

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

"In pursuit of justice for Rail Engineers since 1965"

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

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Date: 8-10-2012

1. Secretary Finance Revenue, GOI, Ministry of Finance, GOI, North Block, New Delhi
2. Secretary Personnel & Training, Ministry of Personnel, GOI, North Block, New Delhi
3. Chairman & Secretary, Ministry of Railways, Railway Board, Rail Bhawan, New Delhi

**Subject: Grade Pay of Technical Supervisors (Senior Section Engineers & Junior Engineers) on Railways - Unjustly kept at par with staff working under them – In violation of the settled Law that a) An equal cannot be over an equal; b) 'Promotion' implies advancement to a higher grade; & c) Supervisor should be in a scale higher than Supervised.**

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)

Dear Sir,

1. We seek your benign intervention in a matter of serious concern - wherein Technical Supervisors *i.e.* Senior Section Engineers & Junior Engineers (JEs & SSEs) on the Railways have been placed in the same Grade Pay as that of the employees working under them, which **violates the basic principle of law of natural justice - upheld by the Hon'ble Supreme Court of India that –**
  - a) "An equal cannot be over an equal"
  - b) 'Promotion' implies advancement to a higher grade; &
  - c) Supervisor should be in a scale higher than Supervised.
2. Technical Supervisors on Indian Railways have not been able to get justice so far in spite of numerous representations at various levels - in respect of serious injustice done to them (vide orders cited above - after the Sixth Pay Commission) regarding the Grade Pay of Rs.4200 granted to Junior Engineers (JEs) which is at par with Senior Technicians (MCM) working under them; and Rs.4600 granted to Senior Section Engineers (SSEs) which is at par with Chief Office Superintendent working under them on the Railways.
3. Hierarchy in the Technical Departments of Indian Railways in Group-C is as under:

<p><b>Senior Section Engineer (SSE)</b> (GP – 4600, PB-2)</p> <p>↑</p> <p><b>Junior Engineer (JE) (GP – 4200, PB-2)</b></p> <p>↑</p>	<p>Around 52000 Technical Supervisors are responsible for safe and efficient running of Trains through front line supervision and management of production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, Buildings &amp; Works, Signal &amp; Telecommunication systems, traction &amp; distribution, etc.</p>
<p><b>Senior Technician (GP – 4200, PB-2)</b></p> <p>↑</p> <p><b>Technician Gr-I (GP – 2800, PB-1)</b></p> <p>↑</p> <p><b>Technician Gr-II (GP – 2400, PB-1)</b></p> <p>↑</p> <p><b>Technician Gr-III (GP – 1900, PB-1)</b></p>	

4 **Supreme Court of India – (as reported in 1996 (1) S.C.C. 562) - has held as under:**

"8. The High Court, in our opinion, was not right in holding that promotion can only be to a higher post in the Service and appointment to a higher scale of an officer holding the same post does not constitute promotion. In the literal sense the word "promote" means "to advance to a higher position, grade, or honour";. So also 'promotion' means "advancement or preferment in honour, dignity, rank, or grade" (Ref: Webster's Comprehensive Dictionary, International Edition., page1009)

**'Promotion' thus not only covers advancement to a higher position or rank but also implies advancement to a higher grade.**

**(Ref: Union of India vs. S.S. Ranade (1995) 4 SCC 462 at page 468)**

- 5 Sixth Pay Commission (in Para, 2.2.11 of its Report) - itself recommended that – “Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.**
- 6.1 Junior Engineers (JEs)** who supervise the work of Senior Technicians and responsible for their output are at present placed in the same Grade Pay of Rs.4200 which leads to the hierarchical confusion. Promotion from Senior Technician to JE also happens in the same Grade Pay after qualifying through stringent departmental selection, and they have to shoulder higher responsibilities as JEs.
- 6.2 Third Pay Commission** kept the scales the Apex scale of Technicians Rs.425-640 - below the pay scale of Junior Engineers (then Chargemen-B) Rs.425-700.
- 6.3 Fourth Pay Commission** Senior Technicians (then MCM) were allotted the scale of Rs.1400-2300 at par with JEs and the then Mistries / Supervisors.
- 6.4 CAT New Delhi** accepted the contention of the Petitioners with directions to grant higher scale to JEs as ‘*an equal cannot be over an equal*’ (vide OA No. 1527/1990 IRTSA-vs-UOI) – This direction was duly considered and accepted by Fifth CPC while deciding the Pay scale of JEs – and recommended a higher Pay Scale of Rs.5000-8000 for the JEs (who were then designated as Chargemen) - as against the scale of Rs.4500-7000 for Sr. Technicians (Previously called MCM). .
- 6.5 Fifth Pay Commission** in para 54.36 of its Report, while specifically dealing with the problem of supervisor and supervised being placed in the same scale of pay, removed the anomaly by recommending different pay scales to Master Craftsman (Rs.4500-7000) and Chargeman (Rs.5000-8000). But later Government / Railways upgraded the scale of Master Craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer). contrary to the principle of natural justice, thus creating an anomaly. .  
**Para 54.35, 54.36, 54.37 & 54.38 of Fifth Pay Commission recommendations - Annexure-I.**
- 6.6 Unjust Manipulation:** To circumvent the problem of supervisors being placed in the same scale as that of the employees working under them, Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 (**Annexure-II**) made the impracticable proposition that the work of Senior Technicians (MCM) in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000 – even though in actual practice the JE II continued to supervise Senior Technicians (MCM) the Railway Labour Tribunal (1969) – headed by Justice Miabhoy - had held that the work in a section could not be segregated and also in most cases post of JE grade I was not available at the same working area. Benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II is was allowed to Sr.Technician on their promotion to JE from Sr.Technician but the scale of pay/ Grade Pay is was the same on promotion as JE from SeniorTechnician (earlier called Master Craftsmen/MCM).
- 6.7 Sixth Pay Commission:** The anomaly of “supervisor” in the same scale as that of the “supervised” was again removed by Sixth Pay Commission by recommending the Grade Pay Rs.2800 for Senior Technician & Rs.4200 for JEs. But later on the Railways upgraded only the scale of Senior Technicians without correspondingly upgrading the scale of Junior Engineers.
- 6.8 Impracticable order dated 22-2-2005 (Annexure-II) has become more irrelevant** (as the JE-II in the pre-revised scale of Rs.5000-8000 and JE-I in the pre-revised scale of Rs.5500-9000 have been merged and granted the Grade Pay of Rs.4200. Work of Senior Technicians in the Grade Pay of Rs.4200 are being supervised by the Junior Engineers in the same Grade Pay of Rs.4200. The Junior Engineers (JEs) and Senior Technicians have been placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, which is totally in violation on principle of natural justice as well as against the settled law (by the Apex Court) that an “*equal cannot be over an equal*” – in keeping with the provisions of Article 39 of the Constitution of India. This is also in violation of the principle defined by Sixth CPC (in Para, 2.2.11 of its Report) cited in para-5 heretofore.

7. **Senior Section Engineers (SSEs)** who are now in Grade Pay of Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. The Chief Office Superintendents working under the SSE, are also placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard to the settled law that **a) An equal should not be over an equal; b) 'Promotion' implies advancement to a higher grade; & c) Supervisor should be in a scale higher than Supervised.**
8. **Disregard of Duties & Responsibilities:** Pay Scale of SSE has always been higher than pay scales of Supervisors of other departments in Railways. After the Third Pay Commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors ie. Senior Section Engineer (of the then Foreman). In the categories of Teachers, Nurses and Accounts Staff the apex scale were allotted two or three grades below the SSEs. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element of Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above (i.e. Teachers, Nurses and Accounts staff) were now placed in the Grade Pay of Rs.4800, Rs.5400 and even higher – in complete disregard to the Duties & Responsibilities of the SSE towards the safety and efficiency of the Trains & its related operations, repairs, maintenance and production processes (*as emphasized by the Railway Board in their proposal to upgrade these posts to Grade Pay of Rs.4800*).
9. **Injustice by Fifth Pay Commission:** Fifth CPC had adopted a Common Multiple Factor of 3.25 for all categories of Staff from S 1 to S 34 - except S-13 scale. If the same common multiple factor of 3.25, had been 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 as per the norms adopted by it.
10. **Higher Recruitment Qualifications:** In the case of Senior Section Engineer direct recruitment is for those with Degree in Engineering in Grade Pay of Rs.4600, PB-2 with training period of one year. In Accounts cadre as well as in Clerical cadre, Direct recruitment is in PB-1 with Grade pay of Rs.2800, , in the Station Master cadre it is in Pay Band - 2 with the Grade Pay of Rs.4200. But still those of Accounts cadre have been allotted higher Grade Pay.

**Recruitment Qualifications and Training period are given in Annexure-III**

11. **DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATAVITIES:** Horizontal Parity and vertical Relativities have been seriously disturbed on the Railways after the Sixth Pay Commission – (as indicated in Annexure IV) – ignoring the Duties and Responsibilities of the Technical Supervisors (i.e. the JEs & SSEs) on the Railways.
12. It is, therefore, requested that – (keeping in view the submissions made heretofore – especially the need to **restore the horizontal parity & vertical relativities**) **following Grade Pays be granted to the Technical Supervisors on the Railways:**

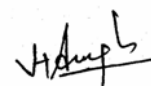
- i) **Junior Engineers (JEs) may please be granted Grade Pay of Rs.4800 in PB-2;**  
 ii) **Senior Section Engineers (SSEs) may please be granted Grade Pay of Rs.5400 in PB-3.**

Hoping for an early favourable decision; thanking you.

Encls: FOUR ANNEXURE:

- i) Fifth CPC on “**Supervisors and Supervised**”  
 ii) Copy of Rly Bd's letter reg **Filling up of promotion quota vacancies**  
 iii) RECRUITMENT QUALIFICATIONS AND TRAINING OF SSEs & JEs  
 iv) COMPARATIVE UP-GRADATION AFTER SIXTH CPC – DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY – (Tabulated)

Yours' faithfully,



**Harchandan Singh,  
General Secretary, IRTSA**

**Copy for information & favourable consideration to:**

1. Member Staff, Railway Board, New Delhi
2. Additional Member/Staff, Railway Board, New Delhi
3. Advisor Industrial Relations, Railway Board, New Delhi.
4. Executive Director Pay Commission, Railway Board, New Delhi.
5. Secretary (Establishment), Railway Board, New Delhi.

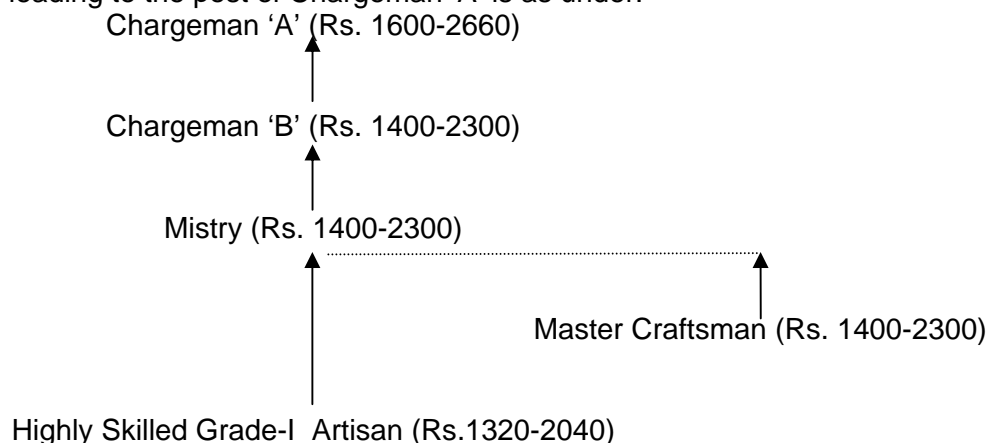
**Fifth Pay Commission addressed the problem of “Supervisors and Supervised in same scale of pay” and recommended a higher pay Scales for Technical Supervisors.**

**54.35** Mistries in Railway Workshops and Production Units are in the same scale of pay (Rs.1400-2300) as Chargeman ‘B’ which is a promotion post for them. The Federations of Railwaymen have contended that the Mistries who are promoted from ranks after long years of service and experience work like Chargemen ‘B’ as supervisors and technical advisors to the technicians. The Federations have, therefore, demanded that Mistry be redesignated as Chargeman ‘B’. The Ministry of Railways has explained that the Mistries were in the scale of pay of Rs.330-560 which was lower than that of Chargeman ‘B’ (Rs.425-700) before the 4th CPC report. We have recommended a slightly higher pay scale of Rs. 1600-2660 for the Chargeman ‘B’. Accordingly, the Mistry, being lower than Chargeman ‘B’ cannot be re-designated as Chargeman ‘B’. We recommend that the pay scale of the Mistries be retained at the present level of Rs.1400-2300. The Ministry of Railways in consultation with the recognised Federations of Railwaymen, has recently changed the designation of the ‘Mistry’ as ‘Supervisor’ without any change in duties, responsibilities and pay scale. We suggest that the Ministry may consider the revision of designation of ‘Mistry’ to ‘Master Technician’ without any change in status.

**54.36** The Technical Supervisors in Defence and Railway industrial establishments are in the four standard pay scales of Rs.1400-2300, Rs.1600-2660, Rs.2000-3200 and Rs.2375-3500. The initial pay scale of the Technical Supervisors is the same as that of Master Craftsmen and Mistries (in Railways). This anomalous situation has arisen due to merger of the pay scales of Rs.425-700 (Chargeman), Rs.380-560 (Mistry, Highly Skilled Grade-I) and Rs.425-640,(Master Craftsman) by the 4th CPC and replacement of these scales with a common scale of pay of Rs.1400-2300. We have been informed that the identical pay scales of Master craftsman, Mistry and Chargeman have resulted in a large number of court cases. The New Delhi Bench of the Central Administration Tribunal in a case.O.A. No. 1527/1990 has directed the Ministry of Railways to refer such cases to the 5th CPC.

**54.37** The Ministry of Railways has submitted following facts for our consideration:

(i) The avenue of promotion leading to the post of Chargeman ‘A’ is as under:



The posts of Master Craftsmen are filled from artisans in Highly Skilled Gr-I by converting an equal number of posts of artisans to the Grade of Master Craftsmen. The post reverts to High Skilled Grade-I after the Master craftsman vacates the post. The promotion of artisans to the grade of Master Craftsman is thus personal in nature. The fitness as Master Craftsman does not give any advantage to the Highly Skilled Artisans in seniority for promotion as Mistry.

(iii) The Master Craftsmen have to seek promotion as Mistries who in turn get promotion to the posts of Chargeman ‘B’.

(iv) The posts of Chargeman ‘B’ are in technical supervisory cadre and those of Mistry are specifically excluded from this cadre.

**54.38** We find that the direct recruitment qualification for the initial pay scale of technical supervisors in Workshops is Diploma in Engineering of relevant discipline or Graduation in Science. We have, as a general principle decided to improve the remuneration of Diploma Engineers in Government. In

accordance with this general approach, we recommend following grade-structure for technical supervisors in Workshops:-

	Existing (Rs)	Recommended (Rs)	Revised Designation in Railways (#) Decided by the Ministry in July'96	Remarks
Chargeman-B / Charegeman	1400-2300	1600-2660	Junior Engineer Gr-II	Higher scale due to the Engineering Diploma entry at this level
Chargeman-A / Senior Chargeman	1600-2660	1640-2900	Junior Engineer Gr-I	Due to feeder grade upgraded
Assistant Shop Superintendent / Deputy Shop Superintendent	2000-3200	2000-3500	Section Engineer	Higher scale due to rationalization as also the degree in engg at this level
Shop Superintendent / Foreman	2375-3500	2375-3750	Senior Section Engineer	Due to rationalization

(\*)Part Direct Recruitment of Engineering Graduates in Railways

(# ) Other Departments may revise designations, if necessary, in consultation with representatives of organised labour.

Copy of Railway Board's letter No. E(NG)/I/99/PM7/3 dated 22-2-2005 (RBE No.31/2005)

**Sub: Filling up of promotion quota vacancies in the category of JE Gr. II scale Rs.5000-8000 consequent upon implementation of V Pay Commission scales of pay.**

The avenue of promotion of Mistries (Redesignated as Supervisors) and Master Craftsmen (Redesignated as Sr. Technicians) to the post of JE Gr.II scale Rs. 5000-8000 has been laid down in this Ministry's letters No. E[NG]/I/87/PM7/9 dated 29-9-1987 and No. E[NG]/I/86/PM7/8 dated 17-10-1990. In terms of these instructions, the then existing Gr. I Artisans as on 29-9-1987, till such time they remain available for promotion, along with Master Craftsmen and Mistries are eligible to be considered for promotion by selection as JE Gr.II based on their integrated seniority with reference to their date of entry on regular basis in the category of Skilled Gr.I Artisans and Mistries, keeping in view the stipulations that:-

- i) by reason only of his opting for and getting fitted in as Master Craftsman, a Skilled Gr.I Artisan will not gain in seniority over others who opt to continue as Skilled Gr. I Artisans or fail to qualify as Master Craftsman; and
- ii) If a Gr. I Artisan is not found suitable for the post of Mistry in future or does not avail of the chance of promotion as Mistry he will be considered junior to a Gr. I Artisan who may qualify for the post of Mistry and be promoted thereto.

1.1 The stipulation at (i) above is based on the consideration that the scheme of introduction of the category of Master Craftsman vide para 1(iii) of this Ministry's letter No. PC-III/82/PS3/10 dt. 14-02-1986 provides that the scale of pay attached to the post will be personal to the incumbent.

2. Consequent upon the implementation of V Pay Commission scales of pay in which while Senior Technicians (erstwhile MCMs) and JE-II came to be placed in the identical scales of pay though the former continued to be held as personal by Skilled Gr.I Artisans, the Mistries were placed distinctly in the lower scale of pay of Rs.4500-7000 plus Rs.100 as special allowance, the question of revision of the basis of filling up the promotion quota posts of JE-II has been under consideration of this Ministry in consultation with the recognised Federations. The federations have, however, been insisting on the question of upgradation of posts of Mistries, being decided in the first instance. The posts of Supervisors (erstwhile Mistries) have since been upgraded in all departments except P.Way Mistries in Civil Engineering Department as JE-II vide instructions contained in this Ministry's letter No. PC-III/2003/CRC/6 dt. 9-10-2003. Accordingly the question as to what should be the basis for promotion of Master Craftsmen to the post of JE Gr.II, has been considered afresh by the Ministry of Railways.

It has now been decided as under:

- i) The post of MCM (redesignated as Sr. Technician) in the scale of pay Rs.5000-8000 will no longer be personal to Technician Gr.I but will constitute a part of the regular hierarchy in the artisan cadre thereby making it as a normal / functional channel of promotion for Technician Gr. I. Accordingly, the Railway should review the existing duties and responsibilities of Sr. Technicians and prescribe additional duties and responsibilities which are of greater importance than those of existing Sr. Technicians / MCMs) and Artisans Gr.I,
  - ii) The post of Sr. Technician will be filled from amongst Technician Gr. I on the basis of seniority-cum-suitability,
  - iii) The post of JE-II earmarked for promotion by selection will be filled from amongst Sr. Technicians in identical grade Rs.5000-8000 subject to the condition that the existing Technician Grade I as may be senior to those fitted as Sr. Technician as per procedure in force until now will also be considered for selection for promotion as JE-II,
  - iv) Sr. Technicians on their promotion as JE-II though in the identical scale of pay may be allowed the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II (erstwhile FR22C),
- v) The work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.**

3.1 Para 3(iv) above also disposes of Staff Side demand in the DC-JCM.

These instructions shall come into force from the date of issue of this letter

This issues in consultation with and concurrence of Finance Directorate of the Ministry of Railways.

## **RECRUITMENT QUALIFICATIONS AND TRAINING OF SSE**

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

20% of posts of 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.

## **RECRUITMENT QUALIFICATIONS AND TRAINING OF JEs**

### **Junior Engineers (in Grade pay of Rs.4200)**

i) 50% posts of JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for one year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.

ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview).

iii) 25% are selected as "Intermediate Apprentices" from qualified and experienced Technicians through Limited Departmental Selection and given a further training of one year in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

**DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES****COMPARATIVE UP-GRADATION AFTER SCPC**

SI No	Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded to 5 <sup>th</sup> CPC Scale by 6th CPC (& granted after Sixth CPC)	Grade Pay after Sixth CPC	
1	Loco Inspector	425-700	2000-3200	6500-9000	7450-11500	4600	
2	Power Controller	425-700	2000-3200	6500-9000	7450-11500	4600	
3	Police Inspector	425-700	2000-3200	6500-9000	7450-11500	4600	
4	Excise Inspector	425-700	2000-3200	6500-9000	7450-11500	4600	
5	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600	
6	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800	
7	Primary School Teacher Gr-III	380-560	1200-2040	4500-7000	6500-10500	4600	
8	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600	
9	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600	
10	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800	
11	Sr. Technician / MCM (Master Craftsman) (Working under JEs)	Recommended	425-640 <i>New Scale</i>	1400-2300	4500-7000	4500-7000	2800
		Granted by RB	425-640	1400-2300	5000-8000	6500-10500	4200
12	Junior Engineer (JEs) (Diploma in Engg + 1½ / Now 1 years Training)	550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	<u>4200</u>	

**(CONTINUED)**



**COMPARATIVE UP-GRADATION AFTER SIXTH CPC  
– DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY**

Sl. No	CATEGORY / POST	3 <sup>rd</sup> CPC Pay scale Rs.	4 <sup>th</sup> CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after Sixth CPC)	Grade Pay & Pay Band (after Sixth CPC)
1	Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
2	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
3	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
4	Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
5	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
6	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7	Trained Gr. Teacher Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8	Trained Gr. Teacher Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
9	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10	Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
11	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
12	Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500</u> & 7450-11500	7450-11500	<u>4600, PB-2</u>

<b>A comparison between Senior Section Engineer &amp; others:</b>					
Posts Criteria	Matron (Nurse)	Senior Section Officer (Accountant)	Primary teacher (Selection Grade)	Trained Graduate Teacher (Sr. Grade)	Senior Section Engineer
Minimum Qualification	Diploma in nursing	B.A / B. Sc/ B.Com	+12th STD with D.Ed	Graduate with B.Ed	B.E. / B.Tech.
Nature of work	Conventional	Conventional	Conventional	Conventional	Challenging
Activity	Non-core	Non-core	Non-core	Non-core	Core
Role in Train Movement	NIL	NIL	NIL	NIL	Active role
Safety aspect	NIL	NIL	NIL	NIL	100% Responsible
Category of Staff	Welfare	Supporting	Welfare	Welfare	Executive
HOER classification	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Excluded (without specific periodical rest)
Old pay scale	6500-10500	6500-10500	6500-10500	6500-10500	6500-10500
New pay scale	15600-39100	9300-34800	9300-34800	9300-34800	9300-34800
Pay Band (PB) / Grade Pay (GP)	PB-3 / 5400	PB-2 / 4800	PB-2 / 4800	PB-2 / 4800	PB-2/ 4600 Why ?