

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(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
Mob: 09443140817
No. IRTSA/ Memo/TS/RB



Harchandan Singh, General Secretary, C.Hq.
32, Phase 6, Mohali, Chandigarh-160055.
Email- gsirts@yahoo.com
(Ph.:0172-2228306, 931613159)
Dated 10. 02. 2009.

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

Dear Sir,

Subject: Anomaly in Grade Pay of Technical Supervisors – Junior Engineers, Section Engineers & Senior Section Engineers:

Reference: Railway Service (Revised Pay) Rules, 2008 (RBE No 103 & its Schedules

There is a serious anomaly in fixing the Grade Pay of Junior Engineers I & II at Rs 4200 & that of Section Engineers & Senior Section Engineers at Rs 4600 on account of following reasons:

i) The Sixth Pay Commission have contravened the principle and policy as decided by it vide Para 3.8.3 c) of its report – ‘to maintain the existing relativity between various categories. It has disturbed the existing relativity between the Technical Supervisors (*Junior Engineers & Section Engineers & Senior Section Engineers*) on one hand and the Teachers, Para-Medical (Nursing Cadre) & Accounts Staff *on the other hand* - by allotting the Grade Pay of Rs 4200 & 4600 to the Technical Supervisors as against the Grade Pays of Rs 4800 & 5400 to the Teachers, Para-Medical (Nursing Cadre) and Rs 4800 to Accounts staff.

ii) Pay Commission has ignored the following facts:

a) Higher nature of recruitment qualifications, induction training, duties, responsibilities, & span of control over a large workforce – including Highly Skilled & Master Craftsmen / Senior Technicians etc. working under them.

b) Substantial increase in requirements of technical know-how, technological requirements, application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways – due to modernisation, sophistication and high speed trains, application of higher technology in Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.

c) Technical Supervisors were given the highest Pay Scales amongst the entire class III / Group C employees by Third & Fourth Pay Commissions keeping in view their duties & responsibilities.

iii) It is pertinent to mention that the Sixth Pay Commission had not even dealt with or removed any of the Anomalies of the previous Pay Commissions (*as accepted by it in Para 2.2.2 & 2.2.3 Page 36 of its report*). This has led to the following anomaly created by Fifth CPC to have its impact on the recommendations of Sixth CPC.

Pay Scale of Senior Section Engineers (Rs 2375-3500) was singled by Fifth Pay Commission to be denied the benefit of common multiple factor of 3.25 – for no other valid reason except to adjust the Group B officers above them (*as mentioned by it in Para Chapter – 43, Annex - 43.1, Page – 459 & 460 of FCPC Report*). Incidentally the multiple factor of 3.25 was applied to all other 33 Pay Scales except S-13 of Senior Section Engineers.

iv) Junior engineers have unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians working under them and Senior Section Engineers have been equated with Chief Clerks / Office Superintendents working under them All this is in violation of Constitutional provision of “equal pay for equal work” which has since been interpreted by the various courts- including the Supreme Court of India that “an equal cannot be over an equal.”

v) a) Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineer had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth Pay Commission, whereas it had increased in case of all other Group C employees.

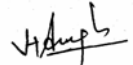
b) When compared with the Group – Group A scales, since Fourth Pay Commission the Minimum of pay scale of SSE (S-13) scale increased only 5.3 times where as Group-A scales had increased between 7.4 to 10.8 times- *(as per details given in the Annexure attached herewith)*.

As such the Senior Section Engineers have been discriminated against both in comparison to other Group C employees as well as in respect of the rise given to Group B & Group A Officers.

vi) It is, therefore, requested that the Junior Engineers (in the pre-revised scale of *Rs 5000-8000 & Rs 5500-9000*) may please be granted the Grade Pay of Rs 4800 and the Section Engineers & Senior Section Engineers (*in the pre-revised scale of Rs 6500-10500 & Rs 7400-11500*) be granted the Grade Pay of Rs 5400.

Encl: One Annexure

Yours' truly



Harchandan Singh,
General Secretary, IRTSA

Copy for information & necessary action to:

- i) Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi*
- ii) Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi*

Encl: One Annexure

**RELATIVITY BETWEEN SSE SCALE (S-13) AND MINIMUM OF GROUP 'D' & 'A' SCALE
- SINCE THIRD TO SIXTH PAY COMMISSION.**

- ❖ Scale of SSE has steadily declined with respect to both minimum pay scale and maximum pay scale.
- ❖ In the SCPC scales both the ratios are alarmingly low.

Pay Commission	Minimum of scale - Gr. D	Scale of Gr. A		SSE (Sr.Sec.Engr.) (S-13) Scale	No of times rise of Min. of Gr. D	Ratio of Minimum of Scale of SSE to Group D	Rise of Min of SSE	Rise of Min of Group A
		Min	Max				Over prev. CPC	Over prev. CPC
1	2	3	4	5	6	7	8	9
3 rd CPC	196	700	4000	840 – 1040 / 840 - 1200	3.6	4.28	-	-
4 th CPC	750	2200	9000	2375 – 3500	3.8	3.16	2.8	3.14
5 th CPC	2550	8000	30000	7000–11500 7450-11500	3.4	2.92	2.9 3.1	3.63
6 th CPC	7000	21000	90000	18460 - 34800	3	2.63	2.47	3.00

**COMPARATIVE INCREASE IN MINIMUM OF PAY SINCE 4th PAY COMMISSION
OF SSE (Sr. Sec. Engr.) SCALE (S-13) AND GROUP-'B' & GROUP 'A' SCALES**

Min. of Fourth CPC Scale	Fourth CPC Min. Pay with DA* (as on 1.1.96)	Fifth CPC Scale	Min. of Fifth CPC Scale	Min. of Fifth CPC Pay + DA (as on 1.1.06)	Min. of pay after Sixth CPC	No of times rise at Minimum of Scale from Fourth CPC to Fifth CPC	No of times rise of Minimum of Scale from Fourth CPC to Sixth CPC
1	2	3	4	5	6	7	8
SSE 2375	3515	S13	7450	13857	18460	3.94	5.3
3630	7659	S16	9000	16740	22140	4.15	5.5
2630	7659	S17	9000	16740	22140	5.73	7.6
3150	7659	S18	10325	19205	25810	5.49	7.4
3000	7659	S19	10000	18600	25200	5.59	7.6
3200	7659	S20	10650	19809	26410	5.58	7.4
3700	7659	S21	12000	22320	29920	5.43	7.3
3950	7659	S22	12750	23715	31320	5.41	7.1
3700	7659	S23	12000	22320	29920	5.43	7.3
4500	7659	S24	14300	26598	46100	5.84	10.1
4800	7659	S25	15100	28086	48390	5.27	9.1
5100	7659	S26	16400	30504	48590	5.39	8.6
5100	7659	S27	16400	30504	48590	5.39	8.6
4500	7659	S28	14300	26598	47400	5.32	9.5
5900	7659	S29	18400	34224	54700	5.23	8.4
7300	14308	S30	22400	41664	63850	5.95	9.1
7300	14308	S31	22400	41664	75500	5.95	10.8
7600	14896	S32	24050	44733	77765	6.13	10.7
8000	15680	S33	26000	48360	80000	6.30	10.4
9000	17640	S34	30000	55800	90000	6.46	10.4

* Rates of 4th CPC DA effective from 1.1.1996

Ref: G.I, M.F. (Dept of Exp.) O.M.No.1(5)/96-E.11(B) dated 20.03.1996.

Pay range	Rate of DA as on 1.1. 1996
Basic pay up to Rs.3500 per month	148% of Basic Pay
Basic pay above Rs. 3500 p.m and upto Rs.6000 p.m	111% of pay
Basic pay above Rs.6000 p.m	96% of pay