

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

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No: IRTSA /Memo/ C&M/GP/2012-8

Date: 7-5-2012

1. Shri Pranab Mukherjee, Hon'ble Minister of Finance (GOI), North Block, New Delhi.
2. Shri Mukul Roy, Hon'ble Minister of Railways, (GOI), Rail Bhawan, New Delhi.

Respected Sir,

**Sub: Non-implementation of accepted recommendations of Sixth Pay Commission -
- Appeal against serious injustice regarding Grade Pay of Chemical and
Metallurgical Supervisors (CMSs & CMAs) on Indian Railways**

**Ref: 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. We seek your kind intervention in respect of serious injustice regarding the Grade Pay of **Chemical & Metallurgical Supervisors** on Railways - as notified vide orders cited above after the Sixth Pay Commission.

2. C&M Supervisors ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the back bone of Quality Control and preventive maintenance exercise of all Engineering departments.

3. It is regretted that the higher qualifications, duties and responsibilities, that are linked with the safety of train operations, were not considered while deciding their grade pay.

4. Grade Pays of C&M Supervisors had been equated and bunched with the categories which were earlier in lower scales than them. Grade Pay of some categories - which were previously in 1 or 2 scales lower have been placed two Grade Pays above the C&M Supervisors. The category of C&M Supervisors which was in the highest pay scale among all Group-C employees (**as indicated in Annexure I & II**) has been humiliated by being placed in lower Grade Pay than the categories, which do not shoulder as much responsibilities as the C&M Supervisors.

5. ANOMALY CREATED AFTER SIXTH PAY COMMISSION:

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications (of B.Sc. for CMA-II (pre-revised Scale of Rs.5000-8000) and Degree in Engineering (Metallurgy/Chemical)/ M.Sc.(Chemistry/Applied Chemistry) for CMA-I (pre-revised Scale of Rs 5500-9000) and they have to undergo one year's induction training, which is higher than all the non-technical categories, But after the 6th pay commission they have been equated with or placed in lower grade pay scales than some of the non- technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualifications, training and experience required for their job but also ignoring the duties, responsibilities and overall job requirements of the C&M supervisors.

b) **NON-IMPLEMENTATION OF ACCEPTED RECOMMENDATIONS OF SIXTH PAY COMMISSION:** Para 3.4.7 of Sixth Pay Commission clearly mentioned that “*all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running pay Band PB-2 of Rs 8700-34800* along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.*” - * (PB Rs. 8700-34800 has since been improved as Rs.9300-34800 by GOI)

Even this accepted recommendation of the Sixth Pay Commission has also been overlooked in the case of CMA-I (Chemical & Metallurgical Assistants ~~Grade-I~~) - in the Pre-revised scale of Rs 5500-9000) with – BE / Degree in Engineering / MSc have unjustly been placed in PB-2, Grade Pay of Rs 4200 instead of Grade Pay 4600.

Violation of the above said accepted recommendations of the Sixth Pay Commission is causing serious unrest, frustration and disillusionment amongst such highly qualified staff on the Railways who are responsible for effective quality control and safety on the Railways.

c) SCPC report for scientific staff has recommended through para 3.5.7 "The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800* along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500. - * (PB Rs. 8700-34800 has since been improved as Rs.9300-34800 by GOI)

This recommendation of Sixth Pay Commission has also been overlooked for CMA-I on the on the Railways, who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

d) **HORIZONTAL PARITY AND VERTICAL RELATIVITY HAVE BEEN DISTURBED:**

Both horizontal parity and vertical relativity - have been disturbed after the Sixth CPC - in the case of C&M Supervisors since they have been placed **even below the supporting staffs** like the Accounts Staff, Teachers and Nurses - which were previously in the lower pay scales all through. The later have now unjustly been placed even two grades higher than the C&M Supervisors (**as indicated in Annexure I & II**).

6. 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. C&M Supervisors have to update their knowledge and skills and to acquire new ones to adapt to new technology for effective quality control & safety on the Railways.

7. It is regretted that even the recommendations of Railways Departmental Anomalies Committee to the Ministry of Finance – made as long back as in 2009 - had not so far been accepted by the by the Ministry of Finance regarding the Grade Pay of **C&M Supervisors and for some other categories of Indian Railways**. This has created severe heartburning.

8. It is therefore requested that:

- i. **CMA-II (Chemical & Metallurgical Assistant – II) in the pre-revised Scale of Rs 5000-8000 (Redesignated as Chemical & Metallurgical Assistant) may please be granted grade pay of Rs 4800 in PB-2 with direct recruitment qualification of B.Sc.(Chemistry/Physics)– (keeping in view their nature of Duties & Responsibilities).**
- ii. **CMA-I (Chemical & Metallurgical Assistant –I) in the pre-revised Scale of Rs 5500-9000 may please be upgraded as CMS-I (Chemical & Metallurgical Superintendent in the pre-revised scale of Rs 7450-11500 - (as per recommendations of Sixth Pay Commission vide Para 3.4.7 & 3.5.7)**
- iii. **CMS-II & CMS-I (Chemical & Metallurgical Superintendents – I & II) - (in the pre-revised scale of Rs 6500-10500 Rs 7450-11500 respectively - which have now both merged and redesignated as Chemical & Metallurgical Superintends) may please be granted the grade pay Rs.5400/- in PB-2 with direct recruitment qualification of Degree in Engineering (Metallurgy / Chemical Engineering) or Post Graduates in Science (M.Sc. Chemistry / Applied Chemistry) – (keeping in view their higher nature of Duties & Responsibilities).**

Thanking you. With kind regards,

Yours faithfully,



(Harchandan Singh)
General Secretary, IRTSA

Encls 2 Annexures

Copy for information & kind consideration to:

1. Secretary, Ministry of Personnel & Training & Public Grievances, North Block, New Delhi
2. Member Staff, Railway Board, Rail Bhawan, New Delhi
3. Additional Member Staff, Railway Board, Rail Bhawan, New Delhi.
4. EDPC, Railway Board, Rail Bhawan, New Delhi.

RECRUITMENT QUALIFICATIONS, TRAINING, JOB DESCRIPTION & RESPONSIBILITIES

I RECRUITMENT, QUALIFICATIONS AND TRAINING

1. a) 50% posts of CMA-II(Pre-Revised scale of Rs.5000-8000) are filled up by direct recruitment through Railway Recruitment Boards with BSc(Chemistry) as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
b) Remaining 50% posts of CMA-II are promoted from Lab Assts-I(Pre-Revised scale of Rs.4500-7000) having long years of practical experience after passing a test conducted by RDSO.
2. a) 66.7% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by direct recruitment through Railway Recruitment Boards with Engg. Degree (Chemical/Metallurgy) / MSc (Chemistry) as qualifications. They are further given intensive practical & theoretical training for 1year in CMT Laboratories attached to Workshops, Sheds, Depots, and Production Units etc.
b) 33.3% posts of CMA-I(Pre-Revised scale of Rs.5500-9000) are filled up by promotion of CMA-IIs
3. 100% posts of CMS-II (Pre-Revised scale of Rs.6500-10500) are filled up by promotion of CMAs-Is.
4. 100% posts of CMS-I(Pre-Revised scale of Rs.7450-11500) are filled up by promotion of CMS-Is.

II Job Description

1. Testing of materials and components for Mechanical/Metallurgical properties and Chemical compositions.
2. Testing of Paints & surface coatings used for corrosion prevention on Rolling stock & other useful assets.
3. Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.
4. Testing of Welding Consumables & Evaluation of Welders.
5. Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
6. Radiographic testing of Welds (Critical joints), Castings, Forgings etc.
7. Ultrasonic Testing of Wheel & Axle during manufacture & service.
8. Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs.
9. Process control in heat-treatments of Annealing/ Normalizing of Forged Components.
10. Process control in heat-treatments of Hardening and Tempering of Coiled Springs.
11. Inspection & certification of components at Firm's premises
12. Carrying out failure analysis of components used in Rolling stock and advising necessary corrective and preventive action to avoid such premature failure.
13. Control of monitoring of environment around Work premises to comply with the Standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHSAS - BS-18001/2007).

III RESPONSIBILITIES

CMSs and CMAs are responsible for the following:

1. Timely testing of Materials and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
2. Procurement and maintenance of Stores
3. Inventory control and Material management.
4. Optimum utilization of Men and Material Resources & Safety through intensive Supervision and Quality Control.
5. Ensure Staff discipline, holding inquiries and effective house-keeping.
6. Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

IV Multifaceted Responsibilities – Attracts more punishment – Tough selection

1. Multifaceted Duties & responsibilities combined with main Technical duties which decide the performance level & public face of Railways.
2. For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition etc CMS & CMA will be fixed invariably.
3. Will be taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
4. Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.

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

Sl. No	Post	Pre-revised scale (after Fifth CPC)	Upgraded Scale (after Sixth CPC)	Corresponding Grade Pay (after Sixth CPC)
1.	Staff Nurse	5000-8000	7450-11500	4600, PB-2
2.	Nursing Sister	5500-9000	7500-12000	4800, PB-2
3.	Asst. Nursing Superintendent	6500-10500	8000-13500	5400, PB-3
4.	Primary School Teacher – Gr-II	5500-9000	7450-11500	4600, PB-2
5.	Primary School Teacher – Gr-I	6500-10500	7500-12000	4800, PB-2
6.	Trained Graduate Teacher – Gr-III	5500-9000	7450-11500	4600, PB-2
7.	Trained Graduate Teacher – Gr-II	6500-10500	7500-12000	4800, PB-2
8.	Trained Graduate Teacher – Gr-I	7500-12000	8000-13500	5400, PB-2
9.	Section Officer (Accounts)	6500-10500	7500-12000	4800, PB-2
10.	Asst. Accounts/Audit Officer	7450-11500	7500-12000	4800, PB-2
11.	Accounts/Audit Officer	7500-12000	8000-13500	5400, PB-2
12.	CMS	6500-10500 & 7450-11500	7450-11500	4600, PB-2

INJUSTICE WITH CMAs

S. NO.	Post	3 rd CPC Rs.	4 th CPC Rs.	5 th CPC Rs.	GP in SCPC
1	Staff Nurse	425-700	1600-2660	5000-8000	4600
2	Nursing Sister	425-700	1640-2900	5500-9000	4800
3	Trained Graduate Teacher – Gr-III	425-700	1400-2600	5500-9000	4600
4	CMA	425-700	1400-2300	5000-8000	4200