

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

**M. Shanmugam, Central President,**  
# 4, Sixth Street, TVS Nagar, Chennai- 600050.  
Email- [cpirtsa@yahoo.com](mailto:cpirtsa@yahoo.com)  
Mob: 09443140817



**Harchandan Singh, General Secretary, C.Hq.**  
32, Phase 6, Mohali, Chandigarh-160055.  
Email-[gsirtsa@yahoo.com](mailto:gsirtsa@yahoo.com)  
(Ph:0172-2228306, 9316131598).

No: IRTSA/Memo/ 2012-4

Date: 27-02-2011

**Shri Pranab Mukherjee,**  
**Hon'ble Minister of Finance (GOI),**  
**North Block, New Delhi.**

**Subject: i) Upgrading of Grade Pay of Junior Engineers (JE) on Railways**  
**ii) Upgrading of Grade Pay of Senior Section Engineers (SSE) on Railways**

**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)**  
**iii) Our Memorandum No. IRTSA /Memo/11-2011 Date: 2-5-2011 - Reg: Grade Pay of Tech. Supervisors (Senior Section Engineers & Junior Engineers) on Railways**

Respected Sir,

1. We seek your benign intervention on the issue which awaits approval of Ministry of Finance since long even after numerous representations by us and a few references by the Ministry of Railways (Railway Board) – resulting in serious injustice to Junior Engineers (JEs) & Senior Section Engineers (SSEs) on the Railways – in respect of their Grade Pay after Sixth Pay Commission.
2. Recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways to the Ministry of Finance – made in 2009 & reiterated by MOR since then - for upgrading of Grade Pay of Junior Engineers and Senior Section Engineers of Indian Railways - had not so far been accepted by the Ministry of Finance Expenditure.
3. Sixth Pay Commission had created serious Anomalies which totally disturbed horizontal parities and vertical relativities altogether (as shown in the detailed Memorandums attached herewith).
4. The Pay Commission had totally ignored the duties and responsibilities of the Technical Supervisors, towards safe and efficient running of Trains through frontline supervision and management of production, repair, maintenance and operation on the Indian Railways.
5. We are, therefore, submitting herewith, 2 Memoranda for your kind & favourable consideration on the following issues – with a request to grant following Grade Pays to JEs & SSEs on the Railways to restore the horizontal parity, vertical relativity and in view of the higher entry qualifications, longer period of training and higher nature of duties & responsibilities shouldered by Junior Engineers & Senior Section Engineers on the Railways:

- i) Grant of Grade Pay of Rs.4800 in PB-2 to Junior Engineers (JEs) on the Railways;**
- ii) Grant of Grade Pay of Rs.5400 in PB-3 to Senior Section Engineers (SSEs) on Railways.**

Hoping for an early favourable decision, thanking you, with Kind regards,

**Encls:**

- i) Memorandum reg Grade Pay of JEs on Railways**
- ii) Memorandum reg Grade Pay SSEs on Railways**
- iii) Six Annexure (I to VI)**

**Yours' faithfully,**

**Harchandan Singh,**  
**General Secretary, IRTSA**

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

- i) Member Staff, Railway Board, Rail Bhavan, New Delhi**
- ii) Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi**

## MEMORANDUM - 1

**Subject: Grade Pay of Junior Engineers (Technical Supervisors) on Railways after Sixth CPC – Appeal for kind intervention in view of inordinate delay in redressal of serious injustice**

**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. Sixth Pay Commission had created serious Anomalies and totally disturbed horizontal parities and vertical relativity - ignoring altogether the duties and responsibilities of the Technical Supervisors, towards safe and efficient running of Trains through frontline supervision and management of production, repair, maintenance and operation on the Railways.

**2. DISTURBANCE OF HORIZONTAL PARITY WITH OTHER DEPARTMENTS:**

Junior Engineers had been allotted Grade Pay of Rs.4200 after the Sixth CPC, whereas all other inspectorial staffs, nursing staff and teaching staff who were previously in equal or lower scales than the JEs were allotted the Grade Pay of Rs.4800/4600 in the Sixth Central Pay Commission scale – as per details given below:

**COMPARATIVE UP-GRADATION AFTER SCPC – DISTURBING HORIZONTAL PARITY**

SI No	Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded to Scale by 6th CPC	6th CPC Grade Pay
1	Loco Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
2	Power Controller	425-700	2000-3200	6500-9000	7450-11500	4600
3	Police Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
4	Excise Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
5	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600
6	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800
7	Primary School Teacher – Gr-III	380-560	1200-2040	4500-7000	6500-10500	4600
8	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600
9	Trained Gr. Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600
10	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800
11	Junior Engineer Diploma in Engg + 1 ½ years Training	550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	<b>4200</b>

**3. DISTURBANCE OF VERTICAL RELATIVITY:**

- a. During the Third Pay Commission scales the Apex scale of Technicians was kept below the pay scale of Junior Engineers (then Chargeman-B). After the implementation of Fourth Pay Commission scales Senior Technicians (then MCM) were allotted the same pay scale of their Supervisors ie, JEs. Fifth Pay Commission in its specific recommendation in para 54.36 on supervisors and supervised problem of same scale of pay, accepted the anomalous situation of identical pay scales of Master craftsman and Chargeman (JE) and clearly removed the anomaly by recommending different pay scales to Master craftsman (Rs.4500-7000) and Chargeman (Rs.5000-8000). But later Government / Railways upgraded only the scale of Master craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer). (Please see Fifth Pay Commission recommendations - Annexure-I).

*Continued -----*

- b. To overcome the problem of supervisors paid equal to the employees working under them, Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 (copy placed at Annexure-II) made the impracticable solution of the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.
- c. The anomaly of “supervisor” in the same scale of “being supervised” was also removed by Sixth Pay Commission. But Government / Railways upgraded only the scale of Senior Technicians without correspondingly upgrading the scale of Junior Engineers. Now Junior Engineers continue to supervise the work of Senior Technicians who are in the same Grade Pay of Rs.4200 – which is very unjustified and against the settled law – as cited above
- d. The situation of Junior Engineers (JEs) and Senior Technicians placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, is totally in violation of principle of natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India.
- e. This is also in violation of the principle defined by the Sixth CPC (Para, 2.2.11) – “Grade pay will determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.

**4. HIGHER ENTRY QUALIFICATION AND LONGER TRAINING PERIOD NOT CONSIDERED:**

The highest level of direct recruitment in the Accounts cadre is at PB-1 with the Grade pay of Rs.2800, in the clerical cadre it is at Pay Band-1 with the Grade Pay of Rs.2800, in the Station Master cadre it is at Pay Band -2 with the grade pay of Rs.4200. In the case of Technical supervisors even the lowest level of direct recruitment is at PB-2 with the Grade Pay of Rs.4200 as Junior Engineers with the training period of one year.

*(PLEASE SEE ANNEXURE III FOR RECRUITMENT QUALIFICATION AND TRAINING OF JES)*

**IMPORTANCE OF ROLE OF JUNIOR ENGINEERS ON RAILWAYS TOTALLY IGNORED:**

- a. Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the world. On Indian Railways system - buildings, tracks, bridges, motive powers, rolling stocks, Signal & telecommunication, traction & distribution etc and every brick of it are built and maintained by the Engineers.
- B. Junior Engineers being the management at the field have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adapt to new technology, have to guide the staff working under them for safe and efficient induction of new technologies. *(PLEASE SEE ANNEXURE-IV FOR MULTIFARIOUS DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER (JE) ON THE RAILWAYS)*

It is, therefore, requested that **Grade Pay of Rs.4800 in PB-2 may please be granted to the Junior Engineers (JE) on the Railways**, to maintain horizontal parity, vertical relativity, higher entry qualification, longer period of training and the higher nature of duties & responsibilities shouldered by Junior Engineers - especially in respect of safety, efficiency & productivity on the Railways.

*Continued -----*

## MEMORANDUM - 2

**Subject: Grade Pay of Senior Section Engineers (Technical Supervisors category) on Indian Railways – Appeal for your kind intervention for serious injustice done to this category of frontline managers.**

**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. We bring to your kind attention the heart burning demands of granting the justifiable Grade Pay to Senior Section Engineer (SSE) in Railways.

**2. DISTURBANCE OF HORIZONTAL PARITY OF APEX SCALE WITH OTHER DEPARTMENTS:**

Traditionally, apex pay scale of Technical supervisors (SSE) have been higher than pay scales of supervisors of other departments in Railways. During the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors ie. Senior Section Engineer (then Foreman). In the categories of teachers, nurses and accounts the apex scale were allotted two or three grades below the SSEs. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element which requires Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

**COMPARATIVE UP-GRADATION AFTER SIXTH CPC – DISTURBING HORIZONTAL PARITIES**

Sl. No		3 <sup>rd</sup> CPC Pay scale Rs.	4 <sup>th</sup> CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after Sixth CPC)	Grade Pay & Pay Band (after Sixth CPC)
1.	Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
2.	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
3.	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
4.	Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
5.	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
6.	Trained Gr. Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7.	Trained Gr. Teacher – Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8.	Trained Gr. Teacher – Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
9.	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10.	Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
11.	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
12.	<i>Senior Section Engineer BE (Engg. Graduate +1 Year Training</i>	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500</u> & <u>7450-11500</u>	7450-11500	<u>4600, PB-2</u>

**3. IGNORING OF HIGHER ENTRY QUALIFICATION AND LONGER TRAINING PERIOD:**

The highest level of direct recruitment in the Accounts cadre is at PB-1 with the Grade pay of Rs.2800, in the clerical cadre it is at Pay Band-1 with the Grade Pay of Rs.2800, in the Station Master cadre it is at Pay Band-2 with the grade pay of Rs.4200. In the case of Senior Section

Engineer the level of direct recruitment is at PB-2 with the Grade Pay of Rs.4600 with the training period of one year.

*Recruitment Qualification and Training period are given in the **Annexure-IV***

4. Fifth CPC had denied application of multiple factor of 3.25 only to S-13 scale. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs.8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs.5400 after the Sixth CPC.

**5. NON-CONSIDERATION OF VITAL ROLE OF ENGINEERS ON RAILWAYS BY SPCP:**

- a. Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the world. On Indian Railways system - buildings, tracks, bridges, motive powers, rolling stocks, Signal & telecommunication, traction & distribution etc and every brick of it are built and maintained by the Engineers.
  - b. It is unfortunate that both Fifth and Sixth Pay Commissions have underestimated the significant and sensitiveness of the work-content of the Senior Section Engineers, their responsibility and accountability in the system reversing the recognition given by the Third and Fourth CPC. Many truthful situations went out of sight of both these Pay Commissions which placed the Senior Section Engineers on par with the supporting non-technical staff or rather placed the Grade Pay of SSEs even below the supporting staffs thus disturbing the existing relativity.
  - c. Technical Supervisors being the management at the field have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adopt to new technology, have to guide the staff working under them for safe and efficient induction of new technologies.
  - d. Multifaceted duties & responsibilities of safe and efficient running of Trains through frontline supervision and management of "Failure Proof" production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways, stringent punishments for any shortcomings, tough selection procedure that requires knowledge in all the fields of Railways were not considered. (as indicated in **Annexure V**)
6. It is, therefore, requested that:
- Grade Pay of Rs.5400 in PB-3 may please be granted to the Senior Section Engineers (SSE) on the Railways** to maintain horizontal parity, vertical relativity, higher entry qualification, longer period of training and the higher nature of duties & responsibilities shouldered by Senior Section Engineers - especially in respect of safety, efficiency & productivity on the Railways.

*Continued -----*

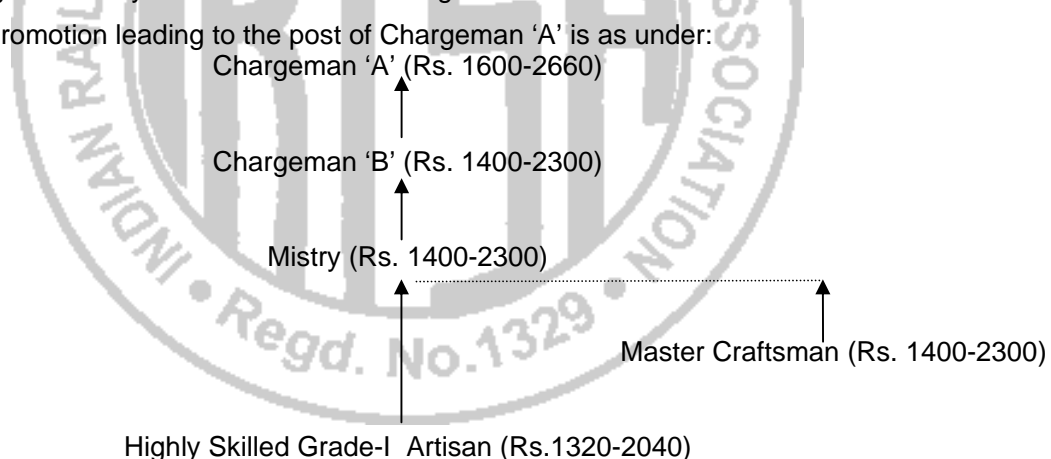
**Fifth Pay Commission addressed the problem of “Supervisors and Supervised in same scale of pay” and recommended a higher pay Scales for Technical Supervisors.**

**54.35** Mistries in Railway Workshops and Production Units are in the same scale of pay (Rs.1400-2300) as Chargeman ‘B’ which is a promotion post for them. The Federations of Railwaymen have contended that the Mistries who are promoted from ranks after long years of service and experience work like Chargemen ‘B’ as supervisors and technical advisors to the technicians. The Federations have, therefore, demanded that Mistry be redesignated as Chargeman ‘B’. The Ministry of Railways has explained that the Mistries were in the scale of pay of Rs.330-560 which was lower than that of Chargeman ‘B’ (Rs.425-700) before the 4th CPC report. We have recommended a slightly higher pay scale of Rs. 1600-2660 for the Chargeman ‘B’. Accordingly, the Mistry, being lower than Chargeman ‘B’ cannot be redesignated as Chargeman ‘B’. We recommend that the pay scale of the Mistries be retained at the present level of Rs.1400-2300. The Ministry of Railways in consultation with the recognised Federations of Railwaymen, has recently changed the designation of the ‘Mistry’ as ‘Supervisor’ without any change in duties, responsibilities and pay scale. We suggest that the Ministry may consider the revision of designation of ‘Mistry’ to ‘Master Technician’ without any change in status.

**54.36** The Technical Supervisors in Defence and Railway industrial establishments are in the four standard pay scales of Rs. 1400-2300, Rs. 1600-2660, Rs.2000-3200 and Rs.2375-3500. The initial pay scale of the Technical Supervisors is the same as that of for Master Craftsmen and Mistries (in Railways). This anomalous situation has arisen due to merger of the pay scales of Rs.425-700 (Chargeman), Rs.380-500 (Mistry, Highly Skilled Grade-I) and Rs.425-640,(Master Craftsman) by the 4th CPC and replacement of these scales with a common scale of pay of Rs.1400-2300. We have been informed that the identical pay scales of Master craftsman, Mistry and Chargeman have resulted in a large number of court cases. The New Delhi Bench of the Central Administration Tribunal in a case.O.A. No. 1527/1990 has directed the Ministry of Railways to refer such cases to the 5th CPC.

**54.37** The Ministry of Railways has submitted following facts for our consideration:

(i) The avenue of promotion leading to the post of Chargeman ‘A’ is as under:



The posts of Master Craftsmen are filled from artisans in Highly Skilled We-I by converting an equal number of posts of artisans to the Grade of Master Craftsmen. The post reverts to High Skilled Grade-I after the Master craftsman vacates the post. The promotion of artisans to the grade of Master Craftsman is thus personal in nature. The fitness as Master Craftsman does not give any advantage to the Highly Skilled Artisan in seniority for promotion as Mistry.

(iii) The Master Craftsmen have to seek promotion as Mistries who in turn get promotion to the posts of Chargeman ‘B’.

(iv) The posts of Chargeman ‘B’ are in technical supervisory cadre and those of Mistry are specifically excluded from this cadre.

**54.38** We find that the direct recruitment qualification for the initial pay scale of technical supervisors in Workshops is Diploma in Engineering of relevant discipline or Graduation in Science. We have, as a general principle decided to improve &e remuneration of Diploma Engineers in Government.

*Continued -----*

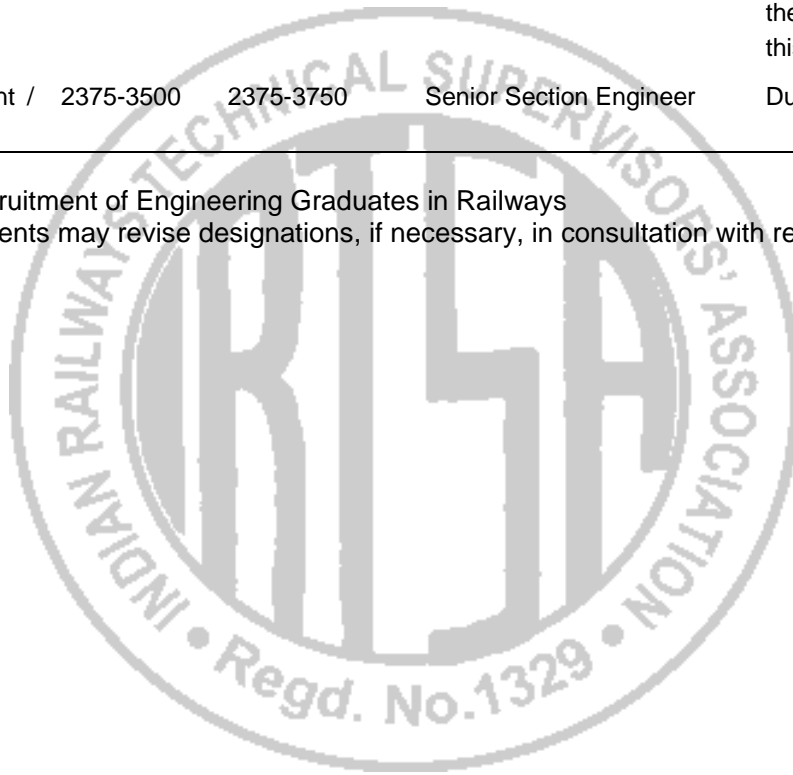
In accordance with this general approach, we recommend following grade-structure for technical supervisors in Workshops:-

	Existing (Rs)	Recommended (Rs)	Revised Designation in Railways (#) Decided by the ministry in July'96	Remarks <b><u>Reasons for Higher Scale by Fifth Pay Commission</u></b>
Chargeman-B / Charegeman	1400-2300	1600-2660	Junior Engineer Gr-II	Higher scale due to the Engineering Diploma entry at this level
Chargeman-A / Senior Chargeman	1600-2660	1640-2900	Junior Engineer Gr-I	Due to feeder grade upgraded
Assistant Shop Superintendent / Deputy Shop Superintendent	2000-3200	2000-3500	Section Engineer	Higher scale due to rationalization as also the degree in engg at this level
Shop Superintendent / Foreman	2375-3500	2375-3750	Senior Section Engineer	Due to rationalization

(\*) Part Direct Recruitment of Engineering Graduates in Railways

(#) Other Departments may revise designations, if necessary, in consultation with representatives of organised labour.

*Continued -----*



Copy of Railway Board's letter No. E(NG)/I/99/PM7/3 dated 22-2-2005 (RBE No.31/2005)

**Sub: Filling up of promotion quota vacancies in the category of JE Gr. II scale Rs.5000-8000 consequent upon the implementation of V Pay Commission scales of pay.**

The avenue of promotion of Mistries (Redesignated as Supervisors) and Master Craftsmen (Redesignated as Sr. Technicians) to the post of JE Gr.II scale Rs. 5000-8000 has been laid down in this Ministry's letters No. E[NG]/I/87/PM7/9 dated 29-9-1987 and No. E[NG]/I/86/PM7/8 dated 17-10-1990. In terms of these instructions, the then existing Gr.I Artisans as on 29-9-1987, till such time they remain available for promotion, along with Master Craftsmen and Mistries are eligible to be considered for promotion by selection as JE Gr.II based on their integrated seniority with reference to their date of entry on regular basis in the category of Skilled Gr.I Artisans and Mistries, keeping in view the stipulations that:-

i) by reason only of his opting for and getting fitted in as Master Craftsman, a Skilled Gr.I Artisan will not gain in seniority over others who opt to continue as Skilled Gr.I Artisans or fail to qualify as Master Craftsman; and

ii) If a Gr.I Artisan is not found suitable for the post of Mistry in future or does not avail of the chance of promotion as Mistry he will be considered junior to a Gr.I Artisan who may qualify for the post of Mistry and be promoted thereto.

1.1 The stipulation at (i) above is based on the consideration that the scheme of introduction of the category of Master Craftsman vide para 1(iii) of this Ministry's letter No. PC-III/82/PS3/10 dt. 14-02-1986 provides that the scale of pay attached to the post will be personal to the incumbent.

2. Consequent upon the implementation of V Pay Commission scales of pay in which while Senior Technicians (erstwhile MCMs) and JE-II came to be placed in the identical scales of pay though the former continued to be held as personal by Skilled Gr.I Artisans, the Mistries were placed distinctly in the lower scale of pay Rs.4500-7000 plus Rs.100 as special allowance, the question of revision of the basis of filling up the promotion quota posts of JE-II has been under consideration of this Ministry in consultation with the recognised federations. The federations have, however, been insisting on the question of upgradation of posts of Mistries, being decided in the first instance. The posts of Supervisors (erstwhile Mistries) have since been upgraded in all departments except P.Way Mistries in Civil Engineering Department as JE-II vide instructions contained in this Ministry's letter No. PC-III/2003/CRC/6 dt. 9-10-2003. Accordingly the question as to what should be the basis for promotion of Master Craftsmen to the post of JE Gr.II, has been considered afresh by the Ministry of Railways.

It has now been decided as under:

i) The post of MCM (redesignated as Sr. Technician) in the scale of pay Rs.5000-8000 will no longer be personal to Technician Gr.I but will constitute a part of the regular hierarchy in the artisan cadre thereby making it as a normal / functional channel of promotion for Technician Gr.I. Accordingly, the Railway should review the existing duties and responsibilities of Sr. Technicians and prescribe additional duties and responsibilities which are of greater importance than those of existing Sr. Technicians (MCMs) and Artisans Gr.I,

ii) The post of Sr. Technician will be filled from amongst Technician Gr.I on the basis of seniority-cum-suitability,

iii) The post of JE-II earmarked for promotion by selection will be filled from amongst Sr. Technicians in identical grade Rs.5000-8000 subject to the condition that the existing Technician Grade I as may be senior to those fitted as Sr. Technician as per procedure in force until now will also be considered for selection for promotion as JE-II,

iv) Sr. Technicians on their promotion as JE-II though in the identical scale of pay may be allowed the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II (erstwhile FR22C),

**v) The work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.**

3.1 Para 3(iv) above also disposes of Staff Side demand in the DC-JCM.

These instructions shall come into force from the date of issue of this letter.

This issues in consultation with and concurrence of Finance Directorate of the Ministry of Railways.



**RECRUITMENT QUALIFICATIONS AND TRAINING OF JUNIOR ENGINEERS**

**Junior Engineers (in Grade pay of Rs.4200)**

- i) 50% posts of JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for one year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.
- ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview).
- lii) 25% are selected as “Intermediate Apprentices” from qualified and experienced Technicians through Limited Departmental Selection and given a further training of one year in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

*Continued -----*



**MULTIFARIOUS DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER (JE)  
ON THE RAILWAYS**

JE is frontline manager on the Railways and is the in-charge of a Section directly supervising the work of 20 to 40 (or some times even more) artisans (including Senior Technicians (GP Rs.4200, Technicians Grade I (GP Rs.2800), Technicians Grade II GP Rs.2400), Technicians Grade III GP Rs.1900) and Helpers in GP Rs.1800) work under him for production, repair, maintenance, upkeep and overhauling of Locomotives, Coaches, Wagons, Signals, Telecommunication, Electrical equipments, Plants, Permanent Way, Works, Bridges etc. etc.

They look after multifarious duties and responsibilities taking care of all types of technical requirements, safety, efficiency & productivity of the Railways.

**Technical Duties of Junior Engineers**

1. Planning, allocation and execution of work.
2. Man Power Planning.
3. Staff postings to various Load Centres in accordance to the requirement.
4. On the job training and identification of training needs to workers.
5. Incorporating on the job training for new jobs and new workers.
6. Ensuring sound Load Centre Planning, Process Planning, Machinery and Plant, Tool Planning, Jig & Fixture Planning, Identification and Execution of alternate process in case of failure or shortfall in the existing process.
7. Ensuring control of documents and data for effective implementation and adherence of production/maintenance schedules.
8. Ensuring availability of required Raw material/semi-finished/finished products for all the activities of the Shop.
9. Co-ordination between Sections in the Shop.
10. Co-ordination between Feeder Shop and the Customer Shop.
11. Ensuring sound in process for effective Quality Control.
12. Analysis of Rejections and implementation of Corrective and Preventive Action.
13. Effective handling, storage, packing, preservation and delivery of Raw material/semi-finished/finished products.
14. Monitoring and ensuring good House Keeping.
15. Restoring normalcy during the natural calamities
16. Maintenance of good Industrial relation by ensuring implementation of welfare measures, safety regulations, etc.

**Non-Technical Duties**

1. Maintenance of various Files and Records for ISO, EMS and QMS.
2. Maintenance of History Cards, manuals for M&P, Record of Men Idle and Machine Idle / Break Down & under Repair etc).
3. Witnessing Gate attendance card punching of all employees of the Shop and authorizing form 442.
4. Payment of Wages to the employees of the Shop.
5. Maintenance of various Files and Records regarding staff matters.
6. Maintenance of Records and Files regarding all activities related to the Sections.
7. Maintenance of Attendance and Incentive Record for all employees of the section.
8. Claiming wages and ensuring distribution of wages to all employees working in section.
9. Ensuring smooth conduction of election for organized labour, Society etc.
10. Conduction of DAR inquires.
11. Court witness and certifying the Railway properties in court of law.

**RECRUITMENT QUALIFICATIONS AND TRAINING**

**SENIOR SECTION ENGINEERS (IN THE GRADE PAY OF RS.4600) ON THE RAILWAYS**

20% of posts of Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

Induction of Graduate Engineers only to demoralize the young and talented

- Graduate Engineers inducted in Railways as SSE, after stringent selection and scrupulous training in Railway working system.
- They have the highest entry qualification in the entire Government Group-C cadres.
- Undergoes one year on the job training.
- SSE are trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories Act, HOER, etc
- They perform Managerial, Technical and non-technical duties.
- Entered the Railways with great hope that they will have a career with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.
- Graduate Engineers, though came out from universities with flying colors, and joined Railways only to get demoralized in their career.
- Whereas their counterpart Engineers came out from same universities who are appointed elsewhere have prosperous career.
- Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.
- Induction of Graduate Engineers in Group "C" has been done for the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways. To excel in the higher grade posts with the good experience in field level management.
- But, by allowing the Graduate Engineers to rot at the recruitment scale itself the basic purpose of induction of Graduate Engineers gets defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting staff like Accounts, Teachers and Nurses have been placed in higher Grade Pay.
- All Group "C" categories have been equated to the SSE with the Grade Pay of Rs.4600, despite of their less recruitment qualifications, minimum/nil training, lesser duties and responsibilities, holding no assets, no risk element, no passenger safety issues and no Punctuality.
- Categories working under SSE also given the same Grade Pay.

**MULTIFACETED DUTIES & RESPONSIBILITIES OF SSE (SENIOR SECTION ENGINEER):  
ON THE RAILWAYS**

As “Frontline Managers” SSEs are responsible for Management and Supervision of the following:

- 1. Production, Repair, Maintenance, Overhauling, Designing & Quality Control** - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies;
- 2. Safety of Men, Material & Passengers through intensive Supervision, continuous Inspection & Quality Control of Rolling Stock, Locomotives, spares & equipments produced and procured by the Railways as well as of the Trains online and on the move.** The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including those of the Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments).
- 3.** Fitness certificates of all these assets are required to be issued by the **technical supervisors** prior to their operation. (*e.g. Rolling Stock cannot move till it is rectified and certified as “Fit to move” by the concerned technical supervisor.*)
- 4. Time bound turn over, repair & maintenance** - to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Locomotives, Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of “Safety Norms” and “Quality Control” etc. – in all conditions.
- 5. Inventory Control and Material Management:** Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc for their repair & maintenance at sites.
- 6. Optimum utilization of men and material resources** - including large number of *Technicians, Senior Technicians, Master Craftsmen and Helpers etc.* and machines tools & equipments costing several crores of rupees.
- 7. Effective execution of administrative policies and plans**
- 8. Early restoration of Traffic after Accidents** through effective “Disaster Management”.
- 9. Ensuring staff discipline,** holding inquiries, supervision of wage disbursement and effective house keeping.
- 10. Human Resource Management** and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.
- 11. Multifaceted Responsibilities – Attracts more punishment – Tough selection**
  - Multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
  - Stringent punishment for any lapses.
  - For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition, etc SSE of any one of the department will be fixed invariably.
  - Being taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
  - Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.
  - No such stringent punishment or tough selection procedure for the highly paid categories of Nurses, Teachers and Accounts.