

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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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 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 Technician 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 PRINCIPLE 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 incharge in a higher grade as Principal SSE – as demanded by IRTSA hand both the Recognised Federations i.e. AIRF & NFIR;

Great degree of confusion in the work hierarchy and order of command has been created on 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 33% in the lower grade of Junior Engineers (JEs).

- b) SSEs gain expertise in their related fields after putting in years of service. Utilizing the senior most Technical Supervisors as part of managerial post 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 Manager 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 (placed in 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, the pay scale / Grade Pay of SSE has been suppressed.
- g) Foremen 'A' & Assistant 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(Entry qualification of Diploma &amp; Degree in Engg.)</b>	
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.COMMON FITMENT FACTOR 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 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) 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 3.15 for PB1 & 3.21 for PB2
PB-1 5200 - 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 - 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. UNEQUAL PAY 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):

In Para 11.40.114, 7<sup>th</sup> CPC observed that, keeping in view unique functional, administrative and operational requirements Railway Board didn't seek for change in classification. This is totally wrong in view of the following facts of the case:

- 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 N</b>	<b>Nature of Allowance</b>	<b>Factor recommen ded by 7<sup>th</sup> CPC</b>	<b><u>Factor 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 atleast 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 9.3.6 of 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 )
A	5000000	1250	5000000	620
B	2500000	625	2500000	310
C	1500000	375	1500000	185

- 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 atleast equal to interest on PF.

Group	Existing		Proposed	
	Monthly Deduction	Insurance Amount	Monthly Deduction (Savings fund + Insurance fund)	Insurance Amount
A	120	120000	2000	5000000
B	60	60000	1000	2500000
C	30	30000	500	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.

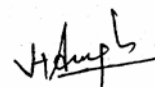
- i) A large proportion of Pensioners were residing in remote areas or villages having no excess to CGHS Dispensaries & Railway Hospitals and are as such, are wholly dependent on the paltry amount of FMA for day to day treatment of self & spouse.

**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. **Member Staff**, Railway Board, Room No.236, Rail Bhavan, New Delhi – 110001.
2. **Additional Member Staff**, Room No 208, Railway Board, Rail Bhavan, New Delhi – 110001
3. **Executive Director (IR)**, Room No.401, Railway Board, Rail Bhavan, New Delhi – 110001.
4. **Executive Director PC-I**, 322-A, MRTS Building, Pragati Maidan, Metro Station, New Delhi – 110001
5. **Executive Director PC-II**, 338-A, MRTS Building, Pragati Maidan, Metro Station, New Delhi-110001
6. **Secretary Railway Board**, Room No 227, Railway Board, Rail Bhavan, New Delhi – 110001
7. **Director PC-I**, Room No 163, Railway Board, Rail Bhavan, New Delhi – 110001
8. **Secretary (Staff Side) JCM**, 13 Ferozeshah Road, New Delhi – 110001

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

**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					