

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/RB/CRC/CMT 2011-27

Dated: 19.10.2011

**Additional Member (Staff) &
Chairman CRC (Cadre Restructuring Committee),
Railway Board,
Rail Bhavan, New Delhi.**

Dear Sir,

Sub: Cadre Restructuring of Group-C categories – C & M Engineers (CMA & CMS)

Reference: i) Railway Board letter No. PC-VI/2008/CRC/1, Dated 09.11.2009
ii) RBE No177.2003, No.PC-III/2003/CRC/6 dated 09/10/2003.
iii) RBE No. 5/2004, No. PC-III/2003/CRC/6 dated 06/01/2004.
iv) Department of Expenditure OM No. No.2 (15)/E.III/99.

1. Chemical and Metallurgical (C & M) Engineers ensure effective quality control and safety on the Railways. Management Services of Railway Board have considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments on Railways.

2. Cadre Restructuring Group C Posts in C & M Cadre:

i) **Increase in duties & responsibilities:** Duties & responsibilities of C & M Staff have been continuously increasing and are bound to further increase over the years – due to modernisation of Rolling Stock, Locomotives & all other systems on the Railways, introduction of high speed trains & qualitative change in technology.

The Indian Railways is planning for huge improvement in its infrastructure, technology and service on account of “Vision 2020”, which will further add to the burden & responsibilities of C&M Engineers.

ii) Need for upgrading of Posts of CMA I due to high recruitment qualifications:

a) The qualification for direct recruitment of CMA-I (in pre-revised scale of Rs 5500-9000) are Degree in Engineering (Chemical/Metallurgy) or MSc. (Chemistry/Applied Chemistry).

b) Para 3.4.7 of Sixth Pay Commission recommended as under:

“all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500”.

c) Para 3.5.7 of SPC Report recommended for scientific staff as under:

“The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500”.

d) It is therefore requested that the posts of CMA-I (in pre-revised scale of Rs 5500-9000) should be upgraded to the “**grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500**” – as per above said recommendations of the Sixth Pay Commission.

3. DUTIES & RESPONSIBILITIES OF CMAs & CMSs:

a) The C & M Organization of Indian Railways is primarily responsible for quality control & consequential safety on Indian Railways. Their duties include checking & testing the Raw materials used in the manufacture of Rolling stocks to exact specifications to avoid the use of sub standard materials in the production repair & maintenance of Railway Coaches, Wagons and Locomotives. Safety items like Wheels, Axles, Rails, Bogie Frames and Springs etc. supplied by the Production & Repair Shops, Firms & Suppliers etc. are tested and certified by CMT Staff.

b) All the testing has to be done on a time bound basis to ensure productivity and efficiency in production, repair and maintenance of Rolling Stock and punctuality of Train services – even while ensuring optimum safety & quality control. The C & M Engineers (CMAs & CMS) conduct Failure Investigation of Railway components involved in derailment and accidents and making suitable recommendations for preventing further failures & deficiencies. The C & M Engineers use the NDE (Non-Destructive Evaluation) of critical components and save crores of Rupees for Indian Railways.

c) MAIN FUNCTIONS OF CMAs & CMSs:

- i) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.
- ii) Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.
- iii) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
- iv) Suggest remedial methods/process to avoid further failure of components.
- v) Assess the quality of welder and welding and suggest the suitable improved welding techniques.
- vi) Check the quality of paints to avoid corrosion, safety, durability & required finish.
- vii) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
- viii) Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

4. EXISTING CADRE STRUCTURE FOR CHEMICAL AND METALLURGICAL STAFF:

Designation	Pre-Revised Scale	Existing Percentage	Revised GP	%age distribution after merger
CMS-I	7450-11500	37%	Rs.4600	70%
CMS-II	6500-10500	33%	Rs.4600	
CMA-I	5500-9000	20%	Rs.4200	30%
CMA-II	5000-8000	10%	Rs.4200	

5. CADRE DISTRIBUTION OF OTHER INSPECTORIAL CATEGORIES

Fifth CPC Pay Scale	Grade Pay	Traffic Controllers		Loco Running Supervisors	
		Prior to merger	After merger	Prior to merger	After merger by SPC
7450-11500	4600	37%	85%	65%	100% (as per CRC Recommendations)
6500-10500		48%		35%	
5500-9000	4200	15%	15%		
5000-8000					

6. QUANTUM OF DIRECT RECRUITMENT BE KEPT AT PRE-MERGER LEVEL:-

66-2/3% posts of CMA-I (Rs.5500-9000) are filled up through direct recruitment of Graduates in Engineering or Post-Graduate in Science posts. *Total number of posts filled up through direct recruitment may not be increased and the total quantum of Direct Recruitment should not exceed the pre-SCPC level so that existing Promotional chances for the serving employees may not get reduced for promotion to higher grade.*

7. Need for combined Cadre Restructuring of Group A, B & C” to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on Railways – Annexure - I

8. It is, therefore, requested that:

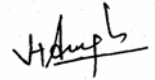
a) Necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” or for considering the issue separately and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on the Railways.

b) The % age of Direct Recruitment of Engineering Graduates or Post-Graduate in Science shall be modified, in order to maintain the quantum of net direct induction in Pre-Revised level.

c) Cadre of CMT Engineers may please be restructured as under:

Designation	Grade Pay	Present Cadre Distribution	Proposed Cadre Distribution	
			CMA : CMS	C & M cadre
CMA (CMA II+CMA I)	Rs.4200	10 + 20 = 30%	10%	10%
CMS (CMS II+CMSI)	Rs.4600	33+37 = 70%	90%	75%
ACMT Group-B Gaz	Rs.4800 / Rs.5400	About 3%		10 %
CMT Group A & above	Rs.6600 & above	About 2%		5 %

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

- i) Shri A. K. Nigam, Advisor (IR) & Member CRC, Railway Board, New Delhi.
- ii) Advisor Finance, & Member CRC, Railway Board, New Delhi
- iii) Executive Director Pay Commission- I, & Member CRC, Railway Board, New Delhi.
- iv) Executive Director Pay Commission - II, & Member CRC, Railway Board, New Delhi.
- v) EDE (N) & Member CRC ,Railway Board, New Delhi.
- vi) Secretary (Establishment), Railway Board, New Delhi.

NEED FOR COMBINED CADRE RESTRUCTURING OF GROUP A, B AND C ON THE RAILWAYS

i) In the new scenario of modern liberalized economy and management requirements thereof, it is requested that Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’ may please be considered to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on Railways – keeping in view the following facts:

ii) Most of the employees get 3 or 4 promotions or even more in their service in Railways - except the CMA & CMS. It is pertinent that CMA with Graduation in Science and 12 months of training as well as CMS with Graduate in Engineering or Master Degree in science and 12 months of on the job training - are getting stagnated in the Apex Group C scale with out any further avenue of promotion except in rare cases. CMAs who enter in the Grade Pay of Rs.4200 will get only one promotion to the GP of Rs.4600. CMS with Graduate in Engineering qualification or Master Degree in science enter in the GP of Rs.4600 and will remain stagnant in the entry grade itself. The CMA & CMS rot at the GP of Rs.4600 through out their career since they have very meager number of posts in Group-B.

iii) In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-B posts are available for 5,72,191 Group-C employees, i.e. just 0.74% posts are available in Group-B. After abolition & Up-gradation of Group-D to Group-C the availability of Group-B posts will further dip to very meager i.e. just 0.47% - as indicated in the Tables below:

iv)

Analysis of Staff Strength in the Technical departments of IR as on 31st March 2009

	Gr-A	Gr-B	Gr-C	Gr-D	Total	% Gr-A	% Gr-B	% Gr-C	% Gr-D
Engineering	1203	1565	144961	197132	344861	0.35%	0.45%	42.03%	57.16%
S&T	484	756	39781	22394	63415	0.76%	1.19%	62.73%	35.31%
Mechanical	647	875	253487	64326	319335	0.20%	0.27%	79.38%	20.14%
Electrical	592	640	117836	34219	153287	0.39%	0.42%	76.87%	22.32%
Stores	408	438	16126	12070	29042	1.40%	1.51%	55.53%	41.56%
Total	3334	4274	572191	318071	909940	0.37%	0.47%	62.88%	34.96%

(Ref: Indian Railways Annual Statistical Statement for the year 2008-09)

Staff Strength in C&M Organisation

Posts &	Grade Pay	No of Posts available	Percentage to the Total
HAG	Rs 67,000- 79,000	NIL	NIL
SAG	GP 10,000	1	0.05
Add. EXE. Director	GP 8900	2	0.11
SG	GP 8700	10	0.53
SS	GP 6600	24	1.27
ACMT (RDSO)	GP 4800	46	---
ACMT in Zonal Rly/P.U s	GP 4800	56	2.96
CMS	GP 4600	1260	66.56
CMA	GP 4200	540	28.53

- iv) In spite of higher nature of duties and responsibilities on account of requirements of Safety & modernisation, Railways have the lowest % of Gazetted posts in Group A & B vis-à-vis Group C & D - in comparison to all other Departments of Central Government. (Please see the Table below & further details in Annexure - IA).

Ministry / Department	%Group A	% Group B	% Group C	% Group D
All India Avg. % of Gr. A & B –vs- C & D	2.8%	5.3 %	64.2%	27.6 %
Railways % of Group A, B-vs- C & D	0.6 %	0.5 %	61.9 %	37.0 %
All India Average % of Gr. A, B -vs- Gr. C	3.9 %	7.3 %	88.8 %	Group 'D' Not counted
Railways % of Group A, B –vs- Gr. C	0.9 %	0.8 %	98.3 %	Group 'D' Not counted

- v) In the present scenario of huge investments and fast & prompt completion of new projects, more number of posts in the Group-A & B are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.
- vi) Sixth Central Pay Commission in its recommendations and thereafter the Government has made the right decision of abolishing the Group-D posts and upgrading them as Group-C. But similar functional and career improvements (made at the bottom level) have not been carried over to the middle tier in the apex Group-C and Group-B.
- vii) Large number of Posts have been upgraded over the years in Group A & B to ensure the career planning of the Officers in those cadres but no such upgrading had been allowed in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernisation on the railways.
- vi) All these are not only the root cause of all the stagnation & frustration amongst the Chemical and Metallurgical Assistant & Superintendent on the Railways but it is also an impediment in effective execution administrative policies & plans due to lack of executive powers of the Chemical and Metallurgical Superintendent as certifying authorities for materials used by Railways. This is bound to have an adverse impact on the efficiency and safety on the Railways.
- vii) Even though the exercise of CRC is limited to Group C cadre, Finance Ministry (*vide OM referred in SL.No.4, point vii*) allows the deviation after consultation with it.
- viii) It is therefore requested that the combined cadre strength of Technical Departments including all posts in Group- A, B and C on Indian Railways may please be Restructured as under — so as to be comparable with - if not higher than - the All India Average % of Group A, B & C of Central Government employees in other Departments:

PROPOSED DISTRIBUTION OF POSTS ON RAILWAYS				
AS PER ALL INDIA AVERAGE % DISTRIBUTION OF POSTS UNDER CENTRAL GOVERNMENT				
Group of Posts	Existing % Distribution of Posts On Railways* After the upgradation of Gr-D to Gr-C	Proposed % Distribution in Tech. Depts. on Railways As per All India Average* After the upgradation of Gr-D to Gr-C	Existing % Distribution of Posts On Railways* Without counting Existing Group D	Proposed % Distribution in Tech. Depts. on Railways As per All India Average* Without counting Existing Group D
Group A	0.6%	2.8%	0.9%	3.9%
Group B	0.5%	5.4%	0.8%	7.3%
Group C	98.9%	91.8%	98.3%	88.8%