

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA /Memo/ 19-2011

Date: 11-7-2011

Hona'ble Minister of Railways,
Rail Bhavan,
New Delhi.

Dear Sir,

Subject: i) Appeal for Grant of Grade Pay of Rs.5400 to Chemical & Metallurgical Superintendent (CMS)

ii) Grade Pay of Rs.4800 C&M Assistants (CMAs) on Indian Railways

Reference: i) 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. **REQUEST FOR KIND INTERVENTION:** We seek your kind intervention in a case of serious injustice in the case of Chemical & Metallurgical (C&M) Supervisors – i.e. C&M Supdts (CMSs) & C&M Assistants (CMAs) - on Indian Railways.

2. **ROLE OF C & M SUPERVISORS:** C&M Supervisors ensure effective quality control and safety on the Railways (as per details submitted in the Annexure I & II submitted herewith). Railway Board Management Services has termed C&M Organisation as the backbone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

3. **DISTURBANCE OF EXISTING RELATIVITY BY SIXTH PAY COMMISSION:**

a) It is unfortunate that both 5th and 6th pay commissions had undermined the significance and sensitiveness of the work content of the C&M Supervisors, their duties, responsibility and accountability in the system. Many important factors and criteria like 'higher professional qualifications', 'greater responsibilities', 'efficiency' as well as 'accountability towards safety' of the Railways were just ignored by the Fifth and Sixth Pay Commissions.

b) C&M Supervisors have been placed even below the supporting staff like the Nurses, Teachers and Accounts Staff – (which were earlier in lower pay scales - but were placed even two grades higher than the C&M Supervisors) (as indicated in Annexure I & II), Thereby, not only disturbing the existing relativity but seriously undermining their role and status.

4. **PRINCIPLE SET FORTH BY SIXTH CPC & ACCEPTED BY THE GOVERNMENT – IGNORED IN CASE OF CMA-I:**

a) Vide Para 3.4.7 of its Report, Sixth Pay Commission recommended that - "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." This recommendation of the Sixth CPC, was accepted by the Government and implemented in all other cases.

b) This recommendation, of Sixth CPC, has been overlooked in the case of CMA-I (in the Pre-revised scale of Rs.5500-9000) - who had a minimum recruitment qualifications of a Degree in Engineering, but are placed in PB-2 Grade Pay of Rs 4200 - instead of Grade Pay 4600 corresponding to the pre-revised pay scale of Rs.7450-11500. This is totally unjust, discriminatory & anomalous.

5. **DECISIONS OF DEPARTMENTAL ANOMALIES COMMITTEE NOT IMPLEMENTED:**

It is regretted that even the recommendations - of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways, to the Ministry of Finance - regarding improvement in the Grade Pay of C&M Supervisors - made as long back as in 2009 - have not so far been accepted by the Ministry of Finance.

6. **C&M SUPERVISORS GREATLY FRUSTRATED:** Supervisors on the Railways have lost their status resulting in total frustration and mental agony. The issue of Grade Pay which needs to be

addressed on priority and needs your kind intervention – *keeping in view the detailed Justification submitted herewith in Annexure I, II & III.*

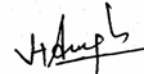
7. OUR REQUEST & APPEAL:

It is requested that – keeping in view the foregoing submissions and the justifications annexed herewith:

- i. Posts of C&M Superintendents (CMS) presently unjustly placed in Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs 5400 In PB-3;
- ii. Posts of CMA-I (in the Pre-revised scale of Rs.5500-9000) may please be upgraded as CMS in the pre-revised scale pay of Rs.7450-11500.
- (keeping in view the recommendations of Sixth Pay commission vide Para 3.4.7 of its report – since the posts carried a minimum qualifications of a Degree in Engineering and having an element of direct recruitment).
- iii. Posts of C&M Assts. (CMAs) in Grade Pay of Rs.4200 may please be upgrade to Grade Pay of Rs.4800 in PB-2.
- iv. There should be following two stages of Direct recruitment like other technical wings:
 - a. Chemical & Metallurgical Assistants (CMA) with recruitment qualification of B.Sc. (*Chemistry, Physics & Mathematics*) or Diploma in Engineering or other related subject.
 - b. Chemical & Metallurgical Superintendent (CMS) with recruitment qualification of B.E. (*Chemical / Metallurgical Engineering*) / M. Sc. (*Chemistry / Applied Chemistry / Physics*)

Encls 3 Annexures

Yours faithfully,



(Harchandan Singh)
General Secretary, IRTSA

Copy for information & kind consideration to:

1. Chairman, Railway Board, Rail Bhawan, New Delhi
2. Member Staff, Railway Board, Rail Bhawan, New Delhi

Annexure-I

**Justification for grant of Grade Pay of Rs.5400 in PB-3 to C&M Supdt (CMS) &
Grade Pay of Rs.4800 in PB-2 to C&M Asst (CMA) on Indian Railways**

Ref: 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. Higher recruitment qualification, longer initial training, higher responsibilities shouldered by this category in the core activity of Railways *have* been ignored by 6th Pay Commission & the Government while deciding the Grade Pay of C&M Supervisors (C&M Supdt & C&M Asst) - *(Details submitted in Annexure- II)*.
2. Existing relativity has been disturbed vis-à-vis the Nurses, Teachers and Accounts Staff inspite of higher qualifications and longer period of training and intensive job requirements – involving safety and efficiency of the Railways. - *(Table submitted in Annexure-III)*.
3. 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 had been applied by the Fifth CPC to the scale of CMS (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.
4. Ratio between Minimum Pay of Group D to Minimum Pay of CMS had fallen from 4.28 after Third Pay Commission to 2.63 after Sixth CPC.
5. Increase in Duties & responsibilities of C&M Supervisors due to modernization & numerous other factors - including technological advancements in Railway Engineering, greater application of sophisticated skill, safety and intensive supervision by the C&M Supervisors on the Railways have all been ignored. While for other categories the work has eased due to modernization, the duties and responsibilities of the C&M Supervisors had increased many folds.
6. Multifaceted duties & responsibilities, tough selection procedure which requires knowledge in all the fields of Railways were not considered.
7. It is extremely painful that not even the barest minimum concern was shown by anybody in deciding the pay of a CMSs & CMAs who perform the highly responsible duty in the core activities of Indian Railways. The indifferent attitude of Railways/Government has created severe heartburn among this category which needs to be redressed immediately.
8. If the pay scales / Grade Pay of this vital category of C&M Supervisors are kept lower than the pay scales of the supportive categories like Accounts Staff, it is bound to adversely affect the C&M Supervisors efficiency and in turn that of the Railways. The humiliation of Continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems, needs to be removed early.
9. It is, therefore, requested that:
 - i) C&M Supdt. in Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs 5400 In PB-3;
 - ii) CMA-I(Pre-revised) may please be upgraded as CMS in Grade pay of Rs.5400
- *(keeping in view the recommendations of Sixth Pay commission vide Para 3.4.7 of its report – since the posts carry a minimum qualifications of a Degree in Engineering and having an element of direct recruitment.*
 - iii) C&M Assts. in Grade Pay of Rs.4200 may please be granted the Grade Pay of Rs.4800 in PB-2.

RECRUITMENT QUALIFICATIONS, TRAINING, JOB DESCRIPTION & RESPONSIBILITIES

I RECRUITMENT, QUALIFICATIONS AND TRAINING

1. a) 50% posts of CMA-II(Pre-Revised scale of Rs.5000-8000) are filled up by direct recruitment through Railway Recruitment Boards with BSc(Chemistry/Physics) as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
- b) Remaining 50% posts of CMA-II are promoted from Lab Assts-I(Pre-Revised scale of Rs.4500-7000) having long years of practical experience after passing a test conducted by RDSO.
2. a) 66.7% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by direct recruitment through Railway Recruitment Boards with Degree in Engg (Metallurgy/ Chemical) / MSc (Chemistry)as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
- b) 33.3% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by promotion of CMA-II
3. 100% posts of CMS-II (Pre-Revised scale of Rs.6500-10500) are filled up by promotion of CMA-I.
4. 100% posts of CMS-I(Pre-Revised scale of Rs.7450-11500) are filled up by promotion of CMS-II.

II JOB DESCRIPTION

1. Testing of materials and components for Mechanical/Metallurgical properties and Chemical compositions.
2. Testing of Paints & Coatings used for corrosion prevention on Rolling stock & other useful assets.
3. Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.
4. Testing of Welding Consumables & Evaluation of Welders.
5. Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
6. Radiographic testing of Welds (Critical joints), Castings, Forgings etc.
7. Ultrasonic Testing of Wheels & Axles during manufacture & service.
8. Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs.
9. Process control of Annealing/ Normalizing of Forged Components.
10. Process control of Hardening and Tempering of Coiled Springs.
11. Inspection of components at Firm's premises
12. Failure analysis of components used in Rolling stock and advising necessary corrective and preventive action to avoid such premature failure.
13. Monitoring of environment around Work premises to comply with the Standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHSAS - BS-18001/2007).

III RESPONSIBILITIES

CMSs and CMAs are responsible for the following:

1. Timely testing of Materials and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
2. Procurement and maintenance of Stores
3. Inventory control and Material management.
4. Optimum utilization of Men and Material Resources & Safety through intensive Supervision and Quality Control.
5. Ensure Staff discipline, holding inquiries and effective house-keeping.
6. Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

IV Multifaceted Responsibilities – Attracts more punishment – Tough selection

1. Multifaceted Duties & responsibilities combined with main Technical duties which decide the performance level & public face of Railways.
2. For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition etc CMS & CMA will be fixed invariably.
3. Will be taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
4. Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.

**COMPARATIVE UPGRADATION GIVEN AFTER SCPC
TO NURSING, TEACHING AND ACCOUNTS STAFF viz-a-viz CMS**

S. No.	Post	Pre-revised scale (after Fifth CPC)	Upgraded Scale (after Sixth CPC)	Corresponding Grade Pay (after Sixth CPC)
1.	Staff Nurse	5000-8000	7450-11500	4600, PB-2
2.	Nursing Sister	5500-9000	7500-12000	4800, PB-2
3.	Asst. Nursing Superintendent	6500-10500	8000-13500	5400, PB-3
4.	Primary School Teacher – Gr-II	5500-9000	7450-11500	4600, PB-2
5.	Primary School Teacher – Gr-I	6500-10500	7500-12000	4800, PB-2
6.	Trained Graduate Teacher – Gr-III	5500-9000	7450-11500	4600, PB-2
7.	Trained Graduate Teacher – Gr-II	6500-10500	7500-12000	4800, PB-2
8.	Trained Graduate Teacher – Gr-I	7500-12000	8000-13500	5400, PB-2
9.	Section Officer (Accounts)	6500-10500	7500-12000	4800, PB-2
10.	Asst. Accounts/Audit Officer	7450-11500	7500-12000	4800, PB-2
11.	Accounts/Audit Officer	7500-12000	8000-13500	5400, PB-2
12.	CMS	6500-10500 & 7450-11500	7450-11500	4600, PB-2

INJUSTICE TO CMA SINCE 3rd CPC ONWARDS

Many categories even in Railways in the scale of Rs.425 – 700 after 3rd CPC were elevated with two grade upgradation and placed in the scale of Rs2000 – 3200 by 4th CPC where as the CMAs were placed in much lower scale of Rs.1400 – 2300. Adding insult to injury 5th CPC did great in justice to CMAs and granted only Rs.5000 – 9000 while around 36 categories were placed with at least up gradation and in some cases even two grade up gradation. Sixth CPC had further degraded the CMAs

S. No.	Post	3 rd CPC Rs.	4 th CPC Rs.	5 th CPC Rs.	GP in SCPC Rs.
1	Staff Nurse	425-700	1600-2660	5000-8000	4600
2	Nursing Sister	425-700	1640-2900	5500-9000	4800
3	Trained Graduate Teacher - Gr-III	425-700	1400-2600	5500-9000	4600
4	CMA	425-700	1400-2300	5000-8000	4200