

# 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:IR TSA/Memorandum/17-2011**

**Date: 30.6.2011**

- 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.**

**Subject: Grant of Grade Pay of Rs.5400 in PB-3 to Senior Section Engineers (SSE) & Grade Pay of Rs.4800 in PB-2 to Junior Engineers (JE) on Indian Railways - Request for kind intervention.**

**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. It is a matter of pride & privilege of the Indian Railways that you have personally taken over as the additional charge of the Railways. We take this opportunity to place before you a case of serious injustice done with the Technical Supervisors - Senior Section Engineers (SSE) & Junior Engineers (JE) on Indian Railways.
2. Technical Supervisors or the Supervising Engineers (JE, SSE) of Indian Railways, are the back bone of the Railway system and are being denied of their justifiable pay scales. Higher duties, responsibilities and accountability that are directly linked to the safe operation of trains & performance of Railways were not considered while deciding their pay scales. Common bunching of pay scales equated their pay scales with the categories working under them disturbing the vertical parity. Pay scales of categories, which were in the lower pay scales, were given up-gradation and even placed two scales above Technical Supervisors disturbing the horizontal parity. The category that was given exclusive higher pay scale among all Group-C employees was given humiliatingly lower pay scales than the categories which do not shoulder as much responsibilities like them.
3. It is regretted that even the recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways, regarding upgrading the Grade Pay of Senior Section Engineers & Junior Engineers of Indian Railways made as long back as in 2009, to the Ministry of Finance, had not so far been accepted by the by the Ministry of Finance. Had that been done, that would have removed the anomaly at least partially.
4. Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. It ensures the countrymen with essentials required to meet their 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.
5. 3500 Group "A" Officers, 2500 Group "B" officers and 70000 Group "C" Supervising Engineers / Technical Supervisors are directly getting the work executed from 9.2 lakh technical workers out of 13.2 lakhs Railway employees. This engineering family is the one direct force in making the system work day and night 24 hours on all 365 days of the year. Presently these Engineers – especially those in Group "C" are totally frustrated and demoralized.
6. It is unfortunate that both Fifth and Sixth Pay Commissions have underestimated the significant and sensitiveness of the work-content of the 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 Technical Supervisors on par with the supporting non-technical staff or rather placed the Grade Pay of JEs & SSEs even below the supporting staffs thus disturbing the existing relativity and hierarchy (as apparent from Annexure III attached herewith).

7. The Technical Supervisors or the Supervising Engineers (JE, SSE) on the Railways have lost their status resulting in total frustration and mental agony. Even though there are several other issues as well which need to be settled early, but we bring to your kind notice only the issue of Grade Pay which needs to be addressed as means of damage control exercise – (keeping in view the detailed justification submitted in Annexure I, II & III attached herewith).
8. **It is, therefore, requested that keeping in view the above submissions:**
- a) **Grade Pay of Rs.5400 in PB-3 may please be granted to the Senior Section Engineers (SSE) on the Railways; and**
  - b) **Grade Pay of Rs.4800 in PB-2 may please be granted to the Junior Engineers (JE) on the Railways.**

Yours faithfully,



**(Harchandan Singh),  
General Secretary, IRTSA**

***Encl: Detailed Justification in 3 Annexure***

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

- i) Shri Pranab Mukherjee, Hon'ble Minister of Finance, Government of India, North Block, New Delhi.**  
- *In continuation of our Memorandum No: IRTSA /Memo/ 11-2011 Date: 2-5-2011*
- ii) Chairman, Railway Board, Rail Bhawan, New Delhi;**
- iii) Member Staff, Railway Board, Rail Bhawan, New Delhi**

**JUSTIFICATION FOR REVISION OF GRADE PAY OF TECHNICAL SUPERVISORS**

**Regarding: Grant of Grade Pay of Rs.5400 in PB-3 to Senior Section Engineers (SSE) & Grade Pay of Rs.4800 in PB-2 to Junior Engineers (JE) on Indian 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)**

1. Technical Supervisors, shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication Systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions.

2. It is unfortunate that both 5th and 6th Pay Commissions had under-estimated the significance and sensitiveness of the work-content of the Rail Engineers, their responsibility and accountability in the system. Many straightforward situations like '**higher professional qualifications**', '**longer training period**' & '**greater responsibilities**' as well **accountability towards public safety and efficiency of the Railways** went out of sight of both these Pay Commissions.

3. The 5th and 6th Pay Commissions had placed The Technical Supervisors on par with the supporting non-technical staff or rather below the supporting staff with respect of pay scales thus disturbing the existing relativity and hierarchy (*as apparent from Annexure III attached herewith*).

4. The categories like Accounts, Teachers and Nurses who were in the lower pay scales were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and even more humiliating is the fact that the pay of categories, which work under the Technical Supervisors, were also equated with them - undermining the Supreme Court judgment of "**the supervisor's pay cannot be equal to the person being supervised**".

5. Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing technology. The Technical Supervisors being the first level of management, control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and not only guide / train the staff working under their control for safe and efficient induction of new technologies but also to effect the working.

6. If the Grade Pay of this vital category of Technical Supervisors, which is having direct responsibility for safe and efficient running of trains, are kept lower than that of the categories like Accounts Staff - which are having supportive roles - it is bound to adversely affect their efficiency and in turn that of the Railways. Continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems. This humiliation needs to be removed early.

**7. Factors contributing to the perpetration of injustice with the Rail Engineers / Technical Supervisors on the Railways:**

- i) Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by the 6th Pay Commission & the Government while deciding the Grade Pay of Technical Supervisors (Junior Engineers & Senior Section Engineer on the Railways) - (*Details submitted in Annexure I-A*).
- ii) Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways. - (*Table submitted in Annexure I-B*).
- iii) 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.
- iv) Ratio between Minimum Pay of Group "D" to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth CPC.

- v) Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise the MCM (Master Craftsman / Senior Technicians). This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.
- vi) Increase in Duties & responsibilities of Technical Supervisors due to modernization, introduction of high speed trains & numerous other factors have all been ignored. Including technological advancements in Railway Engineering, greater application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways for production, repair and maintenance of Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.
- vii) Multifaceted duties & responsibilities, stringent punishments for any shortcomings, tough selection procedure - which requires knowledge in all the fields of Railways - were not considered.
- viii) While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.

8. It is extremely painful that not even the barest minimum concern was shown by anybody in deciding the pay of JEs and SSEs who perform the highly responsible duty in the core activities of Indian Railways. The uncared attitude of Railways/Government has created severe heartburn among this category which needs to be addressed immediately.

9. **It is, therefore, requested that:**

- a. **Senior Section Engineers in Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs.5400 in PB-3 and**
- b. **Junior Engineers in the Grade Pay of Rs.4200 may please be granted the Grade Pay of Rs.4800 in PB-2.**

**RECRUITMENT, QUALIFICATIONS, TRAINING, DUTIES & RESPONSIBILITIES**  
**- TECHNICAL SUPERVISORS ON RAILWAYS**

1. **RECRUITMENT, QUALIFICATIONS AND TRAINING**

**A. 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 1½ year (*18 months*) 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).

iii) 25% are selected as “Intermediate Apprentices” from more qualified and experienced Technicians through Limited Departmental Selection and given a further training of 1½ years in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

**B. Senior Section Engineers (in the Grade pay of Rs.4600):** 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 department staff like accounts, Teachers and Nurses given 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.

**2. a. Duties & RESPONSIBILITIES:** As “Front Line Managers” JEs, and SSEs are responsible for Management and Supervision of the following areas:

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. **Inspection & Quality Control of materials** – produced and procured by the Railways. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including 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). Fitness certificates of all these assets are required to be certified by the **technical supervisors only** prior to putting them into operation. (*e.g. Rolling Stock cannot be put into operation until it is rectified and certified fit by the concerned technical supervisor*).
3. **Time bound turnover, 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.
4. **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 for on site repair & maintenance thereof,.
5. **Optimum utilization of men and material resources** - including large number of *Technicians and Helpers etc.* and machines, tools & equipments costing several crores of rupees.
6. **Safety of Men, Material & Passengers** through intensive Supervision & Quality Control.
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.

**2.b. Multifaceted Responsibilities – Attracts more punishment – Tough selection**

- Technical Supervisors have multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
- They are responsible to look after train & passenger safety, customer complaints, accidents, punctuality, utilization of resources and working conditions, etc.
- They get stringent punishment for any lapses. In these areas
- Being taken up for lapses in non-technical duties also 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 – besides ofcourse all the technical areas.
- No such accountability, punishments or tough selection procedures are there for the highly paid categories of Nurses, Teachers and Accounts.

**COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO  
NURSING, TEACHING AND ACCOUNTS STAFF viz-a-viz SENIOR SECTION ENGINEERS**

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 School Teacher – Gr-III	380-560	1200-2040	4500-7000	6500-10500	4200, PB-2
6.	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7.	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8.	Trained Gr. Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
9.	Trained Gr Teacher – Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10.	Trained Gr. Teacher – Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
11.	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
12.	Asst. Accounts/Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
13.	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
14.	<i>Senior Section Engineer BE (Engg. Graduate +1 Year Training</i>	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500 &amp; 7450-11500</u>	7450-11500	<u>4600, PB-2</u>

**COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO  
NURSING, TEACHING AND ACCOUNTS STAFF viz-a-viz JUNIOR ENGINEERS**

Sl No	Post	3 <sup>rd</sup> CPC Rs.	4 <sup>th</sup> CPC Rs.	5 <sup>th</sup> CPC Rs.	Upgraded to Scale by 6 <sup>th</sup> CPC	6 <sup>th</sup> CPC Grade Pay
1	Power Controller	425-700	2000-3200	6500-9000	7459-11500	4600
2	Police Inspector	425-700	2000-3200	6500-9000	7459-11500	4600
3	Excise Inspector	425-700	2000-3200	6500-9000	7459-11500	4600
4	Staff Nurse	425-700	1600-2660	5000-8000	7459-11500	4600
5	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800
6	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800
7	<i>Junior Engineer Diploma in Engg + 1 ½ years Training</i>	<u>425-700 &amp; 550-750</u>	<u>1400-2300 &amp; 1600-2660</u>	<u>5000-8000 &amp; 5500-9000</u>	6500-9000	<u>4200</u>