

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No. 1329, website: www.irtsa.net)

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Dated 17. 11. 2008.

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

Respected Sir,

**Subject: - Memorandum on Problems of Engineers / Technical Supervisors on Railways & Anomalies of Sixth Pay Commission Report**

**Reference: - i) Railway Services (Revised Pay) Rules, 2008 (RBE 103/2008) & Schedule for Revised Scales of Pay (RBE 108/2008) etc.**

**ii) Our Memoranda dated 21 / 22. 4. 2008 & 25. 08. 2008 –**

**REG. PLIGHT OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS**

We very humbly bring to your kind notice some of the glaring Problems of Engineers / Technical Supervisors on Railways & Anomalies of Sixth Pay Commission Report & the Implementation orders issued thereon, issued by the Government of India and the Ministry of Railways, for favourable consideration of the Railway Board.

It is requested that the problems & anomalies mentioned in the attached memorandum may please be redressed early.

With kind regards,

Encl. One Memorandum

Yours faithfully,

(Harchandan Singh)  
General Secretary, IRTSA

<b><u>S.NO</u></b>	<b><u>ANOMALIES</u></b>
1.	<b><u>ANOMALY IN GRADE PAY OF SENIOR SECTION ENGINEERS IN INDIAN RAILWAYS</u></b>
2.	<b><u>ANOMALY DUE TO NON IMPLEMENTATION OF CLASSIFICATION OF POSTS ON RAILWAYS</u></b>
3.	<b><u>ANOMALY IN GRADE PAYS OF TECHNICAL SUPERVISORS DUE TO NON-CONSIDERING OF DUTIES &amp; RESPONSIBILITIES SHOULDERED BY THEM.</u></b>
4.	<b><u>ANOMALY IN ASSURED CAREER PROGRESSION (ACP) SCHEME</u></b>
5.	<b><u>ANOMALY IN ANNUAL INCREMENTS</u></b>
6.	<b><u>GRANT OF FIRST CLASS PASS TO ALL JEs (JUNIOR ENGINEERS)</u></b>
7.	<b><u>DENIAL OF DESIGN ALLOWANCE</u></b>
8.	<b><u>INCENTIVE / SPECIAL PAY FOR C &amp; M (SCIENTIFIC) STAFF</u></b>
9.	<b><u>REVISION OF RATES OF INCENTIVE BONUS.</u></b>
10.	<b><u>HOUSE RENT ALLOWANCE, TRANSPORT ALLOWANCE &amp; ABOLITION OF CCA</u></b>
11.	<b><u>REVISION OF RATES OF TRAINING ALLOWANCE</u></b>
12.	<b><u>DENIAL OF RISK ALLOWANCE</u></b>
13.	<b><u>REVISION IN THE RATES OF FAMILY PLANNING ALLOWANCE</u></b>

## **Anomalies of Sixth Pay Commission**

### **1. GRADE PAY OF SENIOR SECTION ENGINEERS ON RAILWAYS**

*Reference: - Railway Services (Revised Pay) Rules, 2008 (RBE 103/2008) & Schedule for Revised Scales of Pay (RBE 108/2008)*

#### **1. Serious Injustice & Disparity with the Senior Section Engineers (SSE):-**

Senior Section Engineers (SSE) on the Railways are victims of major anomaly & disparity in both at the hands of Fifth & Sixth Pay Commissions. Sixth Pay Commissions and the Railways have unjustly placed the Section Engineers & Senior Section Engineers in PB-2 with a Grade Pay of Rs 4600 instead of PB 3 with Grade Pay of Rs 5400 or Rs 4800 granted to those who were in equal or even lower scales to them.

Section Engineers (SEs) (in pre-revised scale Rs 6500-10500) are recruited on the Railways with Engineering Degree as qualifications and one year 'on the job training' or are promoted to that post after long years of service experience as Junior Engineers who are themselves having Engineering Diploma as qualification and one & half years of 'on the job training'.

Section Engineers (in the Pre-revised scale Rs 6500-10500) & Senior Section Engineers (in the Pre-revised scale Rs 7450-11500) are 'Spot' or "Field" Managers - directly managing production, repair & maintenance of Locomotives, Rolling Stock, P-way Tracks, Works, Stores, Signal Telecom, IT / EDP Centers, Chemical & Metallurgical Laboratories and look after the planning, quality control, safety, efficiency and effective execution of administrative policies and targets in the field and on the shop floor, shed or depot, being directly responsible for round the clock management of the system against all odds, constrains, shortages of staff and material resources as well as vagaries of nature. Their duties & responsibilities have increased manifold & become more onerous & demanding due to modernization of the entire Railway system. But all these aspects have been ignored by the Pay Commission.

#### **2. Injustice by Fifth CPC & its impact:-**

a) **Non-application of common multiple factor to S-13 only:-** Senior Section Engineers (SSE) on the Railways, were the only ones to have been denied the application the multiple factor of 3.25 by the Fifth CPC which it had applied in respect of all Pay Scales of (except that of SSE). Fifth CPC unjustly proposed a Pay Scale of Rs 7000-11500 as against the pre-revised scale of Rs 2375-3500. After much representation, the Railway Board revised it to Rs 7450-11500.

***Non-application of common multiple factor & discrimination by V CPC with S-13 of Senior Section Engineers only, is illustrated in Annexure-1.***

**Had the common multiple factor of 3.25 been applied to the Scale of Senior Section Engineers (SSE), by the Fifth CPC – as was done in all other cases – the Scale of Senior Section Engineers (SSE) would have worked out to be (at least Rs. 7750–250–12750 or) Rs 8000- 13000). Consequently the Grade Pay of Senior Section Engineers (SSE), should be Rs 5400 after Sixth CPC.**

b) **Equating the unequal & disturbing vertical relativity:-** Fifth Pay Commission equated the non-technical cadres with technical cadres. It also disturbed the existing relativities – badly ignoring the ground realities that the non-technical staff (like Office Superintendent & Chief Clerks) working under the Section Engineers and Senior Section Engineers, were placed in the same pay scales as those of the later – thereby violating settled principles of law enshrined in the Constitution of India, that ***"an equal cannot be over an equal."***

#### **3) Discrimination by Sixth CPC:**

Sixth Pay Commission has not followed any uniform multiplication factor like the Fifth Pay Commission; nor has it considered the job requirements, qualifications or experience and responsibilities. Senior Section Engineers have unjustly been singled out to have not been given any upgrading by SCPC, although almost all other categories have been given some upgrading. This clubbed with the injustice done by the Fifth CPC has resulted in serious anomaly in respect of the Grade Pay of Senior Section Engineers (in the Pre-revised scale Rs 7450-11500).

### **Disturbance of Horizontal Parity & Vertical Relativities**

Third and Fourth Pay Commissions maintained a relativity between Technical & non-technical cadres and allotted the scales of Rs 840-1040 / Rs 840-1200 and Rs 2375-3500 respectively to Technical Supervisors which were the highest amongst all Group "C" employees due to the onerous and critical nature of their duties and responsibilities.

But, while the Fifth pay commission disturbed the vertical relativities and equated the unequal by allotting pay scales equal Senior Section Engineers to the non-technical cadres working under them; the Sixth Pay Commission has disturbed both vertical relativities as well as the horizontal parities. Not only that, the Sixth CPC and the Railways have even granted higher Grade Pays to the Nurses, Matrons, Chief Matrons, Teachers & Section Officers Accounts - who were in lower or equal pay scales to those of the Senior Section Engineers and Junior Engineers.

Assistant Nursing Superintendents (Pre-revised scale Rs 6500-10500), Deputy Nursing Superintendents (scale Rs 7500-12000) have all been placed in PB-3. Similarly Teachers and Section Officers / Senior Section Officers Accounts have all been given up gradation and granted Grade Pays of Rs 5400 / Rs 4800 (*as per details in Annexure 2*). As such there is no justification for granting the Grade Pay of only Rs 4600 to Section Engineers / Senior Section Engineers.

No consideration has been given by the Sixth CPC to the onerous nature of Duties and Responsibilities of Engineers / Technical Supervisor - which have increased manifold and become more onerous over the years especially due to modernization on the Railways, indiscriminate shrinking of staff strength and numerous other factors.

Entry qualification for both the Nursing Staff and JEs are 3 Years Diploma in their respective disciplines and both also have to undergo a training of one and a half year followed by examination before absorption. Job requirements of J.Es. S.Es. and SSEs. are equally onerous and demanding to ensure safety and efficiency on the Railways, where one single mistake can endanger not one, but thousand lives.

The disparities have grown manifold over the years. It is high time something is done about all this by the Railways. Particularly the SSE (*Senior Section Engineers*) on the Railways, have been given a very raw deal by the Sixth Pay Commission. Whether it is denial of Group B status to them by the Railways or the inadequate Grade Pay and discrimination vis-à-vis other categories, it is all, most humiliating and a gross injustice.

This is bound to affect their efficiency and may indirectly affect the growth, development and productivity. There is essential need to ameliorate their sufferings and to check the growing frustration amongst them.

#### **4) DISTURBANCE OF VERTICAL RELATIVITY BETWEEN SSE SCALE AND MAXIMUM & MINIMUM WAGES SINCE THIRD PAY COMMISSION.**

Scale of SSE has steadily declined with respect to both minimum and maximum of pay scale vis-à-vis Minimum & maximum of wages of Central Government employees including those of the Railways as apparent from the following table.

#### **Ratio of SSE scale to Minimum & Maximum of Wages, from 3<sup>rd</sup> to 6<sup>th</sup> Pay Commission**

<b>Pay Commission</b>	<b>Minimum Wages</b>	<b>Maximum Wages</b>	<b>SSE scale</b>	<b>Ratio of SSE scale to Minimum Wages</b>	<b>Ratio of SSE scale to Maximum Wages</b>
III CPC	196	4000	840	4.28	0.21
IV CPC	750	9000	2375	3.16	0.26
V CPC	2550	30000	7450	2.92	0.24
VI CPC	7000	90000	18460	2.63	0.20

### **5. Proposed Pay bands for Technical Supervisors on Railways**

*(Including Design and Drawing Engineers, CMT staff & DMS / Stores Supervisors*

All the foregoing facts are causing much heart burning to the Technical Supervisors on the Railways due to clear-cut discrimination & denial of law of natural justice.

It is requested that, keeping in view their qualifications, duties, responsibilities and over all job requirements as well as increase thereof over the years due to modernization on the Railways and comparative wages of their counterparts elsewhere-

**Section Engineers / Senior Section Engineers be granted the grade Pay of Rs 5400**

<b>Designation</b>	<b>Pay Band</b>	<b>Corresponding Pay bands</b>	<b>Grade pay</b>
Section Engineer	PB-3	15600-39100	5400
Sr. Section Engineer			

[Encl. 02 Annexures](#)

**NON-APPLICATION OF COMMON MULTIPLICATION FACTOR OF 3.25  
ONLY FOR SSE (S-13) SCALE BY FIFTH PAY COMMISSION**

Scale	IV CPC scale	V CPC scale	Multiplication factor
S-1	750-940	2550-3200	3.4
S-2	775-1025	2610-3540	3.37
S-3	800-1150	2650-4000	3.31
S-4	825-1200	2750-4400	3.33
S-5	950-1400	3050-4590	3.21
S-6	975-1540	3200-4900	3.28
S-7	1200-1800	4000-6000	3.33
S-8	1350-2200	4500-7000	3.33
S-9	1400-2600	5000-8000	3.57
S-10	1640-2900	5500-9000	3.35
S-11	2000-3200	6500-10500	3.25
S-12	2000-3500	6500-10500	3.25
<b><u>S-13</u></b>	<b><u>2375-3750</u></b>	<b><u>7000-11500</u></b> <b><u>7450-11500</u></b>	<b><u>2.94</u></b> <b><u>3.14</u></b>
S-14	2200-4000	7500-12000	3.41
S-15	2200-4000	8000-13500	3.64
S-16	3630 Fixed	9000 Fixed	2.48
S-17	2630-2780	9000-9550	3.42
S-18	3150-3350	10325-10975	3.28
S-19	3000-4500	10000-15200	3.33
S-20	3200-4700	10650-15850	3.33
S-21	3700-5000	12000-16500	3.24
S-22	3950-5000	12750-16500	3.23
S-23	3700-5700	12000-18000	3.24
S-24	4100-5300	14300-18300	3.49
S-25	4800-5700	15100-18300	3.15
S-26	5100-6300	16400-20000	3.22
S-27	5100-6700	16400-20900	3.22
S-28	4500-7300	14300-22400	3.17
S-29	5900-6700	18400-22400	3.12
S-30	7300-7600	22400-24500	3.07
S-31	7300-8000	22400-26000	3.07
S-32	7600-8000	24050-26000	3.16
S-33	8000 Fixed	26000 Fixed	3.25
S-34	9000	30000 Fixed	3.33

**Posts in Railways (which were at par OR even less than Technical Supervisors)**  
**Upgraded to the scales above Technical Supervisors by Sixth CPC**  
 (Ref: Railway Board No.PC-VI/2008/I/RSRP/1. RBE No.124/2008, Dated 22.09.2008)

Post	Pre revised scale	Pay band	Corresponding pay bands	Grade pay
<b>Nursing Staff</b>				
Chief Matron	7450-11500 6500-10500	PB-3	15600-39100	5400
Nursing Sister	5500-9000	PB-2	9300-34800	4800
Staff Nurse	5000-8000	PB-2	9300-34800	4600
<b>Primary school teachers</b>				
Selection Grade	6500-10500	PB-2	9300-34800	4800
Senior Grade	5500-9000	PB-2	9300-34800	4600
Basic Grade	4500-7000	PB-2	9300-34800	4200
<b>Trained Graduate Teachers</b>				
Selection Grade	7500-12000	PB-2	9300-34800	5400
Senior Grade	6500-10500	PB-2	9300-34800	4800
Basic Grade	5500-9000	PB-2	9300-34800	4600
<b>Post Graduate Teachers</b>				
Selection Grade	8000-13500	PB-3	15600-39100	6600
Senior Grade	7500-12000	PB-3	15600-39100	5400
Basic Grade	6500-10500	PB-2	9300-34800	4800
<b>Accounts Department</b>				
Sr. Section Officer	7450-11500	PB-2	9300-34800	4800
Section Officer	6500-10500			
Sr.TIA	7450-11500	PB-2	9300-34800	4800
TIA	6500-10500			
Sr.ISA	7450-11500	PB-2	9300-34800	4800
ISA	6500-10500			
<b>Technical Supervisors</b>				
Junior Engineer II	5000-8000	PB-2	9300-34800	4200
Junior Engineer I	5500-9000			
Section Engineer	6500-10500	PB-2	9300-34800	4600
Sr. Section Engineer	7450-11500			

## **2. ANOMALY DUE TO NON IMPLEMENTATION OF CLASSIFICATION OF POSTS ON RAILWAYS**

**Denial of Group B status to Senior Section Engineers & lack of avenues of promotion:** All the previous three Pay Commissions had recommended for classification of the Pay Scales of senior Technical Supervisors to be classified in Group B and the Government had also accepted the recommendations in this regard, except in case of Fifth Pay Commission where in the Government had modified the recommendations (*as per details in Annexure III*). But the Railways did not implement any of the orders issued after any of the 3 Pay Commissions.

**In comparison to other departments and all India Average, Railways is having lowest number of gazetted posts** (*as per details given in the Annexure 3*). This will hamper and slow down the activities of huge investment besides adversely affecting the efficiency and safety on the Railways.

1. **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 pay scale of Asst. Shop Supt. (SE) at that time was Rs 700-900 and that of Shop Supt. (SSE) was Rs 840-1040.
2. **Fourth pay commission recommended Group 'B' (Gaz.) status** to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs2900- but less than Rs4000. 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.
3. Even though **fifth pay commission expressed a different view** in classification of staff and clubbed the above grades of Technical Supervisors also with the group of gazetted officers, the **Government issued orders** for classification of staff **on the basis of pay ranges**, which are **not implemented in Railways**. Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and then vide letter no 13012/1/98 Estt. 911 dt 12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which max. of **pay scale is not less than Rs 9000 and but less than Rs 13500 be classified in Group 'B'**. The DOP letter also mentioned that the order should be implemented with in three months from the date of issue of the order.

**[ENCL. 1 ANNEXURE](#)**

**[TOP](#)**

**ANNEXURE****LEAST NUMBER OF GAZETTED POSTS ON RAILWAYS  
IN COMPARISON TO OTHER DEPARTMENTS.**

<b>S.N</b>	<b>Ministry / Department</b>	<b>%Group A</b>	<b>% Group B</b>	<b>% Group C</b>	<b>% Group D</b>
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
<b>26</b>	<b>Ministry of Minority Affairs</b>	<b>34.4</b>	<b>34.4</b>	<b>18.8</b>	<b>12.5</b>
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
<b>35</b>	<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
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</b>	<b>2.8</b>	<b>5.3</b>	<b>64.2</b>	<b>27.6</b>

(Ref: Sixth Central Pay Commission Report)

If all India average of 2.8% in Group – A and 5.3 % in Group – B is followed in Indian Railways then the group wise distribution of IR can be restructured as follows.

Category	Existing proportion	Proposed proportion equal to all India Average	Difference
Group – A	8285	39498	31213
Group – B	7247	74764	67517
Group – C	873536	905635	32099
Group - D	521578	389338	-132240
Total	1410646	1409235	

### **3. ANOMALY IN GRADE PAYS OF TECHNICAL SUPERVISORS DUE TO NON-CONSIDERING OF DUTIES & RESPONSIBILITIES SHOULDERED BY THEM.**

The strength of Technical Staff and Engineers / Technical Supervisors on Railways is around 9.4 lakhs, which is 65% of the total Railway employees.

- ❖ It also constitutes a very large proportion of the total Technical Staff working in all other Government establishments. There are around 45 thousand Supervisors who on day-to-day basis interact with around 9000 officers above them and around 9 lakhs Staff below them.
- ❖ They are the planners, designers, programmers, executors of technical works, engaged directly on non – technical works as being integrated with the technical duties and perform managerial role with authority in observance of rules and regulations of Government and Indian Railways, executors of managements' instructions spelled out in various manuals, Disciplinary Authorities, facilitators of welfare measures of employees under them. Their duties are so much multifarious and onerous that they are altogether a different category not comparable with employees of any other branch.
- ❖ Sixth Pay Commissions missed many factors related to Technical Supervisor and many sensitive issues pertaining to them were out of their sight.
- ❖ The entire system of Railways will suffer seriously due to the increased migrating tendency in the existing cadre and absolute reluctance from talented Engineers opting to serve in Government service. The Technical Supervisors though small in numbers contribute large in sensitiveness of work related to operation of the system and especially to ensure Comfort, Punctuality and more importantly Safety of the traveling Public – which is of prime importance.

#### **Pay Band & Grade Pay granted to Technical Supervisors**

Designation	Pre revised scale	Pay Band	Corresponding Pay bands	Grade pay
Junior Engineer-II	5000-150-8000	PB-2	9300-34800	4200
Junior Engineer-I	5500-175-8000	PB-2		
Section Engineer	6500-200-10500	PB-2	9300-34800	4600
Sr. Section Engineer	7450-225-10500	PB-2		

#### **Pay Band & Grade Pay granted to Posts in Railways which were on par / less than Technical Supervisors upgraded to the scales above Technical Supervisors**

(Ref: Railway Board No.PC-VI/2008/I/RSRP/1. RBE No.124/2008, Dated 22.09.2008)

Post	Pre revised scale	Pay band	Corresponding pay bands	Grade pay
<b>Nursing Staff</b>				
Chief Matron	7450-11500 6500-10500	PB-3	15600-39100	5400
Nursing Sister	5500-9000	PB-2	9300-34800	4800
Staff Nurse	5000-8000	PB-2	9300-34800	4600
<b>Primary school teachers</b>				
Selection Grade	6500-10500	PB-2	9300-34800	4800
Senior Grade	5500-9000	PB-2	9300-34800	4600
Basic Grade	4500-7000	PB-2	9300-34800	4200
<b>Trained Graduate Teachers</b>				
Selection Grade	7500-12000	PB-2	9300-34800	5400
Senior Grade	6500-10500	PB-2	9300-34800	4800
Basic Grade	5500-9000	PB-2	9300-34800	4600
<b>Post Graduate Teachers</b>				
Selection Grade	8000-13500	PB-3	15600-39100	6600
Senior Grade	7500-12000	PB-3	15600-39100	5400
Basic Grade	6500-10500	PB-2	9300-34800	4800

***Continued***

<b>Accounts Department</b>				
Sr. Section Officer	7450-11500	PB-2	9300-34800	4800
Section Officer	6500-10500			
Sr.TIA	7450-11500	PB-2	9300-34800	4800
TIA	6500-10500			
Sr.ISA	7450-11500	PB-2	9300-34800	4800
ISA	6500-10500			

**Proposed Pay Band & Grade Pay for  
Technical Supervisors ON RAILWAYS**

Designation	Pay Band	Corresponding Pay bands	Grade pay
Junior Engineer-II	PB-2	9300-34800	4600
Junior Engineer-I	PB-2		
Section Engineer	PB-3	15600-39100	5400
Sr. Section Engineer	PB-3		

[Encl. 2 Annexures](#)

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**ANNEXURE 1****Comparative Revised Pay scales of various categories  
In the Pre-revised scale of Rs.1400-2300 after 5<sup>th</sup> CPC**

Sl. No	Designation	Existing Scale of 4 <sup>th</sup> CPC Rs.	Revised Scale Rs.	Para No. of 5 <sup>th</sup> CPC	Department
1.	Architect Asst.	1400-2300	6500-10500	89.18	Urban Affairs
2.	Sub-Editor	1400-2300	5500-9000	55.59	Publication staff
3.	Asst. Dietician	1400-2300	5500-9000	52.52	Para Medical
4.	Physiotherapist	1400-2300	5500-9000	52.96	Para Dental
5.	Social Worker	1400-2300	5500-9000	52.103	Para Dental
6.	Scientific Asst.	1400-2300	5500-9000	56.25	Agriculture
7.	Investigator	1400-2300	5500-9000	91.4	Welfare
8.	Technical Asst.	1400-2300	5500-9000	56.37	Agriculture
9.	Statistical Asst.	1400-2300	5500-9000	56.37	Agriculture
10.	Documentation Asst.	1400-2300	5500-9000	61.50	Commerce
11.	Inspector	1400-2300	5500-9000	62.22	Posts
12.	Statistical Asst.	1400-2300	5500-9000	62.25	Posts
13.	Jr. Scientific Asst.	1400-2300	5500-9000	63.67	Defence
14.	Legal Asst.	1400-2300	5500-9000	74.30	Labour
15.	Chargeman in Navy	1400-2300	5500-9000	63.302	Defence
16.	Sr. Engine Driver	1400-2300	5500-9000	55.184	Marine Staff
17.	Steno Typist (R)	1400-2300	5500-9000	63.83	Defence
18.	Jr. Scientific Asst.	1400-2300	5500-9000	63.87	Defence
19.	Supervisor Tech. Gr.II	1400-2300	5500-9000	63.165	Defence
20.	Cameraman	1400-2300	5500-9000	63.188	Defence
21.	Sr. Reception Officer	1400-2300	5500-9000	63.237	Defence
22.	J.S.A. I	1400-2300	5500-9000	63.23	Defence
23.	Technical Asst. (TA)	1400-2300	5500-9000	63.264	Defence
24.	Sr.Artist	1400-2300	5500-9000	64.15	Environment
25.	Home Sister	1400-2300	5500-9000	69.45	Health
26.	Skipper mate	1600-2660	6500-10500	55.187	Central Excise
27.	Artist-cum-Photographer	1600-2660	6500-10500	63.293	DRDO
28.	Superintendent	1600-2660	6500-10500	89.25	CPWD
29.	Engine Driver	1400-2300	5500-9000	55.184	Navy
30.	Supervisor Tech.	1400-2300	5500-9000	63.165	Army
31.	Jr. Scientific Asst.	1400-2300	5500-9000	63.263	Ordinance Fact
32.	Home Sister	1400-2300	5500-9000	69.45	Family Welfare
33.	Supervisor	1400-2300	5500-9000	104.65	U.T
34.	<b>Jr. Engineer – II</b>	<b>1400-2300</b>	<b>5000-8000</b>	54.36, 83.180/192, 203/217	<b>Railways</b>
35.	<b>Jr. Engineer – I</b>	<b>1600-2660</b>	<b>5500-9000</b>		<b>Railways</b>

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**ANNEXURE 2****COMPARATIVE REVISED PAY SCALES OF VARIOUS CATEGORIES  
IN THE PRE-REVISED SCALE OF RS.2000-3200 AFTER 5<sup>TH</sup> CPC**

Sl. No.	Category	Pay Scale as per 4 <sup>th</sup> CPC Rs.	Pay Scale allowed after 5 <sup>th</sup> CPC Rs.	Para Ref. of 5 <sup>th</sup> CPC Report	Department
1.	<b>Section Engineer</b>	<b>2000-3200</b>	<b>6500-10500</b>	54.38, 83.180, 83.192, 192, 203, 217, 220	<b>Railways</b>
2.	Supervisor Gr.I	2000-3200	10000-15200	66.110	Para Medical
3.	Sr. Dietician	2000-3200	8000-13000	52.52	Water Resources
4.	Asst. Engineer	2000-3200	8000-13000	90.60	Agriculture
5.	Veterinary Officer	2000-3200	8000-13000	56.86	
6.	Lecturer	2000-3200	8000-13000	104.59	
7.	Asst. Vet. Officer	2000-3200	8000-13000	64.35	Env. & Forests
8.	Rural Medical Officer	2000-3200	8000-13000	69.22	Health
9.	Field Instructor	2000-3200	8000-13000	69.22	Health
10.	Bacteriologist	2000-3200	8000-13000	69.22	Health
11.	Tutor Dietician	2000-3200	8000-13000	69.22	Health
12.	Librarian Sel. Grade	2000-3200	7500-12000	55.177	School Library
13.	H/M Primary School	2000-3200	7500-12000	55.259	Teaching Staff
14.	H/M Middle School	2000-3200	7500-12000	55.259	Teaching Staff
15.	H/M Secondary School	2000-3200	7500-12000	55.259	Teaching Staff
16.	Dairy Chemist	2000-3200	7500-12000	50.101	Agriculture
17.	Jr. Research Officer	2000-3200	7500-12000	63.61	Defence
18.	Sr. Scientific Officer	2000-3200	7500-12000	63.67	Defence
19.	Civilian Technical	2000-3200	7500-12000	63.73	Defence
20.	Sr. Foreman in Naval	2000-3200	7500-12000	63.302	Defence
21.	ACSO (R)	2000-3200	7500-12000	63.83	Defence
22.	Civilian Edn. Officer	2000-3200	7500-12000	63.84	Defence
23.	Tr. Scientific Officer	2000-3200	7500-12000	63.87	Defence
24.	Research Officer	2000-3200	7500-12000	64.50	Env. & Forests
25.	Works Engineer	2000-3200	7500-12000	66.56	Economic Affairs
26.	Dy. Manager Press	2000-3200	7500-12000	55.221	Printing Staff
27.	Ch. Enforcement Officer	2000-3200	7500-12000	66.112	
28.	Jr. Fishery Scientist	2000-3200	7500-12000	68.22	Food Processing
29.	Sr. Tutor	2000-3200	7500-12000	69.44	Health
30.	Map Analyst	2000-3200	7500-12000	70.80	Home Affairs
31.	Asst. Technical Officer	2000-3200	8000-13500	70.59	Home Affairs
32.	Transaction Officer	2000-3200	7500-12000	70.132	Home Affairs
33.	Salt Superintendent	2000-3200	8000-13500	72.23	Industry

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#### **4. ANOMALY IN ASSURED CAREER PROGRESSION SCHEME (ACPS)**

As per Government decision on recommendations of SCPC

1. There will be three up gradations under the ACP scheme after 10, 20 and 30 years.
2. The scheme will also be available to all posts belonging to Group A - whether isolated or not. Organized Group A services will, however, not be covered under the scheme.
3. Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial up gradations under the scheme. Thus, an increase of 3% of pay and grade pay shall be available as financial up gradation under the scheme.
4. The grade pay shall change at the time of financial up gradation under this scheme. The grade pay given at the time of financial up gradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay.
5. Thus, grade pay at the time of financial up gradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organization will be given only at the time of regular promotion.
6. Financial up gradation under the scheme will be available whenever a person has spent 10 years continuously in the same grade.

**It is requested that**

- i) **Anomaly of getting different grade pays during the time of regular promotion and during the time of ACP should be removed and the Grade Pay as available in the regular channel of Promotion should be granted on getting the ACP besides the said increment.**
- ii) **Modified ACP should provide for 3 financial Up-grading after every 8 years i.e. after 8,16 & 24 years of service in a grade as decided for the Defence Forces (*instead of after 10, 20 & 30 years for the civilian staff*). This is particularly justified and necessary to provide requisite mortification in case of Technical Supervisors especially since maximum age of recruitment of Junior Engineer is 35 years.**

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## **5. Removal of serious anomaly in Rule 10 of Revised Pay Rules – due to “uniform date of annual increments” in July every year**

**Rule 10 of Revised Pay Rules - 2008 provides as under:**

1. Rate of Annual increment will be 3% of total of pay in the pay band & corresponding Grade pay.

**2. Date of next increment in the revised pay structure:**

- A. There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment.
- B. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 (also) for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.
- C. For employees who had been drawing maximum of pre revised pay scale for more than a year as on 1.1.2006, the next increment in the revised pay structure shall be allowed on 1.1.2006.
- D. For employee who reaches the maximum of his pay band, he shall be placed in the next pay band after one year of reaching such maximum. At the time of placement in the higher pay band, one increment will be provided.

**3. Fixation of Pay on promotion after 01.01.2006.**

- A. On promotion from one grade to another / financial up gradation under ACP, the employee has an option to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, i.e. July of the year.
- B. If the option is given from the date of next increment, then pay in the pay band shall continued unchanged, but the grade pay of higher post will be granted. Re-fixation will be done on the date of next increment i.e. 1<sup>st</sup> July. On that day he will get two increment one annual and one for promotion.
- C. If the employee opts to get his pay fixed in the higher grade from the date of his promotion, he will get his first increment in the higher grade on the next July if he was promoted between 2<sup>nd</sup> July and 1<sup>st</sup> January. If he was promoted between 2<sup>nd</sup> January and 30<sup>th</sup> June of particular year, he will get his increment on 1<sup>st</sup> July of next year.

**Anomaly needs to be removed as it is causing discriminatory postponement of increments to those due for increments in the intervening periods** (e.g. all who have opted for fixation on 01.01.06, those having increment from Feb 06 to June 06 will be getting postponed increment compared to others who get preponed).

1. When the uniform increment date of July 1<sup>st</sup> is introduced, employees whose increment falls between February and June are being deprived of their legitimate increase due to increment.
2. In case of initial fixation and subsequent increment, the loss for those employees whose increment falls between February and June will be permanent and they will be deprived of the lost money for ever and which will not be restored at any time.
3. In case of fixing the increments on promotion after 1.1.2006, the employees whose promotion falls between February and June they have to lose their part of promotional increment up to July of that year (they will be paid the Grade pay attached to the promotional post). From July only they will be paid their 3% promotional increment.
4. Uniform increment date might have been introduced with the aim of reducing ministerial work and to avoid confusion on pay fixation. But clearly the work related to pay fixation is not going to be reduced in the new system and some of the employees has to suffer the lose for the administrative reforms which servers no purpose.
5. **Hence the uniform date of increment system should be withdrawn forthwith & Existing system be restored**

**OR Provision should be made in the Revised Pay Rules to compensate those whose increment fall due in the intervening periods.**

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## **6. GRANT OF FIRST CLASS PASS TO ALL JEs (JUNIOR ENGINEERS)**

Railway Board completely ignored the recommendations of Fourth and Fifth Pay Commissions and badly discriminated against the new entrants by allowing them to travel on only Second Class Sleeper while on tour and on Privilege for Pay up to Rs. 7200 or grade below Rs. 6500-10500 whereas the Fifth Pay Commission in Para 107.3 of its report had recommended for grant of AC Second Class / First Class Traveling facility on tour for Supervisory Staff and Supporting Staff. Even the Department of Personnel extended the First Class / 3 AC facilities to all Central Government Employees getting pay above Rs. 4100. But Railways had kept the range of entitlement much higher – especially for new entrants. This discrimination is extremely humiliating especially for the Technically Supervisors (JEs) who have to travel in a lower class than their Sub-ordinates while accompanying them on tour, as the latter get a higher pay due to overlapping Pay Scales.

- **SCPC recommended minimum A/C 3 tier travel to all Government employees and A/C 2 tier to the posts carrying grade pay from Rs.4200 to Rs. 4800.**

The Commission is of the view that travel entitlements under LTC should also be same as those on official tour and transfer. **It is, therefore, recommended that travel entitlements, whether for the purpose of official tour/transfer or LTC, should be same but no daily allowance shall be payable for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body.**

The travel entitlements of all employees will, in any case, increase and no employee's travel entitlement will be restricted to sleeper class due to various steps like up gradation of all Group D posts; proposed introduction of the new scheme of pay scales (pay bands) where all entitlements will be governed by the corresponding grade pay, etc. The Commission, therefore, recommends that the travel entitlements while on tour and transfer should be revised as under:

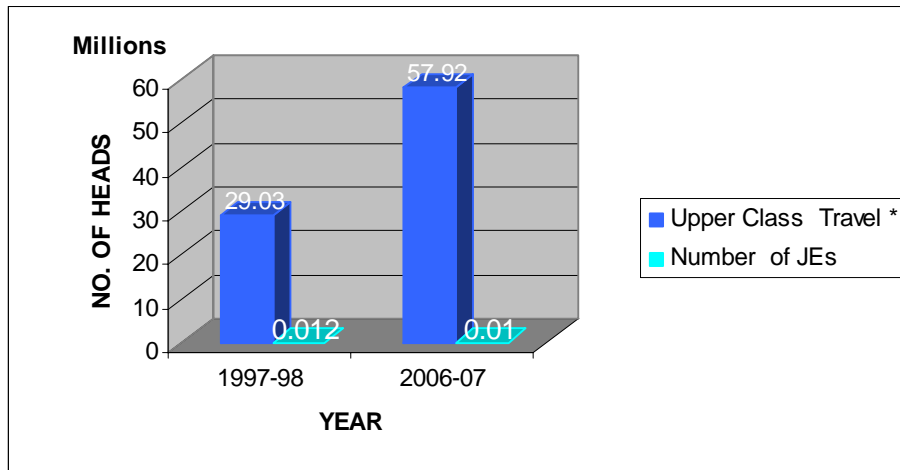
<b>Pay Range</b>	<b>Travel Entitlements</b>
For posts in the grade pay of Rs.9000 and above	J Class by air/AC First Class by train
For posts carrying grade pay from Rs.6600 to Rs.8400	Y Class by air/AC First Class by train
For posts carrying grade pay from Rs.5400 to Rs.6500	Y Class by air/AC II Tier Class by train
For posts carrying grade pay from Rs.4200 to Rs.4800	AC II Tier Class by train
For posts carrying grade pay of less than Rs.4200	First Class/AC III Tier/AC Chair Car by train

*Chapter-4.2.30, Page 236 & 237 of SCPC report*

- **WITH FAST INCREASING NUMBER OF UPPER CLASS TRAVEL IN RAILWAYS INCLUSION OF SMALL GROUP OF JES IN THE ELIGIBILITY BAND OF A/C 2 TIER TRAVEL WILL NOT HAVE ANY IMPACT ON RAILWAY REVENUE OR CAPACITY AVAILABILITY.**

This is a case of a small group of 10000 JEs out of total 70000 Technical Supervisors. Out of around 30000 JEs available in Railways only around 10000 (30%) of JEs were not eligible for the A/C 2 tier travel, remaining 70% got its A/C 2 tier travel eligibility by virtue of its appoint prior to the cut off date. (Four different cut off dates viz. appointed prior to 01.08.1969, Appointed during the period from 01.08.1969 to 10.11.1987, Appointed during the period from 11.07.1987 to 01.02.1999, and employees appointed after 01.02.1999 are available)

Between the year 1997-98 and 2006-07 number of passengers traveled in Upper class has increased from 290.3 lakhs to 549.2 lakhs, where as number of JEs who are not eligible for A/C 2 tier travel has been reduced from 12000 to 10000.



	Upper Class Travel *	Number of JEs
1997-98	290.3 lakhs	12000
2006-07	579.2 lakhs	10000

By awarding A/C 2 tier travel eligibility to all JEs Railways is going to add only a very meager (0.017%) percentage in its total passenger traveled in upper class.

**Even if, First class travel is awarded to all the employees working in the pre-revised scales Rs.5000-8000 and 5500-9000 it will be only a meager percent in total upper class passenger travel in Indian Railway.**

1.	Total Railway Employees in the year 2006-07 *	:	13,98,790
2.	Total number of Group C employees in 2006-07 *	:	9,06,648
3.	Total number of employees in scale Rs.5000-8000 (in workshop and other categories) *	:	60,736
4.	Total number of employees in scale Rs.5500-9000 (in workshop and other categories) *	:	74,418
5.	Total staff in scales Rs.5000-8000 & Rs.5500-9000 (in workshop and other categories) *	:	1,35,154
6.	Out of total in S.No-5 above maximum of only 40% of the employees of these categories are not being granted First class pass.	:	54000
7.	Total number of Upper class travel in Indian Railways in 2006-07	:	579.2 lakhs
8.	Percentage between 6 & 7	:	0.093

Even if all the existing employees in the scales Rs.5000-8000 and Rs.5500-9000 were awarded with First class pass it will only 0.093% of total Upper class travel in Indian Railways.

\* Indian Railways Annual Statistical Statement, 2006-07

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## **7. DENIAL OF DESIGN ALLOWANCE**

- ❖ Fifth Pay Commission (*vide Para 50.19*) had recommended for grant of Design Allowance of Rs.300 for Junior Engineers and Rs.600 for Assistant Engineers and the Recommendation was accepted by the Government and implemented in the CPWD (*vide their letter No. 15/4/98-DW(S&D)547-1000 dated 9.6.2000*), but the same was not implemented by the Railways although the JEs, SEs & SSEs in the Drawing & Design Offices on the Railways do a lot of designing work.
- ❖ After the implementation of SCPC report Design Allowance for Engineers working in CPWD has been doubled.
- ❖ The Design office staffs are involved in product and tool design which calls for knowledge of CAD/CAM, FEA, Vehicle Dynamics, Electrical Engineering, Electronics, mastering in certain areas of technology such as metallurgy, metrology, production technology and tool engineering etc.
- ❖ The output of design staff forms the basis for production and design office plays vital role in a production unit.
- ❖ Design group shoulders the responsibility to get the prototype manufactured.
- ❖ Creating the specifications for the new materials and concepts in coach building, control of all RDSO and rolling stock specifications, standardization of components, raw materials etc are carried out by design staff only.
- ❖ **Indian Railways is requested to grant of Design allowance to JEs, SEs & SSEs on Railways at par with their counterparts in CPWD.**

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## **8. INCENTIVE / SPECIAL PAY FOR C & M (SCIENTIFIC) STAFF**

The Chemical and Metallurgical wing is functioning in all the major workshops and production units & is known as backbone of entire Quality Assurance on Indian Railways. The C & M wing is providing its technical & advisory services to all Engineering Departments such as Mechanical, Civil, Electrical, S & T etc. The activities are primarily related to operation, maintenance, safety and reliability of rolling stocks & preventive maintenance of critical assets.

### **DUTIES & RESPONSIBILITIES**

1. Physical testing of all components of rolling stock.
2. Chemical & Physical testing of ferrous, non-ferrous, rubber, Plastics, Plywood, Composites, FRP components & materials, Electrical cables, adhesives sealants & all other materials used over Indian Railways.
3. Testing of Paints & surface coatings used for corrosion prevention on railway coaches & other useful assets.
4. Oil, Grease, Coolants & other modern Lubricants testing & verification in Diesel Sheds for proper running of Locomotives.
5. Welder approval for SAW, MIG, TIG, Spot welding processes
6. Environmental testing such as Sewage, Industrial effluents, stacks & Chimneys, ambient & Occupational air, Bio-medical waste, Hazardous waste as per norms of **Central Pollution Control Board** & State Pollution Control Board.
7. X-Ray testing of Bogie frames (Critical Weld joints), Castings, forging etc.
8. Various Non-destructive testing techniques are employed to ensure the soundness of ferrous & non-ferrous components used in the manufacturing of coaches & other products being used in various fields of Indian Railways.
9. Quality control on Paint shop for corrosion prevention & phosphating.
10. Quality Control for welding quality of Bogie frames, Under-frames, Shell etc. at Shop Floor for LHB, Conventional & All export coaches.
11. Quality Assurance activities for healthy running of Locomotive, Coaches, etc. on Shop floor.
12. Ultrasonic Testing of Wheel & Axles running in Railway Coaches & during manufacture for detection of cracks.
13. Development & approval of Welding Consumables, Welding processes etc. for manufacture of Railway coaches, bridges, track etc.
14. Calibration & Standardization of measuring & testing equipment.
15. Auditing of different criteria & aspects of ISO: 9001, 14001 & 18001.
16. Indigenization of Imported LHB Coach components for saving Railway revenue.
17. Consultancy to Design Wings of all Engineering Branches of Indian Railways for selection of proper raw material, heat treatment etc.

**These staff should also brought under Group incentive scheme or special pay / incentive on par with senior Technical Supervisors may be paid to them.**

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## 9. REVISION OF RATES OF INCENTIVE BONUS

The Hourly Rates of Incentive Bonus, for the Artisan Staff & Technical Supervisors, were last revised vide *Railway Boards Letter no. PC-V/98/1/7/4/1 Dated 21. 06.1999*. These are due for a revision since long and should be revised w.e.f. as per rates indicated in col 8 below :-

<b>PROPOSED REVISED RATES OF INCENTIVE BONUS RAILWAY WORKSHOPS &amp; PRODUCTION UNITS</b>							
<i>(REF: NOTIFICATIONS - 6TH P.C. IMPLEMENTATION GAZETTE EXTRA ORDINARY DATED 29.8.08 &amp; 1.9.08)</i>							
Pay Scale	Present Scale	Name of Pay Band	Revised Pay Bands	Corresponding Grade Pay	Revised Minimum Pay On 1.1.06 As per Fixation Table	Rates of Incentive bonus	
						* Existing Hourly Rates <u>Min. Pay</u> 208	Proposed Revised Hourly Rate <u>Min. Pay</u> 208
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
S-1	2550-55-2660-60-3200 Helper- II	-1S/ PB-1	4440-7440	1300	6050/7000 In Gr C	12.25	33.65
S-2	2610-60-3150-65-3540	-1S/ PB-1	4440-7440	1400	6260/7000 In Gr C	NA	NA
S-3	2650-65-3300-70-4000	-1S/ PB-1	4440-7440	1650	6580/7000 In Gr C	12.25	33.65
S-4	2750-70-3800-75-4400 Helper- I	PB-1	5200-20200	1800	7330	12.75	35.24
S-5	3050-75-3950-80-4590 Tech-III	PB-1	5200-20200	1900	7780	14.65	37.40
S-6	3200-85-4900	PB-1	5200-20200	2000	8060	17.55	38.75
S-7	4000-100-6000 Tech-II	PB-1	5200-20200	2400	9840	19.25	47.30
S-8	4500-125-7000 Tech-I	PB-1	5200-20200	2800	11170	21.65	53.70
S-9	5000-150-8000 MCM	PB-2	9300-34800	4200	13500	24.00	64.90
S-9	5000-150-8000 JE-II	PB-2	9300-34800	4200	13500	24.00	64.90
S-10	5500-175-9000 JE-II	PB-2	9300-34800	4200	14430	26.45	69.37
S-12	6500-200-10500 SE	PB-2	9300-34800	4200	16290	15% of Basic	15% of Basic
S-13	7450-225-11500 SSE	PB-2	9300-34800	4600	18460	15% of Basic	15% of Basic
* Ref. Railway Boards Letter no. PC-V/98/1/7/4/1 Dated 21. 06.1999							

Incentive rates for Technicians and JEs should be increased by 25% when ever the DA cross 50%, as like all other allowances which are granted at fixed amount.

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## **10. HOUSE RENT ALLOWANCE, TRANSPORT ALLOWANCE & ABOLITION OF CCA**

**House Rent Allowance:** A1 city has been reclassified as **X** and rate of HRA remains as 30%. A, B1 & B2 are classified as **Y** and the rate of HRA improved from 15% to 20%. C and unclassified locations are reclassified as **Z** and the rate of HRA improved from 7.5% to 10%.

### **Compensatory (City) Allowance: Abolished**

(Ref: 2(13)/2008-E-II(B), Govt. of India Ministry of Finance, Dept of Expenditure, Dated, 29<sup>th</sup>, August, 2008)

- ❖ The real estate value and the rental values in the cities classified as 'X' (Hyderabad, Delhi, Bangaluru, Greater Mumbai, Chennai and Kolkata) are sky ricketing.
- ❖ **HRA for a Group-D employee** in 'X' classified city in scale 1S Rs.4440-7440 + Rs.1300 will be **Rs1815**.
- ❖ **HRA for a Group-C employee** in 'X' classified city in PB-1, Rs.5200-20200 + Rs.1800 will be **Rs.2100**.
- ❖ In the above mentioned six cities, one can not find a house for the rent of around Rs.2000 per month, with minimum required floor space, ventilation, sanitation, approach roads, etc.
- ❖ Hence the HRA for the 'X' classified cities should be increased from 30% to 40%.

### **Transport Allowance**

Employees drawing grade pay of (Rs.)	Rate of Transport Allowance P.M.	
	A-1/A Class City (Rs.)	Other Places (Rs.)
5400 & above and posts in the apex scale and Cabinet Secy./ equivalent	Rs. 3200 + DA thereon	Rs. 1600 + DA thereon
4200 to 4800 and Group B, C, D employees/personnel below officer ranks drawing pre-revised basic pay of Rs. 4000 and above.	Rs. 1600 + DA thereon	Rs. 800 + DA thereon
Below 4200	Rs. 600 + DA thereon	Rs. 300 + DA thereon

(Ref: 21(2)/2008-E-II(B), Govt. of India Ministry of Finance, Dept of Expenditure, Dated, 29<sup>th</sup>, August, 2008)

- ❖ Abolition of CCA by subsuming it within TA is not reflecting the real picture. In major cities the difference in cost of living is not only due to House rent and Transport as claimed by SPCP. Even though House rent and transport cost contributes to escalation of cost of living, there are many other factors including the cost of essential commodities that contribute to the high cost of living in the major cities. Hence the abolition of CCA should be with drawn and CCA should be granted at least at the minimum rate of 5% of basic pay. **Continuing CCA becomes very important, when the rates of HRA for A1 cities are not improved.**

**The condition of Transport Allowance not granted for those availing RC pass including for spouse and children, children's school RCP etc, have to be removed:**

- ❖ Since the element of CCA is added in the TA, it should be granted to all irrespective of the employee is availing any RC pass.
- ❖ In addition to traveling by train, employees are required to use other modes of transport to reach the work spot which will also incur expenses.
- ❖ With drawing RC pass to spouse and children which are granted for a brief period in the employees entire service should not be done, since TA is primarily a compensation for the

expenses incurred by the employees to meet the travel expenses of self to reach the work spot and go back.

**UNIFORM INCREASE NOT GIVEN TO ALL THE SCALES  
(ON THE TOTAL OF PRE-REVISED TA & CCA)**

❖ Rates of CCA before the implementation of SCPC recommendations

Basic Pay	A-1	A	B-1	B-2
Below 3000	90	65	45	25
3000-4499	125	95	65	35
4500-5999	200	150	100	65
6000 and above	300	240	180	120

❖ Rates of Transport Allowance before the implementation of SCPC recommendations

Basic Pay	Rates of Transport Allowance	
	A-1/AClass city	Other Places
8000-13500 & above	800	400
6500-6900 & above but below 8000-13500	400	200
Below the scale of 6500-6900	100	75

- ❖ For the pre-revised scales above Rs.7450-11500, which are now placed in PB-3 with grade pay of Rs.5400 and above, the total amount of TA and HRA in pre-revised pay scale for A1 cities were Rs.1200.
- ❖ The new TA rate for the above categories is Rs.3200, 2.66 times to the sum of pre-revised TA & CCA.
- ❖ For the pre-revised scales of Rs.6500-10500 & 7450-11500, which are now placed in PB-2 with grade pays of Rs.4600 & 4200, the total amount of TA and HRA in pre-revised pay scale for A1 cities were Rs.700.
- ❖ The new TA rate for the above categories is Rs.1600, only 2.28 times to the sum of pre-revised TA & CCA.
- ❖ **Hence the rate of TA, For the pre-revised scales of Rs.6500-10500 & 7450-11500, which are now placed in PB-2 with grade pay of Rs.4600 & 4200, should be increased by 2.66 times to the sum of pre-revised TA & CCA ie.Rs.1900.**

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## **11. REVISION OF RATES OF TRAINING ALLOWANCE**

(Ref: No.13024/I/2008-Trg.1, Govt of India, Ministry of Personal, Public Grievances and Pension,  
Dated 5<sup>th</sup> September 2008)

- ❖ SCPC in its recommendations in Chapter 6.4 has increased the training allowance from 15% to 30 %.
- ❖ In the year 1987 when the training allowance was introduced it was granted at the rate of 30%.
- ❖ In the year 1992 training allowance was reduced to 15% due to the financial crunch.
- ❖ In its recommendation SCPC increased the training allowance to 30%.
- ❖ The recommendation was implemented through the referred memorandum by DOPT for non-permanent faculty members in the Group – A officers Training Institutes and Academies.
- ❖ **Training Allowance at the rate of 30% should be granted to all the non-permanent faculty members working in any type of training institute available in Indian Railways.**

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## 12. DENIAL OF RISK ALLOWANCE

- ❖ SCPC recommended for the withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%. The entire expenditure on paying premium for this insurance will be borne by the Government. The amount insured will be paid in case of any serious injury/death sustained in the course of employment and will be over and above the other benefits available to all categories of Government employees. These employees should also be provided with additional health benefits with mandatory health check-ups every quarter and enhanced leave, wherever the same is necessary for proper recuperation. Further, the Government should ensure that latest technology and greatest level of care is observed in these jobs so that the element of risk involved therein is minimized.

(Ref: SCPC report, Chapter 4.2.68, page No.251)

- ❖ **Government is also agreed to this recommendations and it will be introduced w.e.f 1.4.2009 after the consultation with staff side.**

(Ref: Ministry of Finance Resolution dated 29<sup>th</sup> August, 2008, PART-B)

- ❖ **Medical and Life insurance can only be considered as supplementary relief in case of deteriorated health or death. Risk allowance as a part of monthly pay is very essential to differentiate and motivate the employees who work in risk environment.**
- ❖ The Recommendations made by various Pay Commissions in this regard are as follows.

<b>Second CPC</b>	Recommended Rs.3 to unskilled staff worked in Defense and Railways whose work was exceptionally heavy or whose normal duty involved special risks such as those of chemical process or those who handled explosives. Also extended to sweepers working in under ground sewers.
<b>Third CPC</b>	Recommended Rs.10. Included semi skilled workers worked in boiler plants and cold storage plants.
<b>Committee on Risk allowance</b>	Classified the beneficiaries in to four categories, namely, Semi-skilled, skilled, supervisors and Certain gazetted and non-gazetted officers. The rate ranged from Rs.15 to Rs.100 per month.
<b>Fourth CPC</b>	Recommended 100% increase in the existing rates.
<b>Fifth CPC</b>	<ol style="list-style-type: none"> <li>1. <b>Contingent Risk</b> Relate to one time events where the event is uncertain.</li> <li>2. <b>Continuous Risk</b> Situation where the risk is inherent and continuous in the occupational itself with adverse effects on health.</li> <li>3. Fifth CPC recommended Risk allowance for those categories fall under sl.no.2.</li> <li>4. It also de notified number of categories.</li> <li>5. Recommended Risk allowance ranged from Rs.40 to Rs.300.</li> </ol>

**Risk Allowance should be paid at the rate of 30% of Pay and should be *inter-alias* extended to Semi-Technicians & Technical Supervisors and officers working in the following areas.**

- **In Paint shops, Forge & Smith shop, Electroplating shops** in Work shops and Production Units of Indian Railways have adverse effects of health.
- **In open line depots and yards**, exposure to hot sun, heavy rain, cold climate and unhygienic open to sky work areas particularly, presence of human excreta are having inherent health risks.
- **In Diesel Shed** exposure to high noise to the decibel level of 180, working temperature around 50 degree centigrade and air pollution beyond permissible levels.
- **In Track maintenance** exposure to hot sun, heavy rain, cold climate and unhygienic open to sky working, presence of human excreta and other non bio-degradable wastes are having inherent health risks.
- **Chemical and Metallurgical wing** where the staff are exposed to paints, rubber materials, FRP, oil, grease, coolant, X-ray, Ultrasonic, etc.

### **13. REVISION IN THE RATES OF FAMILY PLANNING ALLOWANCE**

(Ref: F.No.7(20)/2008-E.III(A), Govt of India, Ministry of Finance, Dated 24<sup>th</sup> September,2008)

- ❖ Amount of family planning allowance sanctioned in the pre-revised scale is equal to one increment of that particular scale.
- ❖ While calculating the family planning allowance in the revised pay the criterion of allowance equal to one increment is not followed.
- ❖ Family planning allowance equal to one annual increment (3%) of mean value of the pay band plus the grade pay attached to the post has to be granted as given in the table.

Pay scale	Pay Band	Corresponding Pay band	Grade Pay	Pay Band	Corresponding Pay band	Grade Pay	Rate of family planning Allowance	3% of mean value of Pay Band + Grade pay
S-1	-1S	4400-7440	1300	-1S	4400-7440	1300	210	220
S-2	-1S	4400-7440	1400	-1S	4400-7440	1400		220
S-2A	-1S	4400-7440	1600	-1S	4400-7440	1600		230
S-3	-1S	4400-7440	1650	-1S	4400-7440	1650		230
S-4	PB-1	4860-20200	1800	PB-1	5200-20200	1800		440
S-5	PB-1	4860-20200	1900	PB-1	5200-20200	1900		440
S-6	PB-1	4860-20200	2000	PB-1	5200-20200	2000		450
S-7	PB-1	4860-20200	2400	PB-1	5200-20200	2400		460
S-8	PB-1	4860-20200	2800	PB-1	5200-20200	2800	250	470
S-9	PB-2	8700-34800	4200	PB-2	9300-34800	4200	400	790
S-10	PB-2	8700-34800	4200	PB-2	9300-34800	4200		790
S-11	PB-2	8700-34800	4200	PB-2	9300-34800	4200		790
S-12	PB-2	8700-34800	4200	PB-2	9300-34800	4200		790
S-13	PB-2	8700-34800	4600	PB-2	9300-34800	4600	450	800
S-14	PB-2	8700-34800	4800	PB-2	9300-34800	4800	500	810
S-15	PB-2	8700-34800	5400	PB-2	9300-34800	5400	550	830
New scale	PB-3	15600-39100	5400	PB-3	15600-39100	5400		990
S-16	PB-3	15600-39100	5400	PB-3	15600-39100	5400		990
S-17	PB-3	15600-39100	5400	PB-3	15600-39100	5400		990
S-18	PB-3	15600-39100	6100	PB-3	15600-39100	6600	650	1020
S-19	PB-3	15600-39100	6100	PB-3	15600-39100	6600		1020
S-20	PB-3	15600-39100	6500	PB-3	15600-39100	6600		1019
S-21	PB-3	15600-39100	6600	PB-3	15600-39100	7600	750	1050
S-22	PB-3	15600-39100	7500	PB-3	15600-39100	7600		1050
S-23	PB-3	15600-39100	7600	PB-3	15600-39100	7600		1050
S-24	PB-3	15600-39100	7600	PB-4	37400-67000	8700	800	1830
S-25	PB-3	15600-39100	8300	PB-4	37400-67000	8700		1830
S-26	PB-3	15600-39100	8400	PB-4	37400-67000	8900	900	1840
S-27	PB-3	15600-39100	8400	PB-4	37400-67000	8900		1840
S-28	PB-4	39200-67000	9000	PB-4	37400-67000	10000	1000	1870
S-29	PB-4	39200-67000	9000	PB-4	37400-67000	10000		1870

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