

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar, Padi,
Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



Harchandan Singh,
General Secretary, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
Email-gsirtsa@yahoo.com
(Ph:0172-2228306, 9316131598)

No:IRTSA/Memo/2013-3

Date: 10-9-2013

CHAIRMAN,
RAILWAY BOARD, NEWDELHI

Respected Sir,

Subject: Problems of Graduate Engineers in Railways

We draw your kind attention and that of the Railway Board towards the following Problems of Graduate Engineers in Railways which requires your immediate kind attention.

1. **Engineering** is the discipline, art, skill and profession of acquiring and applying scientific, mathematical, economic, social, and practical knowledge, in order to design and build structures, machines, devices, systems, materials and processes that safely realize improvements to the lives of people.

2. Engineers created every infrastructure of Indian Railways and every asset is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the world. **ON INDIAN RAILWAYS SYSTEM - BUILDINGS, TRACKS, BRIDGES, MOTIVE POWERS, ROLLING STOCKS, SIGNAL & TELECOMMUNICATION, TRACTION & DISTRIBUTION ETC AND EVERY BRICK OF IT ARE BUILT AND MAINTAINED BY THE ENGINEERS.**

3. Indian Railways is continuously upgrading its technologies, modernizations and sophistications, from wooden coaches to High breed LHB coaches, from steam age to state of art micro processor controlled locos, from wooden sleeper track to high speed long welded rails to carry 32 ton axle capacity, from semaphore signal to automatic signaling system, from manual ticketing system to satellite aided computer reservation system, etc.

4. Introduction of new technologies modernizations and sophistications improved the efficiency, safety and comfort of Railways many fold. It has equally increased the necessity to have highly qualified field engineers in all the Technical departments. While the **comfort level of other supporting departments are increased, the responsibilities shouldered by the technical departments increased many fold** (multifaceted duties & responsibilities are given in Annexure-I).

5. **Entry qualification of Graduate in Engineering has been made for the posts of SSE, CMS and CDMS** (recruitment qualifications and training are given in annexure-II) **keeping in view the multifaceted duties & responsibilities** required for safe and efficient running of trains through frontline supervision and management of "Failure Proof" production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Bridges, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. Stringent punishments are given for any shortcomings. Tough selection procedure requires knowledge in all the fields of Railways for these posts.

6. It is unfortunate that both 5th and 6th pay commissions had undermined the significance and sensitiveness of the work content of the Rail Engineers, their duties, responsibility and accountability in the system. Many **decisive factors & criteria like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability**

towards 'public safety' and 'efficiency' of the Railways were just ignored by the Fifth Pay Commissions which placed them at par with other supporting non-technical staff.

Government & Railways has completely ignored the direct recruitment qualification of Degree in Engineering plus one year on the job training required for SSE/CMS/CDMS.

7. In the case of Accounts cadre as well as in Clerical cadre, direct recruitment is in PB-1 with Grade pay of Rs.2800, But still those of Accounts cadre have been allotted higher Grade Pay of Rs.4800 within Group-C.

8. With no career planning, nil avenue of promotion, lesser Grade Pay lower than the employees shouldering a fewer responsibilities, humiliatingly equal Grade Pay to the employees working under them, these Engineering Graduates are made to rot at their entry grade itself for decades, which is very harmful to the entire Railway system.

9. It is, therefore, requested that following demands of Group-C Graduate Engineers in Railways may please be resolved with your immediate kind intervention.

i) Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C'

Most of the employees get 3 or 4 promotions or even more in their service in Railways - except SSE/CMS/CDMS. It is pertinent that SSE with Graduate in Engineering qualification enter in the GP of Rs.4600 and will remain stagnant in the entry grade itself. SSE/CMS/CDMS rot at the GP of Rs.4600 throughout their career since they have very meager number of posts in Group-B.

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%.

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.

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, so that a Graduate Engineer recruited as SSE should be able to reach the level of HOD.

ii) Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of officers (IRES & SCRA) - with necessary age relaxation.

Serving Engineering Graduates, recruited as SSE, CMAS & CDMS rot in the same grade pay of Rs.4600 for many years since very negligible or nil avenue of promotion is available to them to the Group-B cadre. Instead of letting them rot in the same grade for more than 10 to 15 years or even more, the serving Engineering Graduates be allowed to compete, with necessary age relaxation, in all India Engineering Service Examinations - conducted by the UPSC.

Indian Railways is the only organisation which recruits Engineering Graduates in the Group-C cadre as SSE, CMS & CDMS. In all other central & state government departments Engineering Graduates are inducted into Gazetted cadre which have better avenues of promotion and high social status.

Serving Engineering Graduates be allowed promotion to Group A through LDCE or through UPSC against 50% of the vacancies of Indian Railway Service of Engineers examinations (for all streams – Electrical, Mechanical, Telecommunication & Civil Engineering) conducted by UPSC necessary age relaxation up to 45 years.

iii) Up-grading of posts of CMA-I to pre-revised scale of Rs.7450-11500

Vide Para 3.4.7 of its Report Sixth Pay Commission clearly recommended 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. It is regretted that this recommendation of Sixth CPC has been completely overlooked by Railways for CMA-I who are placed in PB-2 with Grade Pay of Rs 4200 instead of Grade Pay 4600.

It is requested that CMA I (in the pre-revised scale of Rs 5500-9000) - be upgraded as CMS in pre-revised scale of Rs.7450-11500_(keeping in view their higher recruitment qualification of Engineering Graduate, vital nature of Duties & Responsibilities – and recommendations of Sixth Pay commission vide Para 3.4.7 of its Report – cited above).

- iv) **Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with the Grade Pay Rs.4600 - irrespective of their date of recruitment & their date of promotion to the pre revised scale of Rs.6500-10500.**

The Engineering Graduates in Design cadre / workshop cadre were recruited in the scale of Rs.1600-2660. Subsequently in the work shop cadre the Engineering Graduate recruitment was upgraded to the scale of Rs.2000-3200 which was revised to Rs.6500-10500 in fifth CPC. Where as in Design cadre it was 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.

While implementing the MACPS order the Engineering Graduates recruited before 1.9.1998 has been treated as entrant to the Grade pay of Rs.4200. This has clearly placed 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. 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. Even the clarification issued by Railway Board vide RBE No:93/2011, dated 20.06.2011, to treat the Engineering Graduates (recruited in the pre revised scale of Rs.5500-9000) as fresh recruits from the date of promotion to the pre revised scale of Rs.6500-10500 has created a new anomaly since the service spent before the upgradation to the pre revised scale of Rs.6500-10500 is not accounted for MACPS.

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

- v) **Upgrading of adequate %age of posts of Technical Supervisors/Rail Engineers from Group 'C' to Group 'B' (Gazetted)**

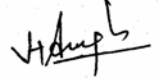
According to the census of Central Government Employees published by Ministry of Labour and Employment, the overall ratio of Gazetted to Non-Gazetted employees is 1:20. In Railways - ratio was 1:114. The ratio of Gazetted to non-Gazetted in Ministry of Railways should also be improved on par with other Ministries to fully meet with the job requirements of the posts Technical Supervisors / Rail Engineers on Railways.

With virtually no career planning and hardly any avenues of promotion even till retirement, no new recruits with merit is aspiring to join the Railways as SSE/CMS/CDMS with Engineering Graduate qualification; and many of those who had already joined (unaware of their fate) are very keen to leave the Railways – but are at times are held back only due to fear of losing their benefit of the service rendered by them for retirement benefits. This will become a major handicap for the Railways in the future - adversely affecting safety and efficiency on the Railways.

It is, therefore, requested to bring about a parity on the Railways with Ministry of Defence, Telecommunication & CPWD, in respect of Classification of Posts of SSE, CMS and CDMS in Group B (instead of Group C) – keeping in view their nature of qualifications, intensive training, duties, responsibilities and ever increasing job requirements on the Railways.

Encls: 2 Annexures

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Copy for information & favourable consideration to:

- 1. Member Staff, Railway Board, New Delhi**
- 2. Member Mechanical, Railway Board, New Delhi**
- 3. Member Engineering, Railway Board, New Delhi**
- 4. Member Electrical, Railway Board, New Delhi**
- 5. Additional Member Staff, Railway Board, New Delhi.**
- 6. Executive Director /IR, Railway Board, New Delhi.**
- 7. Executive Director Pay Commission-I, Railway Board, New Delhi.**
- 8. Executive Director Pay Commission-II, Railway Board, New Delhi**
- 9. Secretary (Establishment), Railway Board, New Delhi.**

**MULTIFACETED DUTIES & RESPONSIBILITIES OF SSE (SENIOR SECTION ENGINEER)
ON THE RAILWAYS**

As “Frontline Managers” SSEs are responsible for Management and Supervision of the following:

1. **Production, Repair, Maintenance, Overhauling, Designing & Quality Control** - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies;
2. **Safety of Men, Material & Passengers through intensive Supervision, continuous Inspection & Quality Control of Rolling Stock, Locomotives, spares & equipments produced and procured by the Railways as well as of the Trains online and on the move.** The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including those of the Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments).
3. Fitness certificates of all these assets are required to be issued by the **technical supervisors** prior to their operation. (*e.g. Rolling Stock cannot move till it is rectified and certified as “Fit to move” by the concerned technical supervisor*).
4. **Time bound turn over, repair & maintenance** - to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Locomotives, Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of “Safety Norms” and “Quality Control” etc. – in all conditions.
5. **Inventory Control and Material Management:** Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc for their repair & maintenance at sites.
6. **Optimum utilization of men and material resources** - including large number of *Technicians, Senior Technicians, Master Craftsmen and Helpers etc.* and machines tools & equipments costing several crores of rupees.
7. **Effective execution of administrative policies and plans**
8. **Early restoration of Traffic after Accidents** through effective “*Disaster Management*”.
9. **Ensuring staff discipline**, holding inquiries, supervision of wage disbursement and effective house keeping.
10. **Human Resource Management** and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.
11. **Multifaceted Responsibilities – Attracts more punishment – Tough selection**
 - Multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
 - Stringent punishment for any lapses.
 - For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition, etc SSE of any one of the department will be fixed invariably.

- Being taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
- Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.
- No such stringent punishment or tough selection procedure for the highly paid categories of Nurses, Teachers and Accounts.

RECRUITMENT QUALIFICATIONS AND TRAINING OF SSE

Senior Section Engineers (in the Grade pay of Rs.4600)

20% of posts of pre-revised Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

- Graduate Engineers inducted in Railways as SSE, after stringent selection and scrupulous training in Railway working system.
- They have the highest entry qualification in the entire Group-C cadres.
- Undergoes one year on the job training.
- SSE are trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
- They perform Managerial, Technical and non-technical duties.
- Entered the Railways with great hope that they will have a career with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.
- Graduate Engineers, though came out from universities with flying colors, and joined Railways only to get demoralized in their career.
- Whereas their counterpart Engineers came out from same universities who are appointed elsewhere have prosperous career.
- Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.
- Induction of Graduate Engineers in Group "C" has been done for the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways. To excel in the higher grade posts with the good experience in field level management.
- But by allowing the Graduate Engineers to rot at the recruitment scale itself, the basic purpose of induction of Graduate Engineers gets defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay.
- All Group "C" categories have been equated to the SSE with the Grade Pay of Rs.4600, despite of their less recruitment qualifications, minimum/nil training, lesser duties and responsibilities, holding no assets, no risk element, no passenger safety issues and no Punctuality of trains need to be ensured by them.
- Categories working under SSE also given the same Grade Pay.