

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/Memorandum/18-2011

Date: 2-7-2011

1. Dr. Manmohan Singh, Hon'ble Prime Minister of India, PMO, South Block, New Delhi.
2. Dr. Manmohan Singh, Hon'ble Minister for Railways, Rail Bhavan, New Delhi.

Dear Sir,

**SUBJECT: CLASSIFICATION OF POSTS ON RAILWAYS:**

- Regarding: i) Classification of posts in Grade pay of Rs.4600 in Group-B (Gazetted)  
ii) Classification of posts in the Grade Pay of Rs.4200 in Group B (Non-Gazetted).

Reference: i) DOP S.O. 946(E), dated 9<sup>th</sup> April, 2009  
ii) RBE No. 5/2010, No.PC/VI/2009/I/RSRP/4, dated 08/01/2010.

1. We humbly seek your benign intervention in a case of serious injustice affecting Technical Supervisors on Indian Railways – even though the issue is of prime concern not only for the careers of over 50000 Technical Supervisors, but is also directly related to the safety and efficiency of Indian Railways.

2. **ABYSMAL PROMOTIONAL PROSPECTS FOR ENGINEERS ON THE RAILWAYS - JUST ONE PROMOTION IN THE ENTIRE LIFE TIME:**

a) Majority of Technical Supervisors on the Railways – *including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS) & Chief Depot Material Superintendents (CDMS)* - retire in the supervisory cadre itself with just one promotion (from JE to SSE) in spite of vast experience and expertise even though they can be valuable assets to the administration as Gazetted officers.

b) Technical Supervisors is the only category on the Railways, which gets just one promotion in their entire career after joining as J.Es. (Junior Engineers) with 3 years Diploma in Engineering as recruitment qualification & 1½ years of induction Training. Those joining as SSE (Senior Section Engineers) with Engineering Degree (B.E. / B.Tech) and 1 year induction training – do not get even one promotion in their entire career. Similar is the case with CMAs of Labs & DMS of Stores.

c) It is sad that in the entire service span most of the Technical Supervisors (JEs & SSEs) do not reach even the base level of Gazetted cadre – contrary to the position in most other Central Government Departments - where those joining as Junior Engineers mostly retire as Superintending Engineers or Executive Engineers. This is tantamount to total disregard of their qualifications, training and important role as frontline managers and multiple activities assigned to their job – for safe and efficient running of trains.

3. **LOWEST % AGE OF GROUP-A & GROUP-B POSTS ON RAILWAYS:**

Railways have the lowest percentage of posts in Group-A & Group-B *vis-à-vis* Group-C as compared to all other Central Government Departments (as indicated in Annexure-I - showing Comparative number of Gazetted posts on Railways & other departments).

#### **4. NO CAREER PLANNING EVER DONE FOR TECHNICAL SUPERVISORS:**

No career planning of Technical Supervisors has ever been done on the Railways. This has resulted in large-scale stagnation and sluggish promotional avenue for the Group-C Staff - especially the Technical Supervisors - diluting the effective management.

Adequate percentage of posts in Group-C should be upgraded to Group-B (Gazetted) to reduce this gap and to improve the avenues of promotion of the Senior Technical Supervisors – who have not been given any upgrading – either in Cadre Restructuring or by the Fifth and Sixth Pay Commission.

#### **5. CAT JUDGEMENT IGNORED:**

CAT New Delhi - (in O.A. No: 835 of 1989, T.A. No: 199 - Indian Railways Technical Supervisors' Association versus Union of India) – had held that the existing classification of Senior Technical Supervisors in Group-C was anomalous. It had directed the respondents (UOI / Ministry of Railways) to reconsider the matter for placing the members of the Association in the (then existing) Scales of Rs.2000-3200 and Rs.2375-3500 in Group-B as had been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railways and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales. Railways did not accept the said judgment of the CAT. It continues with the same classification of posts; and did not remove the anomaly mentioned by CAT - New Delhi.

*(Extracts from the Judgement of CAT/New Delhi placed as Annexure-II)*

#### **6. RECOMMENDATIONS OF RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC) IGNORE:**

Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the requisite status and powers to ensure Safety and discipline on the Railways. RRC (Railway Reforms Committee) (in Part IX of its Report) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted up to Junior Administrative (JA) Grade. But it is unfortunate that the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee.

#### **7. RECOMMENDATIONS OF ALL PAY COMMISSIONS & ORDERS OF DOP IGNORED:**

a) Third, Fourth and Fifth Pay Commissions had recommended that the posts in the Pay scales above Rs.700-900, Rs.2000-3200 & Rs. 5500-9000 respectively to be classified in Group-B. DOP had accepted these recommendations and issued orders accordingly. All other Departments implemented the orders – except the Railways. Accordingly, the Senior Technical Supervisors on the Railways continued to be deprived of the status – even though placed in even in higher scales of Rs.840-1040 / Rs.840-1200, Rs.2375-3500 and Rs.7450-11500 respectively.

b) Sixth Pay Commission, in Para 2.2.8, had recommended that *“Four distinct running pay bands are being recommended – on running band each for all categories of employees in Group ‘B’ and ‘C’. Posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, ----- been placed in Group-B) with 2 running pay bands being given for all Group-A posts .....*

The Government issued the orders accordingly (vide DOP S.O. 946(E), dated 9<sup>th</sup> April, 2009) that *‘posts in Pay Band 2 with Grade Pay of Rs.4200 and upto Rs.5400 be classified in Group B’*. But the Ministry of Railways did not implement the decision and decided (vide RBE No.5/2010, No.PC/VI/2009/II/RSRP/4, dated 08/01/2010) that the *‘posts in Pay Band 2 with Grade Pay of Rs.4600 be classified in Group – C and posts in Pay Band 2 in grade Pay of Rs.4800 and Rs.5400 be classified in Group B’*.

As such, the Technical Supervisors in PB 2 with Grade Pay of Rs.4200 & Rs.4600, have again unjustly been deprived of the Group B status. All other Central Government Departments have upgraded the posts of Technical Supervisors - with Grade Pay of Rs.4600 to Group B (Gazetted); and the posts with Grade Pay of Rs.4200 to Group B (Non-Gazetted).

*(Recommendations of Pay Commissions on classification of posts placed in Annexure-III)*

**8. COMMITMENT TO FEDERATIONS KEPT IN SUSPENDED ANIMATION SINCE LONG:**

Railway Board had long back agreed and assured the two Federations, to upgrade at least some (15%) of the posts in the pre-revised scale of Rs.7450-11500 (now in Grade Pay Rs.4600 after Sixth CPC) to Group-B Gazetted and directed the Establishment Directorate to make a quick review to reduce the number of streams, for its effective implementation. But the matter did not proceed further from there onwards.

**9. MACPS NO SUBSTITUTE FOR PROMOTION: Modified Assured Career Progressions Scheme (MACPS) is a financial upgrading but it is no substitute for promotion.**

MACPS does not provide the improvement in status – which is one of the primary requirements for job satisfaction – as per basic principles of Management. The decision of the Railway Board of not granting Group-B Gazetted status to the Senior Technical Supervisors on Railways is the main cause of dejection and frustration of the entire Technical Supervisor Cadre whose promotion channels in the present pattern is very bleak.

**10. TALENTED YOUNGSTERS WILL AVOID JOINING RAILWAYS:**

With virtually no career planning and hardly any avenues of promotion even till retirement, no new recruits with merit will aspire to join the Railways as a Technical Supervisor. This will become a major handicap for the Railways in the future thereby adversely affecting safety and efficiency on the Railways.

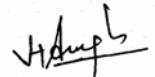
**11. OUR APPEAL & REQUEST:**

We, therefore, very humbly request you that – *keeping in view the facts stated above and to bring about a parity with Ministry of Defence, Telecommunication & CPWD and the Railways - in order to bring uniformity for the technical cadres in all government departments and in the larger interest of both administration and the staff concerned:*

- i) All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS) & Stores Engineers Chief Depot Material Superintendents (CDMS) of all technical departments - be classified in Group-B (Gazetted);
- ii) All posts of Junior Engineers (JE), CMA and DMS - in the grade pay of Rs.4200 be classified in Group-B (Non-Gazetted).

With kind regards,

Yours' faithfully,



Harchandan Singh,  
General Secretary, IRTSA

**Encl: 3 Annexure**

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

- i) Chairman, Railway Board, Rail Bhawan, New Delhi;
- ii) Member Staff, Railway Board, Rail Bhawan, New Delhi

**COMPARATIVE NUMBER OF GAZETTED POSTS  
ON RAILWAYS & OTHER DEPARTMENTS**

S.N	Ministry / Department	%Group A	% Group B	% Group C	% Group D
1	Ministry of Agriculture	6.0	7.5	39.1	47.4
2	Ministry of Chemical and Fertilizers	18.2	30.8	29.8	21.2
3	Ministry of Civil Aviation	11.7	11.0	43.4	33.8
4	Ministry of Coal	10.5	19.7	45.6	24.2
5	Ministry of commerce and Industry	11.8	17.8	47.9	22.6
6	Ministry of Communication and Information Technology	1.7	3.7	76.9	17.7
7	Ministry of Consumer Affairs Food and Public Distribution	17.1	28.8	32.2	21.9
8	Ministry of Corporate Affairs	33.3	34.4	21.1	11.2
9	Ministry of Culture	1.2	2.9	60.7	35.3
10	Ministry of Defence	2.7	5.5	49.8	41.9
11	Ministry of Development of North Eastern Region	18.9	10.1	42.0	29.0
12	Ministry of Earth Sciences	6.2	30.1	38.7	25.0
13	Ministry of Environment and Forest	12.8	8.1	53.7	25.4
14	Ministry of External Affairs	16.4	32.3	35.1	16.2
15	Ministry of Finance	9.1	38.6	32.9	19.4
16	Ministry of Food Processing Industries	31.2	26.4	26.4	15.9
17	Ministry of Health and Family Welfare	11.6	7.6	41.8	39.0
18	Ministry of Industry & Public Enterprises	17.4	30.0	29.4	23.2
19	Ministry of Home Affairs	2.0	3.0	87.4	7.6
20	Ministry of Human Resource Development	15.3	33.2	31.2	20.3
21	Ministry of Information Broad casting	6.4	20.0	48.3	25.4
22	Ministry of Labour and Employment	14.4	18.7	47.1	19.8
23	Ministry of Law and Justice	13.7	28.8	33.5	24.0
24	Ministry of Micro, Small and Medium Enterprises	12.7	18.1	46.1	23.1
25	Ministry of Mines	18.5	54.9	4.4	22.2
26	Ministry of Minority Affairs	34.4	34.4	18.8	12.5
27	Ministry of New and Renewable Energy	24.6	20.6	35.2	19.6
28	Ministry of Overseas Indian Affairs	20.6	33.3	32.4	13.7
29	Ministry of Panchayati Raj	21.2	25.9	37.6	15.3
30	Ministry of Parliamentary Affairs	9.3	31.8	38.8	20.2
31	Ministry of Personnel, Public Grievances and Pension	11.9	12.4	64.3	11.5
32	Ministry of Petroleum and Natural Gas	14.5	38.2	25.3	22.0
33	Ministry of Planning	26.2	25.6	23.3	25.0
34	Ministry of Power	29.2	28.0	28.2	14.5
35	<b>Ministry of Railways</b>	<b>0.6</b>	<b>0.5</b>	<b>61.9</b>	<b>37.0</b>
36	Ministry of Rural Development	16.7	36.3	29.4	17.6
37	Ministry of Science and Technology	4.8	7.6	48.3	39.3
38	Ministry of Shipping, Road Transport and Highways	11.3	15.1	45.5	28.1
39	Ministry of Social Justice & Empowerment	15.8	36.8	30.0	17.4
40	Ministry of Statistics and Programme Implementation	7.3	24.3	56.4	12.0
41	Ministry of Steel	16.8	41.6	29.2	12.4

(Continued)

## COMPARATIVE NUMBER OF GAZETTED POSTS ON RAILWAYS &amp; OTHER DEPARTMENTS (CONTD.)

42	Ministry of Textiles	4.3	10.0	63.8	21.8
43	Ministry of Tribal Affairs	26.2	38.9	23.0	11.9
44	Ministry of Urban Development	4.5	13.0	59.3	23.2
45	Ministry of Water Resources	11.9	16.1	45.9	26.1
46	Ministry of Women & Child Development	11.5	20.3	42.4	25.9
47	Ministry of Youth Affairs and Sports	9.3	27.1	44.7	18.9
48	Department of Atomic Energy	26.2	23.8	36.3	13.6
49	Department of Space	47.5	20.5	25.9	6.1
50	Cabinet Secretariat	9.2	26.5	56.5	7.8
51	Central Vigilance Commission	16.5	32.3	25.6	25.6
	<b>Total strength in Group-A,B,C&amp;D (33,58,049)</b>	<b>95,207</b>	<b>1,78,018</b>	<b>21,56,924</b>	<b>9,25,710</b>
	<b>Average (As per proportionate of total strength in Group-A,B,C&amp;D)</b>	<b>2.8</b>	<b>5.3</b>	<b>64.2</b>	<b>27.6</b>
	<b>Total Strength in Group-A,B&amp;C (24,30,149)</b>	<b>95,207</b>	<b>1,78,018</b>	<b>21,56,924</b>	
	<b>Average (as per total in Group-A,B&amp;C)</b>	<b>3.9</b>	<b>7.3</b>	<b>88.8</b>	
<b>35</b>	<b>Ministry of Railways</b>				
	<b>Total strength in IR Group A, B, C &amp; D</b>	<b>8285</b>	<b>7247</b>	<b>873536</b>	<b>521578</b>
	<b>Average as per total strength in Group A, B, C &amp; D</b>	<b>0.6</b>	<b>0.5</b>	<b>61.9</b>	<b>37.0</b>
	<b>Total strength in IR Group A, B, &amp; C</b>	<b>8285</b>	<b>7247</b>	<b>873536</b>	
	<b>Average as per total strength in Group A, B &amp; C</b>	<b>0.9</b>	<b>0.8</b>	<b>98.3</b>	

(Ref: Sixth Central Pay Commission Report)

## A. I. (All India) - Total &amp; Average Strength of employees &amp; Officers

		Group-A	Group-B	Group-C	Group-D
i)	A.I. Total strength in Gr A, B, C & D (33,58,049)	95,207	1,78,018	21,56,924	9,25,710
ii)	A.I Average (On total strength in Gr A, B, C & D)	2.8%	5.3%	64.2%	27.6%
iii)	A.I. Total strength in Gr A, B & C	95207	178018	2156924	Group D Not Counted
iv)	All India Average (On total strength in Gr A, B & C)	3.9%	7.3%	88.8%	Group D Not Counted

## Railways – Total &amp; Average Strength of employees &amp; Officers

		Group-A	Group-B	Group-C	Group-D
v)	Railways Total strength in Gr A, B C & D	8285	7247	8,73,536	521578
vi)	Railways Average (On total strength in Gr A, B & D) *	0.6%	0.5%	61.9%	37.0%
vii)	Railways Total strength in Gr A, B C	8285	7247	8,73,536	Group D Not Counted
viii)	Railways Average (On total strength in Gr A, B & C) **	0.9%	0.8%	98.3%	Group D Not Counted

**EXTRACTS FROM THE  
JUDGEMENT OF CAT/NEW DELHI**

**IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, NEW DELHI**

**O.A. NO: 835 OF 1989 / T.A. NO: 199  
Indian Railways Technical Supervisors' Association - Petitioner  
Versus  
Union of India – Respondent**

**Para 11 & 12**

11 .....We are clearly of the view that there exists no justification for the exception made as there appears to be no rationale behind it nor there appears any nexus with the objects sought to be achieved. It is significant that the 4th Pay Commission report has been accepted by the Govt. of India as per Department of Personnel & Training Notification dated 30th June, 1987 (even No. dated 7th July 1987); Ministry of Personnel, Public Grievances & Pension by O.M. dated 1.3.88 has placed stenographers in non-secretariat organisations by which they have been classified as Group B Gazetted. In Railway Board's letter dated 21.5.76 it has been accepted that "a post carrying a Pay Scale that of the applicants will be classified as Group 'B' subject to exceptions as may be made by the Railway Ministry".

12 In view of the above, we direct the respondents to consider the question of classification so as to do away with the anomaly of the type indicated above. Consequently it is directed that the respondents reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of this judgement. With these observations the O.A. stands disposed of finally.

There shall be no order as to costs.

**Sd/-  
(P.S.HABEEB MOHAMED)  
MEMBER (A)**

**Sd/-  
(RAM PAL SINGH)  
VICE CHAIRMAN (J)**

**RECOMMENDATIONS OF THE PAY COMMISSIONS**  
**ON CLASSIFICATION OF POSTS**

1. **THIRD PAY COMMISSION:** Third Pay Commission recommended Group 'B' (Gaz) status to posts having the maximum of the scale not less than Rs.900 but less than Rs.1300. The Government accepted the recommendations and the DOP issued the orders accordingly. But the Railways did not implement the decision. As such, even though the pay scale of Asst. Shop Supt. (later designated as Section Engineers / SE) were granted the pay scale of Rs.700-900 and that of Shop. Supt (later designated as Senior Section Engineer / SSE) were granted the pay scale of Rs.840-1040/ Rs.840-1200 - they were made to rot in Group-C on the Railways – even though all other departments upgraded their counter parts in Group-B (Gazetted) as per orders of DOP.

**FOURTH PAY COMMISSION:** Fourth pay commission recommended for Group 'B' (Gaz) status to Central Civil "Posts carrying a pay or scale of pay with maximum of not less than Rs.2900 but less than Rs.4000". The Government accepted the recommendations and the DOP issued the orders accordingly; but the Railways did not implement the decision. As such, even though the pay scale of Asst. Shop Supt. (SE) at that time was Rs.2000-3200 and that of Shop. Supt (SSE) was Rs.2375-3500 they continued to slog in Group-C on the Railways – even though all other departments upgraded their counterparts in Group-B (Gazetted) as per orders of DOP.

**FIFTH PAY COMMISSION:** Even though Fifth pay commission expressed a different system for classification of posts; it clubbed the pay scales of Technical Supervisors for classification with the group of Gazetted officers. The Government decided to continue with the existing system for classification of posts on the basis of pay ranges. Accordingly DOP – (Department of Personnel and Training) (vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and no 13012/1/98 Estt 911 dt 12/06/1998) instructed that the "posts with maximum of the pay scale above Rs.9000 but less than Rs.13500 - be classified in Group 'B'". DOP's letter mentioned that the order should be implemented within three months from the date of issue thereof.

But the Railways did not implement the decision. As such, even though the pay scale of Section Engineers / SE was fixed as Rs.2000-3200; and that of Senior Section Engineer / SSE was fixed as Rs.7450-11500 - but they were made to continue to rot in Group-C on the Railways – even though all other departments upgraded their counterparts to Group-B (Gazetted) as per orders of DOP .

4. **SIXTH PAY COMMISSION:** Sixth Pay Commission, in Para 2.2.8, had recommended that "Four distinct running pay bands are being recommended – on running band each for all categories of employees in Group 'B' and 'C'. Posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, ----- been placed in Group-B) with 2 running pay bands being given for all Group-A posts .....

The Government issued the orders accordingly (vide DOP S.O. 946(E), dated 9<sup>th</sup> April, 2009) that 'posts in Pay Band 2 with Grade Pay of Rs.4200 and upto Rs.5400 be classified in Group B'. But the Ministry of Railways did not implement the decision and decided (vide RBE No.5/2010, No.PC/VII/2009//RSRP/4, dated 08/01/2010) that the 'posts in Pay Band 2 with Grade Pay of Rs.4600 be classified in Group – C and posts in Pay Band 2 in grade Pay of Rs.4800 and Rs.5400 be classified in Group B'.

As such, the Technical Supervisors in PB 2 with Grade Pay of Rs.4200 & Rs.4600, have again unjustly been deprived of the Group B status. All other Central Government Departments have upgraded the posts of Technical Supervisors - with Grade Pay of Rs.4600 to Group B (Gazetted); and the posts with Grade Pay of Rs.4200 to Group B (Non-Gazetted).