6th CPC Pay + 125% DA | 7 <sup>th</sup> CPC Level | 7th CPC Pay | % increase from 6 <sup>th</sup> CPC Pay + DA to 7th CPC Pay |
| PB-1      | 5200-20200+1800     | 7000          | 15750                 | 1                         | 18000       | <b>14.3</b>   |
|           | 5200-20200+1900     | 7730          | 17393                 | 2                         | 19900       | <b>14.4</b>   |
|           | 5200-20200+2000     | 8460          | 19035                 | 3                         | 21700       | <b>14.0</b>   |
|           | 5200-20200+2400     | 9910          | 22298                 | 4                         | 25500       | <b>14.4</b>   |
|           | 5200-20200+2800     | 11360         | 25560                 | 5                         | 29200       | <b>14.2</b>   |
| PB-2      | 9300-34800+4200     | 13500         | 30375                 | 6                         | 35400       | <b>16.5</b>   |
|           | 9300-34800+4600     | 17140         | 38565                 | 7                         | 44900       | <b>16.4</b>   |
|           | 9300-34800+4800     | 18150         | 40838                 | 8                         | 47600       | <b>16.6</b>   |
|           | 9300-34800+5400     | 20280         | 45630                 | 9                         | 53100       | <b>16.4</b>   |
| PB-3      | 15600-39100+5400    | 21000         | 47250                 | 10                        | 56100       | <b>18.7</b>   |
|           | 15600-39100+6600    | 25350         | 57038                 | 11                        | 67700       | <b>18.7</b>   |
|           | 15600-39100+7600    | 29500         | 66375                 | 12                        | 78800       | <b>18.7</b>   |
| PB-4      | 37400-67000+8700    | 46100         | 103725                | 13                        | 118500      | <b>14.2</b>   |
|           | 37400-67000+8900    | 49100         | 110475                | 13A                       | 131100      | <b>18.7</b>   |
|           | 37400-67000+10000   | 53000         | 119250                | 14                        | 144200      | <b>20.9</b>   |
| HAG       | 67000-79000         | 67000         | 150750                | 15                        | 182200      | <b>20.9</b>   |
| HAG+      | 775500-80000        | 75500         | 169875                | 16                        | 205400      | <b>20.9</b>   |
| Apex      | 80000 (Fixed)       | 80000         | 180000                | 17                        | 225000      | <b>25.0</b>   |
| Cab. Sec. | 90000 (Fixed)       | 90000         | 202500                | 18                        | 250000      | <b>23.5</b>   |

It is, therefore, requested that the Pay of the Posts which have been given a lower Pay rise by 7<sup>th</sup> CPCs – including those in PB 1, PB 2 & PB 3 may please be given an equitable rise of 2.81 at par higher Pay levels instead of 2.57 at lower levels and 2.62 at Middle Levels as compared to 2.67, 2.72 and 2.81 at higher Levels.

### **3.ANNUAL INCREMENT& INCREMENT ON PROMOTION - EROSION OF WAGE**(para 5.1.38)

- a. 7<sup>th</sup> CPC has retained annual increment as 3% without applying any wisdom to it.
- b. **Rate of annual increment should be equal to 5% of basic pay.**This is necessary to provide adequate motivation, incentive and additional emoluments required to meet additional liabilities, as well as to compensate for the improved efficiency on account of experience etc. Pay matrix may please be revised keeping annual increment equal to 5% of basic pay.
- c. In 7<sup>th</sup> CPC scales net monetary benefit on account of promotion will be less than net monetary benefit than the employees are getting in 6<sup>th</sup> CPC scale. In illustration given below, an employee working in PB-2, GP 4800 with the Basic Pay of Rs.28,540 when promoted to GP 5400 will get net monetary benefit of Rs.3723, in 7<sup>th</sup> CPC matrix the net monetary benefit will be only Rs.2728.

| Comparison of monetary benefit on promotion from GP 4800 to GP 5400 between 6 <sup>th</sup> & 7 <sup>th</sup> CPC pay |         | Basic Pay | DA(125% for 6 <sup>th</sup> CPC & 0% for 7 <sup>th</sup> CPC) | HRA (30% for 6 <sup>th</sup> CPC & 24% for 7 <sup>th</sup> CPC) | Total | Net monetary benefit on promotion |
|---|---------|-----------|---|---|-------|-----------------------------------|
| PB-2 GP-4800  | 6th CPC | 28540     | 35675   | 8562  | 72777 |                                   |
|   | 7th CPC | 74300     |   | 17832   | 92132 |                                   |
| Promotion to GP 5400  | 6th CPC | 29600     | 37000   | 8880  | 75480 | <b>3723</b>                       |
|   | 7th CPC | 76500     |   | 18360   | 94860 | <b>2728</b>                       |

- d. **It is, therefore, requested that on promotion or financial up-gradation under MACPS at least two increments may please be granted.**

### **4. CLASSIFICATION OF POSTS OF SENIOR TECHNICAL SUPERVISORS - SSE, CMS, CDMS &SR.ENGR.(IT) IN GROUP 'B'(GAZ):-** (Para 11.40.114):

- i) Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and held several meetings for implementing the decision. Railway Board had agreed with the fact that “The percentage of Group ‘B’ officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized”.
- ii) In all the departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group ‘B’ Gazetted.
- iii) Financial Commissioner Railway Board had already given concurrence for the proposal of other Board Members to upgrade the posts of Senior Supervisors from Group ‘C’ to Group ‘B’ keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board.
- iv) **Commitment given by CRB to the two Federations in Departmental Council has not been implemented** (Rly Board letter No.2013/E(LR)II/1/17 dated 18.02.2014): In meeting with both the Federations held on 07.04.2014, official side headed by CRB agreed for upgradation of posts from Group ‘C’ to Group ‘B’ and it was recorded that the matter has already been referred to MOF / DoPT, MS and FC will pursue Secretary, MOF &DoPT to

resolve the matter urgently even though there was no need for such reference as the posts in Grade Pay of Rs.4600 were in any case required to be placed in Group 'B' as per orders of the DOP issued long back vide S.O.946(E) dated 9<sup>th</sup> April 2009.

- v) **It is, therefore, requested to classify the posts of SSE, CDMS, CMS &Sr.Er(IT) in Group 'B' (Gazetted).**

**5. ELIMINATION OF STAGNATION OF GRADUATE ENGINEERS RECRUITED AS SSE, CMS & CDMS & Promotion of serving Engineering Graduates SSEs/CMS/CDMS to Group 'A' officers Cadre against 50% posts of in IRES & SCRA:**

3.1 There is a lot of stagnation and resultant frustration among Engineering Graduates recruited as SSEs/CMS/CDMS as they do not get a single promotion for long years of service due very low percentage of Posts in Group B on the Railways,

3.2. It is, therefore, requested as under:

a. Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE for Group B be reduced from existing 5 years to 3 years in view of their qualifications;

b. Graduate Engineers recruited directly as SSE in the Grade Pay of Rs.4600 be made eligible automatically to appear for Group 'B' LDCE selection whenever JEs/SSEs who are Junior to DR SSE are eligible to appear for the said selection.

**6. ALLOWANCES:**

**6.1. UNJUST FACTORS ADOPTED BY 7<sup>TH</sup> CPC TO CALCULATE ALLOWANCES IN 7<sup>TH</sup> CPC SCALE(para 4 of chapter 8.2.5)**

- a. 7<sup>th</sup> CPC has used unjust factors to arrive at quantum of allowances in new pay and abolished 52 allowances.
- b. No allowances should be abolished and it should be left to the decision of respective departments for the continuance of allowances as per nature of duties & job requirements.
- c. Factor of 3.15 (proposed for new minimum pay) should be used for allowances that are paid in fixed amount. Factor of 1.6 (half of proposed factor for new minimum pay) may please be used for allowances that are indexed partially with DA.
- d. Factor of 1.4 @ 40% fixation benefit in pay be used for allowances that are indexed fully with DA.
- e. Factor of 1 be used for allowances that are paid in percentage of Basic Pay.

| <b>S<br/>N</b> | <b>Nature of Allowance</b>   | <b>Factor<br/>recommen<br/>ded<br/>by 7<sup>th</sup> CPC</b> | <b><u>Factor<br/>proposed</u></b> |
|----------------|--|--|-----------------------------------|
| 1              | Allowances that are paid in fixed amount not indexed with DA       | 2.25   | 3.15                              |
| 2              | Allowances that are paid in fixed amount indexed partially with DA | 1.5  | 1.6                               |
| 3              | Allowances that are paid in fixed amount indexed fully with DA     | No change  | 1.4                               |
| 4              | Allowances that are paid in percentage of Basic Pay                | 0.8  | 1                                 |

**6.2. Breakdown Allowance**(para 8.10.8 &8.10.80): Breakdown allowance should be continued in Railways and it may please be paid equal to overtime calculation on hours worked for restoration.

**6.3. NH Allowance**(para 8.6.11): National Holiday Allowance should be paid at least equal to one day wages. It should be paid for working on holidays including Sundays if the employees are not given compensatory rest.

**6.4. PCO Allowance**(para 8.17.101):Incentive system followed in Indian Railways is unique for its system & within Railway Budget. Hence 7<sup>th</sup> CPC's recommendations on PCO Allowance may please be ignored and the same be continued to be paid at the existing rates of 15% & 7.5% of new basic pay respectively. PCO Allowance may please be extended to CMT, Stores, Design & Drawing and other left out areas.

**6.5. Teaching Allowance**(para 8.14.8 & 8.14.9): To attract more talented teaching faculties, teaching allowance should be paid @ 30% as proposed by Railway Board some time back.

Eligibility for maximum period of five years recommended by 7<sup>th</sup> CPC should be ignored since many of Railway training institutes are having eight year tenure for teaching faculties.

**6.6. Risk & Hardship Allowance**(para 8.10.64): Risk & hardship allowance should be extended to sheds& depots and open line staff &Technical Supervisors as per medium & low risk factors of Risk & hardship Matrix recommended by 7<sup>th</sup> CPC.

**6.7. Fixed Medical Allowance** (para 8.17.52): Considering the high cost of medical treatment in old age FMA should be raised from the present level of Rs.500 to Rs.2000 and it should be paid to all the retired employees without any restriction.

**6.8. Internet Allowance, Mobile Phone Allowance**(para 8.17.61): Indian Most Railways employees are using their individual mobile and / or internet to perform the official duty. All the non-supervisory employees may please be granted with Rs.500 and Technical Supervisors may please be granted Rs.1000 as communication allowance. Or all supervisors may please be provided with CUG connections with free talk time of Rs.1000 per month.

**6.9. Night Duty Allowance**(para 8.17.77): Formulation of weightage of 10 minutes for every hour of duty performed between 22.00 and 6.00 hours may please be changed to 20 minutes for every hour of duty performed between 18.00 and 6.00 hours in view of hazards of work during Night Shift.

#### **7.1. BENCHMARK PROPOSED BY 7<sup>TH</sup> CPC FOR MACPS** (PARA 5.1.44)

- a) MACPS & ACP were recommended by the last two pay Commissions as a Financial Upgrading for those who were unable to get any promotion over long years of service due to lack of promotional avenues.
- b) Seventh Pay Commission has very unjustly proposed raising of benchmark for MACPS from "Good" to "Very Good" and the very purpose of this Scheme would be defeated – since the Benchmark is not applicable to any of the Promotions in Group C.
- c) **It is, therefore, requested that unfair benchmark of "very good" proposed by the 7<sup>th</sup> CPC for the purpose of financial upgradation under MACPS may kindly be withdrawn and the same may be maintained as "Good".**

#### **7.2. FINANCIAL UPGRADATION UNDER MACPS AFTER EVERY 8 YEARS & IN CADRE HIERARCHY:**

**Financial up-gradation under MACPS after 10, 20 & 30<sup>th</sup> years is in any case very inadequate and may kindly be provided after maximum of 8 years of service at each Level in the Cadre hierarchy.**

#### **8. CGEGIS - Central Government Employees Group insurance Scheme**(para 9.3.6of 7<sup>th</sup> CPC Report)

- a) Term insurance premiums have plummeted over last 6 years. Since 2009, term insurance premiums have crashed by 75 percent. A one crore cover for 30 year old male did cost around Rs.30,000 in 2008, but one would be able to get the same cover today for around Rs.8000. But 7<sup>th</sup> CPC has made its recommendations exactly opposite to the trend in the

market, instead of passing on the benefit to employees, 7<sup>th</sup> CPC recommended for taking away even meager benefit extended in the form of contribution to CGEGIS.

- b) **Huge increase in monthly deduction for GIS:** 7<sup>th</sup> CPC has recommended for increasing monthly deduction & insurance amount by 41.7 times for Group 'A' & 'B' and 50 times for Group 'C' as given in table below,

| Group    | Existing          |                  | Recommended by 7 <sup>th</sup> CPC |                  | Recommended increase |                  |
|----------|-------------------|------------------|------------------------------------|------------------|----------------------|------------------|
|          | Monthly Deduction | Insurance Amount | Monthly Deduction                  | Insurance Amount | Monthly Deduction    | Insurance Amount |
| <b>A</b> | 120               | 120000           | 5000                               | 5000000          | 41.7 times           | 41.7 times       |
| <b>B</b> | 60                | 60000            | 2500                               | 2500000          | 41.7 times           | 41.7 times       |
| <b>C</b> | 30                | 30000            | 1500                               | 1500000          | 50 times             | 50 times         |

- c) 7<sup>th</sup> CPC recommended a ratio of savings fund to insurance fund as 75:25.
- d) Therefore, for the annual contribution of Rs.18,000 by a Group 'C' employee, Rs.13,500 will go for savings fund and Rs. 4,500 will go for insurance fund. On cessation of account (i.e. on retirement) savings amount plus 8.7% interest per annum (compounded quarterly) for savings account has to be paid to the employee.
- e) In case of demise of the employee savings amount plus Interest as applicable on date plus insurance amount has to be paid.
- f) So for risk coverage to the value of Rs.15,00,000 a Group 'C' employee need to contribute Rs.4,500 annually.
- g) Whereas in LIC's New Amulya Jeevan-II insurance policy, which covers risk (and 100% goes to insurance fund), if a person joins at the age of 20 for the period of 30 years, for risk insurance amount of Rs.25,00,000 annual contribution is only Rs.3,652 per year.
- h) In LIC's New Amulya Jeevan-II policy annual contribution is less by Rs.848 and insurance amount is Rs.10,00,000 (Rs. Ten Ten Lakhs) more than CGEGIS recommended by 7<sup>th</sup> CPC– as indicated in the Table below:

|   | Annual deduction/contribution |                                    |
|---|-------------------------------|------------------------------------|
|   | CGEGIS                        | New Amulya Jeevan-II policy by LIC |
| Savings Fund  | Rs.13,500                     | 0                                  |
| Share of Contribution to Insurance Fund - vs -LIC Premium | Rs.4500                       | Rs.3652                            |
| Sum Insured for   | Rs.15,00,000                  | Rs.25,00,000                       |

- i) **When around 30,00,000 employees are going to be in the Group insurance scheme, annual deduction has to be much less than LIC's policy which is offered for individuals.**
- j) Monthly deduction given in the table below indicates the premium applicable in New Amulya Jeevan-II insurance policy for the recommended insurance amount by 7<sup>th</sup> CPC

|          | Recommended by 7 <sup>th</sup> CPC |  | Proposed amount  |   |
|----------|------------------------------------|--|------------------|---|
| Group    | Insurance Amount                   | Monthly deduction towards Insurance fund | Insurance Amount | Monthly deduction towards Insurance fund (Based on LIC Premium for individual Amulya Jeevan II Policy ) |
| <b>A</b> | 5000000                            | 1250                                     | 5000000          | <b>620</b>  |
| <b>B</b> | 2500000                            | 625                                      | 2500000          | <b>310</b>  |
| <b>C</b> | 1500000                            | 375                                      | 1500000          | <b>185</b>  |

- k) By adding deduction towards savings fund, monthly deduction for CGEGIS for the insurance amount recommended by 7<sup>th</sup> CPC is given in the table below and the savings fund should earn the interest at least equal to interest on PF.

| Group    | Existing          |                  | Proposed  |                  |
|----------|-------------------|------------------|---|------------------|
|          | Monthly Deduction | Insurance Amount | Monthly Deduction (Savings fund + Insurance fund) | Insurance Amount |
| <b>A</b> | 120               | 120000           | <b>2000</b>                                       | 5000000          |
| <b>B</b> | 60                | 60000            | <b>1000</b>                                       | 2500000          |
| <b>C</b> | 30                | 30000            | <b>500</b>  | 1500000          |

## 9. PENSION & RELATED BENEFITS

**9.1. Withdrawal of National Pension System/New Pension Scheme (NPS)** (Chapter 10.3) and Restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon at appropriate rate.

**9.2. Increase in the rate of Additional Pension and Family Pension to the old pensioners** (para 10.1.29 of 7<sup>th</sup> CPC Report):

Sixth Pay Commission had recommended additional Pension of 20, 30, 40, 50 and 100 % for retirees and family pensioners on attaining the age of 80, 85, 90, 95 and 100 years respectively. But this did not meet with the requirements of those in the age group of 65 to 80 years of age for meeting additional expenses on old age diseases and disabilities and other unforeseen exigencies, which further increase even faster in later years. Recommendation of Sixth Pay Commission for grant of 100% additional Pension after 100 years of age was illusionary and unjust in view of rare chances of survival up to or beyond 100 years of age. 7<sup>th</sup> CPC has also not changed these conditions.

**Additional Pension / Family Pension may please be paid at following rates-** in view of gradual increase in the expenditure on Medical treatment and health care in old age:

- 10% additional Pension/Family Pension after 65 years of age
- 20% Additional Pension/Family Pension after 70 years of age
- 30 % additional Pension/Family Pension after 75 years of age
- 50% additional Pension/Family Pension after 80 years of age
- 70% additional Pension/Family Pension after 85 years of age
- 100% additional Pension/Family Pension after 90 years of age

**9.3 Fixed Medical Allowance** (Para 8.17.51 of 7<sup>th</sup> CPC Report)

**FMA: Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners:** The cost had exorbitantly increased for the Medicines, Consultation Fee and cost of Pathological Test required for day to day medical treatment since 1997 (when the FMA was initially granted) and this had risen at a much steeper rate the Price Index.

- i) A large proportion of Pensioners were residing in remote areas or villages having no excess to CGHS Dispensaries & Railway Hospitals and are as such, are wholly dependent on the paltry amount of FMA for day to day treatment of self & spouse.

**It is, therefore, requested that the FMA may please be revised to at least Rs.2000 p.m.**

**10. Request for personal hearing to IRTSA:** We request you to grant a personal hearing to IRTSA (Indian Railways Technical Supervisors Association) to enable us to personally explain the these foregoing points to the Implementation Cell on 7<sup>th</sup> CPC Report.

Thanking You

Yours faithfully,



**Harchandan Singh,  
General Secretary, IRTSA**

**Encl:Annexure**

**Copy for information&favourable consideration to:**

1. Chairman, Railway Board & Member Empowered Committee on 7<sup>th</sup> CPC
2. Nodal Officer, Railway Board, Empowered Committee on 7<sup>th</sup> CPC

## Annexure - 1

Table-1

| 5 <sup>th</sup> CPC |                      | 6 <sup>th</sup> CPC |       |                   | % increase from 5th CPC Pay + DA to 6th CPC Pay | 6th CPC Pay + 125% DA | 7th CPC Pay | % increase from 6th CPC Pay + DA to 7th CPC |
|---------------------|----------------------|---------------------|-------|-------------------|---|-----------------------|-------------|---|
| 5th CPC Pay         | 5th CPC Pay + DA 86% | PB                  | GP    | 6th CPC Basic Pay |   |                       |             |   |
| 2750                | 5115                 | PB-1                | 1800  | 7000              | 36.85%  |                       | 18000       | 14.29%                                      |
| 3050                | 5673                 | PB-1                | 1900  | 7730              | 36.26%  | 22050                 | 19900       | 13.68%                                      |
| 3200                | 5952                 | PB-1                | 2000  | 8460              | 42.14%  | 24507                 | 21700       | 19.66%                                      |
| 4000                | 7440                 | PB-1                | 2400  | 9910              | 33.20%  | 25389                 | 25500       | 15.18%                                      |
| 4500                | 8370                 | PB-1                | 2800  | 11360             | 35.72%  | 30996                 | 29200       | 16.18%                                      |
| 5000                | 9300                 | PB-2                | 4200  | 13500             | 45.16%  | 35186                 | 35400       | 16.54%                                      |
| 7450                | 13857                | PB-2                | 4600  | 17140             | 23.69%  | 42525                 | 44900       | 22.50%                                      |
| 7500                | 13950                | PB-2                | 4800  | 18150             | 30.11%  | 51314                 | 47600       | 12.83%                                      |
| 8000                | 14880                | PB-2                | 5400  | 21000             | 41.13%  | 59063                 | 53100       | 16.37%                                      |
| 8000                | 14880                | PB-3                | 5400  | 21000             | 41.13%  | 63882                 | 56100       | 18.73%                                      |
| 10325               | 19205                | PB-3                | 6600  | 25350             | 32.00%  | 66150                 | 67700       | 16.58%                                      |
| 12000               | 22320                | PB-3                | 7600  | 29500             | 32.17%  | 81302                 | 78800       | 17.05%                                      |
| 14300               | 26598                | PB-4                | 8700  | 46100             | 73.32%  | 94248                 | 118500      | 14.24%                                      |
| 15400               | 28644                | PB-4                | 8900  | 49100             | 71.41%  | 145215                | 131100      | 19.91%                                      |
| 14300               | 26598                | PB-4                | 10000 | 53000             | 99.26%  | 153059                | 144200      | 35.21%                                      |

**Annexure – 2**

**Pay Matrix recommended by 7<sup>th</sup> CPC**

| Pay Band       | 5200-20200 |       |       |       |       | 9300-34800 |       |       |        | 15600-39100 |        |        | 37400-67000 |        |        |
|----------------|------------|-------|-------|-------|-------|------------|-------|-------|--------|-------------|--------|--------|-------------|--------|--------|
| Grade Pay      | 1800       | 1900  | 2000  | 2400  | 2800  | 4200       | 4600  | 4800  | 5400   | 5400        | 6600   | 7600   | 8700        | 8900   | 10000  |
| Entry Pay (EP) | 7000       | 7730  | 8460  | 9910  | 11360 | 13500      | 17140 | 18150 | 20280  | 21000       | 25350  | 29500  | 46100       | 49100  | 53000  |
| Level          | 1          | 2     | 3     | 4     | 5     | 6          | 7     | 8     | 9      | 10          | 11     | 12     | 13          | 13A    | 14     |
| Index          | 2.57       | 2.57  | 2.57  | 2.57  | 2.57  | 2.62       | 2.62  | 2.62  | 2.62   | 2.67        | 2.67   | 2.67   | 2.57        | 2.67   | 2.72   |
| 1              | 18000      | 19900 | 21700 | 25500 | 29200 | 35400      | 44900 | 47600 | 53100  | 56100       | 67700  | 78800  | 118500      | 131100 | 144200 |
| 2              | 18500      | 20500 | 22400 | 26300 | 30100 | 36500      | 46200 | 49000 | 54700  | 57800       | 69700  | 81200  | 122100      | 135000 | 148500 |
| 3              | 19100      | 21100 | 23100 | 27100 | 31000 | 37600      | 47600 | 50500 | 56300  | 59500       | 71800  | 83600  | 125800      | 139100 | 153000 |
| 4              | 19700      | 21700 | 23800 | 27900 | 31900 | 38700      | 49000 | 52000 | 58000  | 61300       | 74000  | 86100  | 129600      | 143300 | 157600 |
| 5              | 20300      | 22400 | 24500 | 28700 | 32900 | 39900      | 50500 | 53600 | 59700  | 63100       | 76200  | 88700  | 133500      | 147600 | 162300 |
| 6              | 20900      | 23100 | 25200 | 29600 | 33900 | 41100      | 52000 | 55200 | 61500  | 65000       | 78500  | 91400  | 137500      | 152000 | 167200 |
| 7              | 21500      | 23800 | 26000 | 30500 | 34900 | 42300      | 53600 | 56900 | 63300  | 67000       | 80900  | 94100  | 141600      | 156600 | 172200 |
| 8              | 22100      | 24500 | 26800 | 31400 | 35900 | 43600      | 55200 | 58600 | 65200  | 69000       | 83300  | 96900  | 145800      | 161300 | 177400 |
| 9              | 22800      | 25200 | 27600 | 32300 | 37000 | 44900      | 56900 | 60400 | 67200  | 71100       | 85800  | 99800  | 150200      | 166100 | 182700 |
| 10             | 23500      | 26000 | 28400 | 33300 | 38100 | 46200      | 58600 | 62200 | 69200  | 73200       | 88400  | 102800 | 154700      | 171100 | 188200 |
| 11             | 24200      | 26800 | 29300 | 34300 | 39200 | 47600      | 60400 | 64100 | 71300  | 75400       | 91100  | 105900 | 159300      | 176200 | 193800 |
| 12             | 24900      | 27600 | 30200 | 35300 | 40400 | 49000      | 62200 | 66000 | 73400  | 77700       | 93800  | 109100 | 164100      | 181500 | 199600 |
| 13             | 25600      | 28400 | 31100 | 36400 | 41600 | 50500      | 64100 | 68000 | 75600  | 80000       | 96600  | 112400 | 169000      | 186900 | 205600 |
| 14             | 26400      | 29300 | 32000 | 37500 | 42800 | 52000      | 66000 | 70000 | 77900  | 82400       | 99500  | 115800 | 174100      | 192500 | 211800 |
| 15             | 27200      | 30200 | 33000 | 38600 | 44100 | 53600      | 68000 | 72100 | 80200  | 84900       | 102500 | 119300 | 179300      | 198300 | 218200 |
| 16             | 28000      | 31100 | 34000 | 39800 | 45400 | 55200      | 70000 | 74300 | 82600  | 87400       | 105600 | 122900 | 184700      | 204200 |        |
| 17             | 28800      | 32000 | 35000 | 41000 | 46800 | 56900      | 72100 | 76500 | 85100  | 90000       | 108800 | 126600 | 190200      | 210300 |        |
| 18             | 29700      | 33000 | 36100 | 42200 | 48200 | 58600      | 74300 | 78800 | 87700  | 92700       | 112100 | 130400 | 195900      | 216600 |        |
| 19             | 30600      | 34000 | 37200 | 43500 | 49600 | 60400      | 76500 | 81200 | 90300  | 95500       | 115500 | 134300 | 201800      |        |        |
| 20             | 31500      | 35000 | 38300 | 44800 | 51100 | 62200      | 78800 | 83600 | 93000  | 98400       | 119000 | 138300 | 207900      |        |        |
| 21             | 32400      | 36100 | 39400 | 46100 | 52600 | 64100      | 81200 | 86100 | 95800  | 101400      | 122600 | 142400 | 214100      |        |        |
| 22             | 33400      | 37200 | 40600 | 47500 | 54200 | 66000      | 83600 | 88700 | 98700  | 104400      | 126300 | 146700 |             |        |        |
| 23             | 34400      | 38300 | 41800 | 48900 | 55800 | 68000      | 86100 | 91400 | 101700 | 107500      | 130100 | 151100 |             |        |        |
| 24             | 35400      | 39400 | 43100 | 50400 | 57500 | 70000      | 88700 | 94100 | 104800 | 110700      | 134000 | 155600 |             |        |        |
| 25             | 36500      | 40600 | 44400 | 51900 | 59200 | 72100      | 91400 | 96900 | 107900 | 114000      | 138000 | 160300 |             |        |        |
| 26             | 37600      | 41800 | 45700 | 53500 | 61000 | 74300      | 94100 | 99800 | 111100 | 117400      | 142100 | 165100 |             |        |        |

|    |       |       |       |       |       |        |        |        |        |        |        |        |  |  |  |
|----|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--|--|--|
| 27 | 38700 | 43100 | 47100 | 55100 | 62800 | 76500  | 96900  | 102800 | 114400 | 120900 | 146400 | 170100 |  |  |  |
| 28 | 39900 | 44400 | 48500 | 56800 | 64700 | 78800  | 99800  | 105900 | 117800 | 124500 | 150800 | 175200 |  |  |  |
| 29 | 41100 | 45700 | 50000 | 58500 | 66600 | 81200  | 102800 | 109100 | 121300 | 128200 | 155300 | 180500 |  |  |  |
| 30 | 42300 | 47100 | 51500 | 60300 | 68600 | 83600  | 105900 | 112400 | 124900 | 132000 | 160000 | 185900 |  |  |  |
| 31 | 43600 | 48500 | 53000 | 62100 | 70700 | 86100  | 109100 | 115800 | 128600 | 136000 | 164800 | 191500 |  |  |  |
| 32 | 44900 | 50000 | 54600 | 64000 | 72800 | 88700  | 112400 | 119300 | 132500 | 140100 | 169700 | 197200 |  |  |  |
| 33 | 46200 | 51500 | 56200 | 65900 | 75000 | 91400  | 115800 | 122900 | 136500 | 144300 | 174800 | 203100 |  |  |  |
| 34 | 47600 | 53000 | 57900 | 67900 | 77300 | 94100  | 119300 | 126600 | 140600 | 148600 | 180000 | 209200 |  |  |  |
| 35 | 49000 | 54600 | 59600 | 69900 | 79600 | 96900  | 122900 | 130400 | 144800 | 153100 | 185400 |        |  |  |  |
| 36 | 50500 | 56200 | 61400 | 72000 | 82000 | 99800  | 126600 | 134300 | 149100 | 157700 | 191000 |        |  |  |  |
| 37 | 52000 | 57900 | 63200 | 74200 | 84500 | 102800 | 130400 | 138300 | 153600 | 162400 | 196700 |        |  |  |  |
| 38 | 53600 | 59600 | 65100 | 76400 | 87000 | 105900 | 134300 | 142400 | 158200 | 167300 | 202600 |        |  |  |  |
| 39 | 55200 | 61400 | 67100 | 78700 | 89600 | 109100 | 138300 | 146700 | 162900 | 172300 | 208700 |        |  |  |  |
| 40 | 56900 | 63200 | 69100 | 81100 | 92300 | 112400 | 142400 | 151100 | 167800 | 177500 |        |        |  |  |  |