INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No. IRTSA/ Memo/Dsg & Drg/RB/ 29-10 **Dated: 17-11-2010**

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

Dear Sir,

SUBJECT: BURNING PROBLEMS OF DESIGN & DRAWING ENGINEERS ON RAILWAYS

In continuation of our memorandums submitted earlier, we reiterate our submissions and emphasize on the heart burning problems of Design and Drawing Engineers on the Railways and draw the kind attention of the Railway Board towards the following main issues.

1. <u>Role of Design and Drawing Engineers</u>:

i. Design & Drawing Engineers (JE & SSE Design / Drawing) working in Mechanical, Electrical, Civil Engineering and Signaling Departments require high degree of Technical expertise, intelligence and wisdom; and are responsible for initiation of new or improved designs of Rolling Stock, Locomotives, Jigs, Tools, Systems, Equipments and innumerable Fixed & mobile Assets on the Railways.

ii. Their duty starts right from survey to continual improvement in the system without any boundaries. Duties and responsibilities of Design & Drawing Engineers which includes many other duties as well – (as explained in Annexure-II).

iii. Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. Drawing & Design Engineers (JE & SSE Design / Drawing) play a vital role for this purpose for continuous induction of new technology and improvements are made & initiated by them continuously in the existing systems & technology.

iv. In the cadre of Design & Drawing Engineers (with the entry qualification of Diploma in Engineering at JE level with one and half years on the job training; and Graduate in Engineering at SSE level with one year on the job training - only two Grade Pays are available, ie. JEs in Rs.4200 Grade pay and SSE in Rs.4600 Grade Pay – with very meager avenues for further promotion as already stated in the foregoing para.

2. <u>Anomaly in the Pay scales of Design & Drawing Engineers:</u>

i. Sixth Pay Commission & the Railway Board had not considered the higher recruitment qualification, induction training, higher duties & responsibilities, and specialized trainings of the Design & drawing Engineers - while deciding the pay scales.

ii. Existing relativity has been disturbed vis-à-vis Para-Medical (Nursing Cadre) & Accounts Staff in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.

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. **It is therefore requested that, Senior Section Engineers in the Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs.5400 and the Junior Engineers in the Grade pay of Rs.4200 may please be granted the Grade Pay of Rs.4800.**

Duties & responsibilities of Design & Drawing Engineers is explained in annexure-I

3. **Career Progression of Design and Drawing Engineers:**

Less than 1 % of Design & Drawing Engineers – (entering service with Diploma or Degree in Engineering) - reach Group B level and only a small fraction thereof reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C. This is especially so due to non-implementation of DOP's orders regarding Classification of Posts – issued after the last 4 Pay Commissions on the Railways. Large majority of Design & Drawing Engineers (with Diploma in Engineering as qualification at JE level and with Graduation in Engineering as qualification at SE/SSE level) do not get any promotion except in a very few cases and that too at the fag end of their careers. Even after long years of experience and expertise they remain and mostly retire in the Supervisory cadre in Group-C itself.

It is, therefore, requested to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Design & Drawing Engineers on the Railways.

Detailed justification is submitted in Annexure-II

4. **Anomaly in granting Financial Up-gradation in MACPS:**

i. Tracers and Assistant Draftsman who were recruited in scale Rs.4000-6000 were upgraded to the scale of Rs.5000-8000. After the implementation of SCPC recommendations the entry grade in the Design & Drawing wing is in the grade pay level of Rs.4200. It is requested that, **For the purpose of MACPS benefit entry grade of Tracers and Assistant Draftsman should be counted from the Grade Pay of Rs.4200 ignoring the promotions earned in the merged/up-graded grades**.

The Railway Board is requested to advice Zonal Railways to treat the "Abolition and up-gradation" of the pay scale Rs.4000-6000 to the pay scale 5000-8000 as "MERGER" of two scales [both for Tracers & ADM] and to Grant ACP to all JE/II (Drawing) in IR immediately before the implementation of 6th Pay commission. Necessary circular to replace the words abolition, merger, upgraded, promoted, etc., with suitable glossary may please be issued as in case of pharmacist.

ii. Engineering Graduates of Design & Drawing were recruited in the grade of Rs.5500-9000 in the pre-revised scale. From 1.9.1998 recruitment of Engineering Graduates is upgraded to Rs.6500-10500 in the pre-revised scale, replacement Grade Pay of Rs.4600 in the Sixth Pay Commission scale. Engineering Graduates who were all appointed prior to 1.9.1998 will be getting financial up-gradation one grade below than that of those appointed after 1.9.1998. This is against the natural justice and the basic spirit of motivational element in the MACP.

iii. **It is therefore, requested to kindly eliminate this discrimination by placing all the Engineering Graduate Entrants in the Design cadre irrespective of their date of entry in the revised scale with the of Grade Pay Rs.4600.**

Detailed justification is submitted in Annexure-III

5. **Cadre Distribution on par with Technical Supervisors:**

Design & Drawing Engineers perform the duties similar to that of Technical Supervisors in Civil, Mechanical, Electrical and S&T departments. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer, Section Engineer, Senior Section Engineer) with suitable suffix, and granted the status of Technical supervisors and uniform cadre distribution.

But the Design & Drawing Engineers are the only category left out of the Technical Supervisors cadre with same designation. The cadre structure of the Design & Drawing Engineers were also brought on par with that of Technical Supervisors by abolishing/up-grading the scales below Rs.5000-8000 (pre-revised). Now Design & Drawing cadre is having the pay scales on par with Technical supervisors. (JE in the Grade Pay of Rs.4200 & SSE in the Grade Pay of Rs.4600).

It is requested that the Design & Drawing Engineers who are all part and parcel of Technical department and invariably doing the technical work may also please be classified as Technical Supervisors and appropriate cadre distribution may please granted to them at par with Technical Supervisors.

6. **Grant of PCO allowance / Incentive Bonus to the Design & Drawing Engineers working in Production units & Work shops:**

Design & Drawing Engineers in Railway Workshops & Production Units play important roles in improving the production & productivity through improved materials, Tools, Templates, Jigs & Fixtures, designing of new components & prototypes of Rolling Stocks apart from their core work of Design. But all these staffs are not paid either any Incentive Bonus or the PCO Allowance like the other Technical Supervisors & Staff in the PCO *(Production Control Organisation).* Thus they get less take home pay than the rest of the technical staff in the Workshops & Production Units, in spite of substantial contribution & technological inputs to the productivity. This is a great injustice which is causing much heart burning frustration amongst them due to vide disparity in their take-home pay.

It is, therefore, requested that the Design & Drawing Engineers in Workshops & Production Units be treated as part of Planning wings of PCO & paid either the PCO Allowance or Incentive Bonus at par with their counterparts working in PCO / Shop floor.

Yours' faithfully,

Harchandan Singh,
General Secretary, IRTSA

Copy for information & favourable consideration to:

i) Sri.P.K.Sharma, additional Member Staff, Railway Board.
ii) Shri A. K. Nigam, Advisor Industrial Relations, Railway Board, New Delhi.
iii) Executive Director Pay Commission-I, Railway Board, New Delhi.
iv) Executive Director Pay Commission-II, Railway Board
v) Secretary (Establishment), Railway Board, New Delhi.

Annexure-I

DUTIES & RESPONSIBILITIES OF DESIGN & DRAWING ENGINEERS

DUTIES AND RESPONSIBILITIES OF DESIGN ENGINEERS IN PRODUCTION UNITS

1. The Design Engineers 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.
2. The design work is a creative job and is not a repetitive one, which requires continuous and intensive application of mind.
3. The Design Engineers are directly related to production activity. The various activities include design calculation of various parameters of strength of components under different conditions of loading, prototype manufacturing, verification and validation of design, before approving for batch production. The output of Design Engineers forms the basis for production and their role is vital in a production unit.
4. During the development of new concepts, even process planning group are not authentic enough to decide the sequence of operations, as no validated process is known at that time. But Design Engineers shoulders the responsibility to get the prototype manufactured; supervising the complete fabrication process on shop floor and giving on the spot solutions and decisions for the problems emerged out during the actual manufacture to avoid any type of delay in execution of the project. Furthermore, when the series production starts after the prototype manufacture, Design Engineers group monitor and supervise the online performance of newly developed products. The responsibility increases further to the tune of successfully completing the commissioning of newly built coaches in Indian Railways.
5. The Design Engineers are analyzing on day to day basis, the customer's functional and performance requirements execute the design such that it meets all the requirements and co-ordinate and interact with shop floor, in order to finalize improvements and modifications in the design of the coach and its components. Close coordination with shop floor activities is required from Design Engineers for the manufacture of prototype coach; conduct test & trials during the development stage.
6. Design Engineers carry out online inspection and studies.
7. Creating the specifications for the new materials and concepts in coach building, control of all RDSO and ICF specifications, standardization of components, raw materials etc are carried out by design staff only.
9. On the Jig & Tool design side, the design engineers are involved in design & development of all major assembly and sub-assembly fixtures, press tools to suit the new inventory machines, Drill jigs, other machining fixtures for mass production activity, machinery & plant drawings, handling equipment drawings etc. and also to coordinate with Tool room for proper manufacture of tools and provide necessary guidance to the shop floor staff for proper use of tools.
9. On the Electrical side, the Design Engineers are involved in creating equipment specifications, evolution of power, control and auxiliary schemes with protections, preparation of test procedures, commissioning instructions, Maintenance manual etc.
8. To establish adequacy of the design, the design engineers identify the right type of raw materials to be used, decide the process to be followed, Heat treatment to be given, protective coating to be given and final process of finish. By this way Design Engineers are involving in all processes of activities starting from evolution of basic design to the Process planning, tool planning, manufacturing, inspection, material handling, packing and delivery and preparing operating and maintenance manual and commissioning instructions for new builds.
9. Even after the dispatch of coaches, Design Engineers are having continuous interaction with the customer railways in communicating the improvements/modifications carried out in Design for keeping the Zonal railways updating of design changes and help them to carryout the maintenance by providing all related information. A close liaison is maintained with the user Railways in trouble shooting the problems observed during the service run of these coaches. Depending upon the feedback received from user Railways and reaction from passengers, design group is making consistent effort to improve the quality of the product in terms of better passenger amenities, better passenger safety measures and also to improve revenue earning.

SPECIFIC DUTIES OF DRAWING & DESIGN ENGINEERS *(TECHNICAL)*

1. Preparation of layout drawing for Sheds, Shops and Sick Lines for modification/extension.
2. Issue of Technical Standing Orders, Procedure Orders, Maintenance Orders, Alteration Sheets, Trail Sheets and following action on them.
3. Preparation of technical notes, graphs, charts etc., for Loco Standards Committee, Carriage & Wagon Committee, Diesel Group meetings, Corrosion Committee meetings, etc., investigation of derailment and engine failures and their remedial measures.
4. Selection of alternative material and specification for smooth and economical operation.
5. Suggestion and preparation of Drawing for anti-pilferage of Rolling Stock components.
6. Provision of safety devices for Rolling Stock to avoid accidents.
7. Fixing permissible clearances for meeting components and condemning limits thereof pertaining to Non-IRS and BESA locomotives.
8. To monitor trial of components in connection with procurement.
9. Visit Shops, Sheds, Sick Lines, etc. for collecting data to enable the issue of modification to components of Rolling stock and guide the technical staff.
10. Study & prepare report for standardization / rationalization of thousands of components of Rolling stock.
11. Discuss technical problems with officers in day to day working and difficulties faced by the Shops, Sheds and prepare drawings thereof.
12. Training of Apprentices in Drawing Sections.
13. Modification of Rolling stock components and maintain its up-to-date records. Drawing section of Mechanical Workshops have different cells and Head Junior Engineer/Drawings/Senior Designer supervise these different cells constituting the above nature of work and assist Chief Junior Engineer / Drawings / Designer in day to day work. In addition, the Section Engineer / Sr. Designer performs the following duties in common with their Counter-parts in Production Units of Railway viz., Integral Coach Factory, Chittaranjan Locomotive Works and Diesel Locomotive works.

GENERAL DUTIES:

1. General administration of Technical & Ministerial staff and supervision in the Drawing B.C. preparing the assembly and detail part drawings for manufacture of components.
2. Developments of indigenous components for import substitution and supervision, preparation of detailed working drawings from consulting Engineers and of Railways Design and standard Organisations Line Drawings and from samples supplied by the Shops and Sheds.
3. Co-ordination with Shops during manufacture of components and evolution of new methods for their manufacture and also handling correspondence with RDSO and Railway Board/Other Zonal Railways on Technical matters.
4. Compilation & maintenance of Tech. Data / Drgs. for thousands of items.
5. Supervision and supply of up to date drawings to Workshops, Sheds and to controller of stores for manufacture/procurement of material.
6. Technical scrutiny of tender papers for procurement of Rolling Stock components and inspection of materials as per specification.
7. Estimation of Railway materials and compilation of Rolling Stock components.

Functional justifications for improvement in Cadre Restructuring of Design & Drawing Engineers on Zonal Railways

The works listed / assigned requires a high level of technical acumen, forecasting ability and problem solving ability. This job requires high technical qualifications along with managerial skills. This point has been ignored all along and merely for convenience this Cadre has been placed with other general pay scales. A few of the jobs currently handled are as below:

- Technical Evaluation.
- Engineering Codal Provisions.
- Railway's Codal Provisions.
- Survey *(Reconnaissance, Preliminary & Final location)*
- Collection of Data.
- Planning.
- Design.
- Estimation.
- Works management.
- Feasibility Study.
- Economy Viability Study.
- Developmental works.

Preparation of General arrangement & detailed drawings related to:–

1. New projects and proposals
2. Modification and Restoration
3. Civil & Construction works
4. Track layout.
5. Track Maintenance
6. Electrical System
7. Signaling System
8. Network
9. Radio Signaling
10. Maintenance of M&P
11. Water Supply & Sanitation
12. Accident & Prevention
13. PERT & CPM charts.
14. Rain water harvesting.
15. Index section & plans.
16. Interaction with Field Engineers.
17. Exploring alternative methodology.
18. Thorough study of accidents and preventive measures.
19. Conducting trials regarding technical feasibility and economic viability.
20. Liaison with accounts for vetting.
21. Track monitoring works like OMS, Amsler, Oscillograph.
22. Processing to obtain CRS's sanction for works.
23. Processing to obtain Safety certificate from CRS for running of trains.
24. Preparation of specifications for all works.
25. Preparation of Work Instructions.
26. Job Analysis.
27. Asset Management & Development.

28. Preparation of system maps.
29. Preparation of special maps.
30. Technical assistance to special Committee.
31. Looking into safety aspect.
32. Preparing of technical standing order.
33. Preparation and analysis of technical reports.
34. Providing in-house training.
35. Workshop activities.
36. Preparation of Track Machine Deployment Charts.
37. Tender related activities.
38. Mooting out new proposals.
39. Issue of Coach alteration instructions(CAI)

Non-technical & out of scope works.

- Computer programming.
- Creating & maintaining Database.
- MIS data.
- Upkeep of computers.
- Progress of Works.
- Preparation of regular and special reports and minutes of meetings.
- Assisting Hon. MLA / MP Committee & members.
- Taking part in preparation of books from data entry to Dispatch.
- All sundry works assigned by the Administration.

DUTIES & RESPONSIBILITIES OF DESIGN & DRAWING ENGINEERS OF CIVIL ENGINEERING

Surveying

a. Reconnaissance
b. Technical feasibility
c. Final location
d. Acquisition of land
e. Curve setting
f. Location of station buildings
g. Alignment of pipelines
h. Flood investigation
i. Location of Bridges

Preparation of plans

a. Building
b. Track
c. OMS charts
d. Yard
e. Layouts
f. Land
g. W & S
h. Hydrants
i. GAD
j. Temporary Arrangement
k. PCS/RCC/Steel bridge
l. FOB
m. ROB/RUB

Structural designs

a. Structure
b. OHT
c. Bridge
d. Culvert
e. Track stress
f. Curves
g. PSC
h. Checking of 3rd party designs

Estimating

a. Rough cost estimate
b. Detailed estimate
c. Completion estimate
d. Urgency certificate
e. BCI

Tendering

a. Preparation
b. Scrutiny
c. Comparative statement
d. TC proceedings
e. Accounts vetting
f. Re tender
g. Risk tender

Completion plans

a. Plans
b. Estimate
c. Documents

Accounts concurrence

a. Estimate
b. Works programme
c. Variation statement
d. Vitiation statement

Collecting site details

a. Bridge data
b. Building data
c. Track data
d. Structure along track
e. FOB
f. ROB / RUB

TRC

a. Accompanying
b. Checking
c. Charts maintenance

M book

a. Measurement check
b. Cement schedule
c. Steel schedule
d. Certification of quantities

Works programme

Preparation of charts, booklets

a. MCDO
b. PCDO
c. VIP visit
d. Detailed Project Report

Land management

a. Maintenance of land plans
b. Removal of encroachments
c. Demarcation of land boundaries
d. Licensing & Leasing
e. Way leave facilities
f. Rent rules

Asset management
BSR
Data storage
Rate analysis
CRS sanctions
Safety certificate
Accidents & breaches

a. Collection of site details
b. Preparation of drawings
c. Attending enquiry with relevant data

Instrumentation
Track machines
ODC
Interaction with State Govt.

Annexure-II

CAREER PROGRESSION OF DESIGN AND DRAWING ENGINEERS:

Need for Combined Cadre Restructuring of Group A, B and C on the Railways:

There has been no upgrading or Cadre Restructuring of the Apex Grade of Group C ever on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade 'C – especially amongst the Design & Drawing Engineers on the Railways.

JUSTIFICATION FOR COMBINED CADRE RESTRUCTURING OF GROUP A, B & C ON RAILWAYS

i) In the new scenario of modern liberalized economy and management requirements thereof, it is requested that Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' may please be considered to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on Railways – keeping in view the following facts:

ii) Most of the employees get 3 or 4 promotions or even more in their service in Railways - except the JEs & /SSEs. It is pertinent that JEs with Diploma in Engineering and one & a half year of training as well as SSEs with Graduate in Engineering and one year of on the job training - are getting stagnated in the Apex Group C scale with out any further avenue of promotion except in rare 1% cases. JEs who enter in the Grade Pay of Rs.4200 will get only one promotion to the GP of Rs.4600. SE/SSE with Graduate in Engineering qualification enter in the GP of Rs.4600 and will remain stagnant in the entry grade itself. The JEs & SE/SSEs rot at the GP of Rs.4600 through out their career since they have very meager number of posts in Group-B.

iii) In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-B posts are available for 5,72,191 Group-C employees, i.e. just 0.74% posts are available in Group-B. After abolition & Up-gradation of Group-D to Group–C the availability of Group-B posts will further dip to very meager i.e. just 0.47% - as indicated in the Tables below:

Analysis of Staff Strength in the Technical departments of IR as on 31st March 2009

	Gr-A	Gr-B	Gr-C	Gr-D	Total	% Gr-A	% Gr-B	% Gr-C	% Gr-D
Engineering	1203	1565	144961	197132	344861	0.35%	0.45%	42.03%	57.16%
S&T	484	756	39781	22394	63415	0.76%	1.19%	62.73%	35.31%
Mechanical	647	875	253487	64326	319335	0.20%	0.27%	79.38%	20.14%
Electrical	592	640	117836	34219	153287	0.39%	0.42%	76.87%	22.32%
Stores	408	438	16126	12070	29042	1.40%	1.51%	55.53%	41.56%
Total	3334	4274	572191	318071	909940	0.37%	0.47%	62.88%	34.96%

(Ref: Indian Railways Annual Statistical Statement for the year 2008-09)

Staff Strength in Technical Depts. of Rlys. Subsequent to up-gradation of Group-D to Group-C

	Group-A	Group-B	Group-C&D	Total	% Gr-A	% Gr-B	% Gr-C&D
Engineering	1203	1565	342093	344861	0.35	0.45	99.20
S&T	484	756	62175	63415	0.76	1.19	98.04
Mechanical	647	875	317813	319335	0.20	0.27	99.52
Electrical	592	640	152055	153287	0.39	0.42	99.20
Stores	408	438	28196	29042	1.40	1.51	97.09
Total	3334	4274	902332	909940	0.37	0.47	99.16

iv) In spite of higher nature of duties and responsibilities on account of requirements of Safety & modernisation, Railways have the lowest %age of Gazetted posts in Group A & B vis-à-vis Group C & D - in comparison to all other Departments of Central Government.

Ministry / Department	%Group A	% Group B	% Group C	% Group D
All India Avg. *% age of Gr. A & B –vs- C & D*	**2.8%**	**5.3 %**	**64.2%**	**27.6 %**
Railways *% age of Group A, B-vs- C & D*	**0.6 %**	**0.5 %**	**61.9 %**	**37.0 %**
All India Average *% age of Gr. A, B -vs- Gr. C*	**3.9 %**	**7.3 %**	**88.8 %**	**Group 'D' Not counted**
Railways *% age of Group A, B –vs- Gr. C*	**0.9 %**	**0.8 %**	**98.3 %**	**Group 'D' Not counted**

v) In the present scenario of huge investments and fast & prompt completion of new projects, more number of posts in the Group-A & B are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.

vi) Sixth Central Pay Commission in its recommendations and thereafter the Government has made the right decision of abolishing the Group-D posts and upgrading them as Group-C. But similar functional and career improvements (made at the bottom level) have not been carried over to the middle tier in the apex Group-C and Group-B.

vii) Large number of Posts have been upgaraded over the years in Group A & B to ensure the career planning of the Officers in those cadres but no such upgrading had been allowed in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernisation on the railways.

viii) All these are not only the root cause of all the stagnation & frustration amongst the Design & Drawing Engineers on the Railways but it is also an impediment in effective execution administrative polices & plans. This is bound to have an adverse impact on the efficiency and safety on the Railways.

ix) It is therefore requested that the combined cadre strength of Technical Departments including all posts in Group- A, B and C on Indian Railways may please be Restructured as under -– so as to be comparable with - if not higher than - the All India Average *% age of Group A, B & C* of Central Government employees in other Departments:

PROPOSED DISTRIBUTION OF POSTS IN TECHNICAL DEPARTMENTS ON RAILWAYS

AS PER ALL INDIA AVERAGE %age DISTRIBUTION OF POSTS UNDER CENTRAL GOVERNMENT

Group of Posts	Existing % age Distribution of Posts On Railways * After the upgradation of Gr-D to Gr-C	Proposed % age Distribution in Technical Departments on Railways As per All India Average * After the upgradation of Gr-D to Gr-C	Existing % age Distribution of Posts On Railways* Without counting Existing Group D	Proposed % age Distribution in Technical Departments on Railways As per All India Average * Without counting Existing Group D
Group A	**0.6%**	**2.8%**	**0.9%**	**3.9%**
Group B	**0.5%**	**5.4%**	**0.8%**	**7.3%**
Group C	**98.9%**	**91.8%**	**98.3%**	**88.8%**

Annexure - III

Sub: Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design.

1. During the Fourth Pay Commission scales the Engineering Graduates in Design cadre were recruited in the scale of Rs.1600-2660. During the Fifth Pay Commission scales in Design cadre Engineering Graduates were recruited in the scale of Rs.5500-9000 for a brief period and subsequently upgraded to Rs.6500-10500 w.e.f.1.9.1998. (Reference:– Railway Board's letter No. PC-V/97/I/11/3, dated 28.09.1998). After the implementation of Sixth Pay Commission recommendations entry grade pay for Engineering Graduates in the Design cadre /Workshop cadre is Rs.4600.

2. After the implementation of Sixth Central Pay Commission Modified Assured Career Progression Scheme (MACPS) vide Board's letter no. PC-V/2009/ACP/2 dated 10.06.2009 was implemented. There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 10, 20, and 30 years of service respectively The MACPS scheme basically viewed as a "safety net" to deal with the problem of genuine stagnation and hardship faced by the employees due to lack of promotional avenues.

3. While implementing the MACP order the Engineering Graduates recruited before 1.9.1998 has been fixed Grade pay of Rs.4200. This will clearly place the pre 1.9.1998 appointed Engineering Graduates in a disadvantageous position vis-a-vis the fresh entrant recruited after 1.9.1998 who will be getting Grade Pay of Rs.4600. Following discrimination will arise for the pre 1.9.1998 appointed Engineering Graduates,

	No of Years of service	Pre 1.9.1998 appointed Engineering Graduates	Post 1.9.1998 appointed Engineering Graduates
Entry Grade		Grade Pay Rs. 4200	Grade Pay Rs. 4600
First Financial Upgradation	10 years	Grade Pay Rs. 4600	Grade Pay Rs. 4800
Second Financial Upgradation	20 years	Grade Pay Rs. 4800	Grade Pay Rs. 5400, PB-2
Third Financial Upgradation	30 years	Grade Pay Rs. 5400, PB-2	Grade Pay Rs. 5400, PB-3

4. This is against the natural justice and the basic spirit of motivational element in the MACP. Engineering Graduates who were all appointed prior to 1.9.1998 will be getting financial upgradation one grade below than that of those appointed after 1.9.1998.

5. Hence it is requested to kindly eliminate this discrimination by placing all the Engineering Graduate Entrants in the Design cadre irrespective of their date of entry in the revised scale with the of Grade Pay Rs.4600.

Sub: MACP to Drawing Office Cadre recruited in the abolished grade of Rs.4000-6000 scales of IV CPC

In term's of Board's letter No.PC-V/97/1/11/3 dt 28.09.1998, the cadre of Tracer/Asst. Draftsman in the scale of Rs.4000-6000 has been abolished and the posts have been redistributed/surrendered. Accordingly 50% of posts laid vacant in the cadre of Rs.4000-6000 as on 01/09/1996 were surrendered and remaining 50% were upgraded to the Grade of Rs.5000-8000. As and when more posts fall vacant, 50% of such posts were surrendered and 50% got upgraded to Rs.5000-8000 and the posts in the grade of Rs.4000-6000 got worked off progressively. In the old ACP scheme, employees promoted from the grade of Rs.4000-6000 to the grade of Rs.5000-8000 prior to the letter dated 28.9.1998 were made eligible for the financial up-gradation and all other employees got their promotion during the transition period of abolishing & upgrading the post of Asst. Draftsman were denied of the ACP benefit.

After the implementation of SCPC recommendations the entry grade in the Design & Drawing wing is in the grade pay of Rs.4200. The post of Asst. draftsman which were abolished and upgraded to Junior Engineer is also granted with the grade pay of Rs.4200. The Asst. Draftsman recruited in the pre-revised scale of Rs.4000-6000 and promoted/upgraded to the pre-revised scale of Rs.5000-8000 after 28.09.1998 are stagnant at the entry grade for 20 years, because, their promotion/up-gradation to the pre-revised scale of Rs.5000-8000 (Rs.4200 GP) was considered as a regular promotion. Tracers recruited in lower scale have been absorbed as Asst.Draftman only after 5 years of experience or by possessing prescribed qualification.

It is therefore, requested that the entry grade for the Tracers/Asst. Draftsman may be considered as Rs.4200 Grade Pay and the MACPS benefits may be extended to all of them irrespective of their promotion/up-gradation date.