No. IRTSA/ Memo/RB/CRC/CMT 21-10                     Dated: 28.7.2010

Additional Member (Staff) & Chairman CRC (Cadre Restructuring Committee),
Railway Board,
Rail Bhavan, New Delhi.

Dear Sir,

Sub: Cadre Restructuring of Group-C categories – C & M Engineers (CMA & CMS)

Reference: i) Railway Board letter No. PC-VI/2008/CRC/1, Dated 09.11.2009

1. Chemical and Metallurgical (C & M) Engineers ensure effective quality control and safety on the Railways. Management Services of Railway Board have considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments on Railways.

2. Need for Combined Cadre Restructuring of Group A, B and C on the Railways:
   i) There has been never been any upgrading or Cadre Restructuring of the Apex Grade of Group C (Rs.7400-11500 / now in Grade Pay Rs.4600) on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnation & resultant frustration amongst the incumbents of Group ‘C’ “C & M” Engineers – especially in the the Apex Grade i.e. Chemical & Metallurgical Superintendents (CMS) on the Railways.
   ii) Out of the entire Cadre of C & M Staff (entering with Bachelors Degree in Science or Engineering / Masters' Degree in Science), - only a few of Chemical & Metallurgical Engineers / CMS reach Group B level - that too at the fag end of their careers and only very few of them reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C and non-implementation of DOPs orders on the Railways regarding Classification of Posts – issued by DOP after the last 4 Pay Commissions. Most of the CMS (Chemical & Metallurgical Superintendents) do not get any promotion. Even after long years of experience and expertise, they remain and mostly retire in the Supervisory cadre itself.
   iii) It is therefore requested that necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of C & M Staff on the Railways.

3. Cadre Restructuring Group C Posts in C & M Cadre:
   i) Increase in duties & responsibilities: Duties & responsibilities of C & M Staff have been continuously increasing and are bound to further increase over the years – due to modernisation of Rolling Stock, Locomotives & all other systems on the Railways, introduction of high speed trains & qualitative change in technology.

   The Indian Railways is planning for huge improvement in its infrastructure, technology and service on account of “Vision 2020”, which will further add to the burden & responsibilities of C&M Engineers.

   ii) Need for upgrading of Posts of CMA I due to high recruitment qualifications:

   a) The qualification for direct recruitment of CMA-I (in pre-revised scale of Rs 5500-9000) are Degree in Engineering (Chemical/Metallurgy) or MSc. (Chemistry/Applied Chemistry).
b) Para 3.4.7 of Sixth Pay Commission recommended as under:

“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”.

c) Para 3.5.7 of SPC Report recommended for scientific staff as under:

“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”.

d) It is therefore requested that the posts of CMA-I (in pre-revised scale of Rs 5500-9000) should be upgraded to the “grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500” – as per above said recommendations of the Sixth Pay Commission.

4. DUTIES & RESPONSIBILITIES OF CMAs & CMSs:

a) The C & M Organization of Indian Railways is primarily responsible for quality control & consequential safety on Indian Railways. Their duties include checking & testing the Raw materials used in the manufacture of Rolling stocks to exact specifications to avoid the use of sub standard materials in the production repair & maintenance of Railway Coaches, Wagons and Locomotives. Safety items like Wheels, Axles, Rails, Bogie Frames and Springs etc. supplied by the Production & Repair Shops, Firms & Suppliers etc. are tested and certified by CMT Staff.

b) All the testing has to be done on a time bound basis to ensure productivity and efficiency in production, repair and maintenance of Rolling Stock and punctuality of Train services – even while ensuring optimum safety & quality control. The C & M Engineers (CMAs & CMS) conduct Failure Investigation of Railway components involved in derailment and accidents and making suitable recommendations for preventing further failures & deficiencies. The C & M Engineers use the NDE (Non-Destructive Evaluation) of critical components and save crores of Rupees for Indian Railways.

c) MAIN FUNCTIONS OF CMAs & CMSs:

i) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.

ii) Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.

iii) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.

iv) Suggest remedial methods/process to avoid further failure of components.

v) Assess the quality of welder and welding and suggest the suitable improved welding techniques.

vi) Check the quality of paints to avoid corrosion, safety, durability & required finish.

vii) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
viii) Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

5. EXISTING CADRE STRUCTURE FOR CHEMICAL AND METALLURGICAL STAFF:

<table>
<thead>
<tr>
<th>Designation</th>
<th>Pre-Revised Scale</th>
<th>Existing Percentage</th>
<th>Revised GP</th>
<th>%age distribution after merger</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMS-I</td>
<td>7450-11500</td>
<td>37%</td>
<td>Rs.4600</td>
<td>70%</td>
</tr>
<tr>
<td>CMS-II</td>
<td>6500-10500</td>
<td>33%</td>
<td>Rs.4600</td>
<td></td>
</tr>
<tr>
<td>CMA-I</td>
<td>5500-9000</td>
<td>20%</td>
<td>Rs.4200</td>
<td>30%</td>
</tr>
<tr>
<td>CMA-II</td>
<td>5000-8000</td>
<td>10%</td>
<td>Rs.4200</td>
<td></td>
</tr>
</tbody>
</table>

6. CADRE DISTRIBUTION OF OTHER INSPECTORIAL CATEGORIES

<table>
<thead>
<tr>
<th>Fifth CPC Pay Scale</th>
<th>Grade Pay</th>
<th>Traffic Controllers</th>
<th>Loco Running Supervisors</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Prior to merger</td>
<td>After merger</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7450-11500</td>
<td>37%</td>
<td>85%</td>
<td>65%</td>
</tr>
<tr>
<td>6500-10500</td>
<td>48%</td>
<td></td>
<td>35%</td>
</tr>
<tr>
<td>5500-9000</td>
<td>15%</td>
<td>15%</td>
<td></td>
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<tr>
<td>5000-8000</td>
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</tbody>
</table>

7. QUANTUM OF DIRECT RECRUITMENT BE KEPT AT PRE-MERGER LEVEL:
   a) 66-2/3% posts of CMA-I (Rs.5500-9000) are filled up through direct recruitment of Graduates in Engineering or Post-Graduate in Science posts. Total number of posts filled up through direct recruitment may not be increased and the total quantum of Direct Recruitment should not exceed the pre-SCPC level so that existing Promotional chances for the serving employees may not get reduced for promotion to higher grade.

8. It is, therefore, requested that:
   a) Necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” or for considering the issue separately and 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 the Railways.

   b) The % age of Direct Recruitment of Engineering Graduates or Post-Graduate in Science shall be modified, in order to maintain the quantum of net direct induction in Pre-Revised level.

   c) Cadre of CMT Engineers may please be restructured as under:

<table>
<thead>
<tr>
<th>Designation</th>
<th>Grade Pay</th>
<th>Present Cadre Distribution</th>
<th>Proposed Cadre Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>CMA : CMS</td>
</tr>
<tr>
<td>CMA (CMA I+CMA I)</td>
<td>Rs.4200</td>
<td>10 + 20 = 30%</td>
<td>10%</td>
</tr>
<tr>
<td>CMS (CMS II+CMSI)</td>
<td>Rs.4600</td>
<td>33+37 = 70%</td>
<td>90%</td>
</tr>
<tr>
<td>ACMT Group-B Gaz</td>
<td>Rs.4800 / Rs.5400</td>
<td>About 3%</td>
<td>10%</td>
</tr>
<tr>
<td>CMT Group A &amp; above</td>
<td>Rs.6600 &amp; above</td>
<td>About 2%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Yours faithfully,

(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

i) Shri A. K. Nigam, Advisor (IR) & Member CRC, Railway Board, New Delhi.
ii) Advisor Finance, & Member CRC, Railway Board, New Delhi
iii) Executive Director Pay Commission- I, & Member CRC, Railway Board, New Delhi.
iv) Executive Director Pay Commission - II, & Member CRC, Railway Board, New Delhi.
v) EDE (N) & Member CRC, Railway Board, New Delhi.
vii) Secretary (Establishment), Railway Board, New Delhi.