

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No: IRTSA/ Memo – 2011- 25

Dated: 30-9-2011

Member Staff,
Railway Board.
Rail Bhavan, New Delhi

Respected Sir,

Subject: Integrated Seniority for Selection from Group C to Group - B –

- Comparison of grades of running staff with those of stationary staff for the purpose of promotion / selection Group 'B' posts.
- Injustice with Technical Supervisors & other Stationary Staff) Viz-a-viz Running Staff

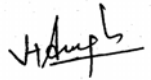
Reference: RBE No: 53 / 2011, No.E(GP)2005/2/87, dated 25.04.2011 (Copy attached).

We are constrained to bring to your kind notice the resentment created among the Technical Supervisors / Rail Engineers, on account of Railway Board's orders cited above regarding the revised comparison of grades of Running Staff with those of Stationary Staff including JEs, SSEs and others - for the purpose of promotion / selection to Group 'B' posts.

1. The Loco Pilots / Running Staff in the Grade Pay of Rs.4200 in PB-2 have been equated with the SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority for selection for promotion from Group C to Group-B (70% seniority quota). For the purpose of LDCE (30%) Running Staff in the Grade Pay of Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200.
2. Group-B posts in Technical Departments are being filled up from the different streams, for example in Mechanical Department; there are three major streams (Carriage & Wagon, Diesel, and Workshop) available. These streams are further divided into separate seniority units like Fitter, Welder, General Machinist, Sheet metal Machinist, Carpenter, Black Smith, Painter and Millwright etc. Engineers of Design & Drawing are also included in this pool for integrated seniority for promotion to Group-B.
3. Date of entry to the GP Rs.4600 of Technical Supervisors (pre-revised Rs.6500-10500) is being reckoned for the purpose of computing integrated seniority.
4. Junior Engineers (JEs) with the entry qualification of Diploma in Engineering recruited in the Grade pay of Rs.4200 after getting one promotion reach the Grade Pay of Rs.4600 after long years of service and experience. Senior Section Engineers (SSEs) recruited directly in GP 4600 with the entry qualification of Graduate in Engineering are stagnated in the same entry grade pay of Rs.4600 itself due to non availability of promotional avenues.. Where as Loco Pilots with the entry qualification of ITI recruited in the Grade pay of Rs.1900 after getting three promotions and reach the Grade Pay of Rs.4600.
5. Loco Pilots / Running Staff are basically oriented with Traffic rules and HOER. They are categorized as "continuous" category. Where as JE & SSE are essentially oriented with Technical & Managerial duties and are termed as "Excluded" category. Keeping the two categories whose Duties & Responsibilities are entirely different, in the same pool for the purpose of promotion to Group-B which demands considerable technical as well as managerial expertise itself is erroneous.
6. a) For the purpose of 70% seniority quota selection, Running Staff (in the pre-revised scale of Rs.5500-9000) were equated to the Technical Supervisors in the pre-revised scale of Rs.6500-10500.

- b) After the merger due to the implementation of SCPC recommendations employees in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000 were placed in the Grade Pay of Rs.4200 in PB-2 and employees in the pre-revised scale of Rs.6500-10500 & Rs.7450-11500 were placed in the Grade Pay of Rs.4600.
7. This made the situation of equating the Running Staff in the pre-revised scale of Rs.5000-8000 with the SSE in the pre-revised scale of Rs.7450-11500, giving the running staff a huge undue advantage of three scale up-gradation benefit.
 8. For the Technical Supervisors, the above said Railway Board's order greatly diminished the existing slender avenues for promotion. In this scenario for Technical Supervisors will now rarely find a place in the integrated seniority list and hardly ever in the list of selected candidates for Group B.
 9. For the purpose of 30% LDCE quota, Running Staff who are in the Grade Pay of Rs.2400 (which is equal to Technician Gr-II) are equated with the JEs who are three grades above. This is totally unjust, illogical and irrational. Equating employees who are three grades lower for the purpose of promotion is against the law of natural justice and need to be set aside.
 10. It is, therefore, requested that the above cited unjust orders of the Railway Board RBE No: 53 / 2011 dated 25.04.2011, may please be withdrawn and the Integrated Seniority be considered for same Grade Pay for Running Staff as for the Stationary Staff including Technical Supervisors - for selection for promotion from group C to Group B.

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Encl: One: (Copy of RBE- 53-2011 cited above)

Copy for information & favourable consideration to:

1. Additional Member Mechanical (PU), *Railway Board, New Delhi*
2. Additional Member Staff, *Railway Board, New Delhi*
3. Advisor Industrial Relations, *Railway Board, New Delhi.*
4. Secretary (Establishment), *Railway Board, New Delhi.*

Encl: One
(Copy of RBE- 53-2011 cited above)

RBE No.53 / 2011

Railway Board's letter No. E(GP)2005/2/87 dated 25.04.2011

Sub: Comparison of grades of running staff with those of stationary staff for the purpose of promotion/selection to Group 'B' posts.

In terms of Board's letter of even number dated 02.02.2006 (RBE No.10/2006), Railways/PUs were advised that instructions issued vide Board's letter No. E(NG)I/89/PM2/8-A dated 10.1.92 and letter No. E(NG)I-98/PM2/8 dated 1.10.99, regarding equivalence of grades of running staff with that of stationary staff for the purpose of promotion to the posts in stationary categories, where both running and stationary staff were eligible and were considered together, would be applicable for determining eligibility of the candidates for promotion to the respective Group 'B' posts.

2 The question of equivalence of grades has since been reviewed in the light of the scales of pay introduced on the basis of scales of pay recommended by the Sixth Central Pay Commission, and it has been decided that for the purpose of determining eligibility of the candidates for promotion/selection to Group 'B' posts, the grades of running staff may be equated with those of the stationary staff as indicated below:

S.No	Category of running staff	Scale of pay applicable (VI CPC)	Scale of stationary post to which should be equated (VI CPC)
1	(1) Loco Pilot (M/Exp.) (2) Sr. Loco Pilot (Pass)/ Senior Motor Man	PB-2 + GP 4200	PB-2 + GP 4600
2	(1) Loco Pilot (Pass)/ Motor Man (2) Sr.Goods Loco Pilot	PB-2 + GP 4200	PB-2 + GP 4600
3	(1) Goods Driver (2) Sr. Shunter	PB-2 + GP 4200	PB-2 + GP 4600
4	(1) Shunter (2) Sr. Asstt . Loco Pilot	PB-1 + GP 2400	PB-2 +GP 4200
5	(1) Asstt. Loco Pilot	PB-1 + GP 1900	PB-1 + GP 2400
6	(1) Guard (M/Exp.) (2) Sr. Pass. / Sub Guard	PB-2 + GP 4200	PB-2 + GP 4600
7	(1) Passenger/Sub Guard (2) Sr. Goods Guard	PB-2 + GP 4200	PB-2 + GP 4600
8	(1) Goods Guard	PB-1 + GP 2800	PB-2 + GP 4200

3 . Selections to Group ' B ' which are already in progress may be proceeded with and finalised as per the existing principles. All fresh selections including those which have been initiated but where the written examination has not been held, should be held in accordance with the instructions contained herein. The LDCE, wherever the same is in force, is a part of the process of filling vacancies in Group ' B ', therefore, whatever is followed in the case of 70% Selection may also be followed in the case of corresponding LDCE .