

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/CHQ/ 2012-14

Date: 28.8.2012

CHAIRMAN,
RAILWAY BOARD,
RAIL BHAVAN, NEW DELHI.

Respected Sir,

Subject: Problems of Technical Supervisors / Rail Engineers on Railways

– Resolution adopted in the DHARNA by IRTSA at Jantar Mantar, New Delhi, on 28.8.2012

We once again invite your kind attention and that of the Railway Board - towards the long pending Problems of Technical Supervisors / Rail Engineers on Railways – as highlighted through the following Resolution adopted in the DHARNA by IRTSA at Jantar Mantar, New Delhi, on 28.8.2012

- 1. This mass meeting of Technical Supervisors of Railways, while observing a DHARNA at Jantar Mantar, New Delhi, against non-acceptance of their long pending genuine demands, resolved to once again urge upon the Government of India / Railway Board and all others concerned to accept their genuine demands. Technical Supervisors on the Railways - who, as front line managers, play a vital role in the safe and efficient running of trains.*
- 2. Sixth Pay Commission had compounded the injustice done by the Fifth Pay Commission to the Technical Supervisors / Rail Engineers - by granting Grade Pay of Rs.4200 to JEs, CMAs & DMS & Rs.4600 to SSE, CMS & CDMS - which are even lower than those of Accounts, Nursing and Teaching Staff who have been granted Grade Pay of Rs.4800 & Rs.5400 – although they had lesser responsibilities, recruitment qualification and training besides being in lower scales than the Technical Supervisors all through in the past.*
- 3. Meeting regretted that - while the Technical Supervisors were badly ignored by the Fifth and Sixth Pay Commissions - disturbing the existing relativities and ignoring their duties responsibilities, qualifications, training and experience etc. but the supporting categories like Accounts Staff, Teachers and Nurses - which were in the lower pay scales all through - were placed even two grades higher than the Technical Supervisors by the Sixth CPC.*
- 4. Even the recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways, have not been accepted by the Ministry of Finance - regarding the Grade Pay of Technical Supervisors.*
- 5. Other genuine demands - of the Technical Supervisors - had also not been accepted by the Railways in spite of numerous representations – thereby causing much frustration and heartburning amongst the cadre, which is bound to adversely affect their morale and efficiency.*
- 6. Meeting, therefore, again urged upon the Railway Board and the Government to favourably consider and redress the following just demands early in the interest of natural justice and for greater safety, efficiency, better quality control and better job satisfaction of Supervising Engineers (Technical Supervisors) on the Railways.*

ENCL: i) Main Demands & Problems of Technical Supervisors
ii) One Memorandum - (with brief Justification of Demands)

Yours faithfully,

(Harchandan Singh)
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. MEMBER STAFF, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI
2. MEMBER MECHANICAL, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI
3. MEMBER ENGINEERING, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI
4. MEMBER ELECTRICAL, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI
5. ADDITIONAL MEMBER STAFF, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI.
6. ADVISOR INDUSTRIAL RELATIONS, RAILWAY BOARD, RAIL BHAVAN, NEW DELHI.
7. SECRETARY (ESTABLISHMENT), RAILWAY BOARD, RAIL BHAVAN, NEW DELHI.

MAIN DEMANDS & PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS

(WITH BRIEF JUSTIFICATIONS SUBMITTED IN THE ATTACHED MEMORANDUM)

1. **RECOGNITION OF IRTSA** – *to discuss & resolve problems of Technical Supervisors, as recommended by RAIC & RRC.*
2. **Implementation of Decisions of Departmental Anomalies Committee (DAC) – FOR Higher Grade PaY OF JES, SSES, CMA, CMS, DMS & CDMS.**
3. A) Grade Pay of ₹ 4800 to JE, CMA II & DMS.
B) Grade Pay of RS.5400 to SSE, CMS, CDMS.
C) Pre-revised scale of Rs.7450-11500 to CMA-I - as per reports of *sixth CPC since posts of CMA I has an element of direct recruitment of engineering graduates.*
4. A) Time bound promotions of JEs, DMS, CMA to Assistant Engineer (AE) Group 'B' Gazetted – as promotion prospects and career planning are essential for effective motivation and job satisfaction. *(MACPS is no substitute for Promotion.*

B) Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C'.
C) Upgrading adequate %age of posts of Senior Technical Supervisors from Group 'C' to Group 'B' *(Gazetted)*
D) Upgrading of posts of SSE, CMS, CDMS, SR.ER/IT to Group 'B' *(Gazetted).* – as per orders of Government / DOPT - as implemented in all others departments
5. A) Promotion of serving Engineering Graduates to Group- A against 50% posts of Direct Recruitment quota (in IRES through UPSC) - with age relaxation up to 45 years.
6. A) PCO allowance to C & M, Drawing, Design, IT (EDP) & Store Engineers & other left out technical cadres - *in view of their contribution to productivity & quality control.*
B) Incentive or Honorarium to Technical Supervisors / Engineers & other technical cadres in Sheds & Open line depots - *for additional workload of new assets and train services, holiday specials & military specials.*
C) Revision of rates of incentive bonus in Workshops & Production Units – W.E.F 1.1.2006 - *(instead of 1-6-2009)*
7. i) Discontinuation integrated seniority of Running Staff with Technical Supervisors for selection for promotion from Group C to Group B OR ii) the Seniority be considered for same grade pay for all - *(instead of one grade lower for running staff).*
8. **Removal of drawbacks in Modified ACP Scheme:**
A) Counting of training period for MACPS - As it is counted as qualifying service for pension & increments and as paid for from general revenue.
B) Promotion through LDCE & GDCE be considered as entry grade for MACPS.
C) Entry Grade as Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 – for MACPS to Drawing Office Staff.
D) Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with the Grade Pay Rs.4600.
9. A) Parity in fixation of pay of promotes & Direct Recruits after 6TH CPC.
B) Up-grading & Redesignation of P-way Supervisors as Junior Engineers – at par with all other technical departments w.e.f. 1.11.2003.
10. **Exemption of all allowances from Income Tax as recommended by 5TH CPC.**

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Date: 28.8.2012

MEMORANDUM

REGARDING:

DEMANDS & PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS

1. RECOGNITION OF IRTSA - SUITABLE FORUM TO DISCUSS AND RESOLVE THE PROBLEMS OF THE MIDDLE MANAGEMENT CATEGORY OF TECHNICAL SUPERVISORS ON THE RAILWAYS

Technical Supervisors - as frontline Managers, on the Railways bear the brunt of the continuously rising workload and responsibilities of production, repair and maintenance of ever increasing fleet of modern Rolling Stock, Locomotives and allied Machinery, Plants, Equipments and valuable mobile and immobile Assets of the Railways – ensuring safety.

For the last 40 years, four high level expert Committees have gone into each and every detail of Railway Safety and have suggested measures for its improvement. Railway Accidents Committee Railway Accidents Inquiry Committee (headed by Justice Wanchoo) in 1968 and Railway Accidents Enquiry Committee (headed by Justice Sikri) in 1978 and Railway Safety Review Committee (headed by Justice Khanna) in 1998 went into the whole gamut of railway operational safety.

All these Committees (headed by Justice Wanchoo, Justice Sikri and Justice Khanna) were categorical that the Supervisors, who are the front line managers, should be barred from joining unions but should have the right to represent their grievances. They all recommended that the Supervisors organization - as a separate Association - should be recognised. Railway Reforms Committee (RRC) also made similar recommendations for Recognition of Supervisors Association in the interest of better management, Safety & efficiency on the Railways but even the same were also rejected by the Railways.

Position in Central P.W.D. CPWD is the premier agency of the Central Government operating throughout the country for construction, maintenance and repairs of all works and buildings financed from civil works, budget, except departments who have their own Engineering Units, recognize the Association of Junior Engineers and other Engineers who are all recruited with the qualification of Diploma in Engineering & Graduation in Engineering.

It is, therefore, requested that IRTSA (Indian Railways Technical Supervisors Association) may please be Recognised by the Railways to represent and discuss the problems of Engineers / Technical supervisors on Railways – as recommended by RAIC (Railway Accident Inquiry Committees – headed by Justice Wanchoo, Justice Sikri & Justice Khanna) & RRC (Railway Reform Committee).

2. IMPLEMENTATION OF DECISIONS OF DEPARTMENTAL ANOMALIES COMMITTEE (DAC) – FOR HIGHER GRADE PAY OF JE, SSE, CMA, CMS, DMS & CDMS.

It is regretted that the decisions and recommendations made by the Priority Committee and the Departmental Anomalies Committee (DAC) – set-up after the Sixth Pay Commission, had not yet been implemented even after a lapse of nearly 3 years – causing wide spread resentment and frustration.

It is requested that the decisions of Departmental Anomalies Committee (DAC) – for Higher Grade Pay of JEs, SSEs, CMA, CMS, DMS & CDMS, may please be implemented early.

3 A) GRADE PAY OF Rs.4800 TO JEs, DMS, CMA-II.

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 to the 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 the Sixth CPC (Para, 2.2.11) – “Grade pay will determine the status of a post with (except the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior most 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.

COMPARATIVE UP-GRADATION AFTER SCPC – DISTURBING HORIZONTAL PARITY

SI No	Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded by 6th CPC	6th CPC Grade Pay
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	Junior Engineer Diploma in Engg + 1 ½ years Training	550-750	1600-2660	5500-9000	6500-10500	<u>4200</u>
		425-700	1400-2300	5000-8000		

In the decision made on the Departmental Anomaly Committee (Railways) held on 1.6.2010 vide item No.3 on the Grade Pay of JEs it was agreed to grant them Rs.4600 as Grade Pay keeping in view of entry qualification, induction training etc. JEs cannot be placed in the Grade Pay lower than Nurses, Teachers, etc.

Keeping in view, the implication of JE & Senior Technician(the Supervisor and the supervised) being placed in same Grade Pay, their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc, Grade Pay of Rs.4800 in PB-2 may please be granted to the Junior Engineers (JE) on the Railways.

3. B) GRADE PAY OF Rs.5400 TO SENIOR SECTION ENGINEERS, CDMS, CMS

Apex pay scale of Technical supervisors (SSE) has always been higher than pay scales of supervisors of other departments in Railways. Third Pay Commission recommended highest pay scale of Rs.840-1200 for Technical supervisors ie. Senior Section Engineer (then Foreman).

Teachers, Nurses and Accounts Staff in the apex scale were two or three grades below the SSEs after 3rd, 4th & 5th CPC. But Sixth Pay Commission placed the Teachers, Nurses and Accounts Staff in the Grade Pay going up to of Rs.5400 - whereas the SSE had been given a Grade Pay of Rs.4600 in spite of the element of direct recruitment of Degree in Engineering and in spite of the vital role of the SSE in ensuring the Safety, quality control efficiency and productivity on the Railways.

5th Pay Commission had done a great injustice with Senior Section Engineers (SSEs), by recommending a Pay scale of Rs.7000-11500 corresponding to Rs.2375-3500 - since they were not granted the Pay Scale as per basic norm adopted by 5th CPC for all categories regarding the multiplying factor = 3.25, thus discriminating and doing great injustice to this cadre. The Anomaly was partially set aside by the Railway Board later on by granting a scale of Rs.7450-11500. But this still remained lower than the multiplication factor adopted for all other categories – which was discriminatory.

Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. 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 Technical Supervisors.

Multifaceted duties & responsibilities of 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, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways, stringent punishments for any shortcomings, tough selection procedure that requires knowledge in all the fields of Railways were not considered while granting the Grade Pay by SCPC.

COMPARATIVE UP-GRADATION AFTER SIXTH CPC – DISTURBING HORIZONTAL PARITIES

S. N		3 rd CPC Pay scale Rs.	4 th CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after 6th CPC)	Grade Pay & Pay Band (after 6th 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	SSE - BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500</u> & <u>7450-11500</u>	7450-11500	4600, PB-2

In the decision made on the Departmental Anomaly Committee (Railways) held on 1.6.2010 vide item No.3 on the Grade Pay of SSEs it was agreed to grant them Rs.4800 as Grade Pay keeping in view of entry qualification of Graduation in Engineering, induction training etc. SSEs cannot be placed in the Grade Pay lower than Nurses, Teachers, Accounts staff etc.

Keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain “Horizontal Parity & Vertical Relativity” with

Accounts Staff, Nurses & Teachers etc, Grade Pay of Rs.4800 may please be granted to the Senior Section Engineers (SSE) on the Railways.

3 C) PRE-REVISED SCALE OF Rs.7450-11500 to CMA-I - AS PER REPORTS OF SIXTH CPC SINCE POSTS OF CMA I HAS AN ELEMENT OF DIRECT RECRUITMENT OF ENGINEERING GRADUATES.

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).

4. A) TIME BOUND PROMOTIONS OF JE, DMS, CMA TO ASSISTANT ENGINEER (AE) GROUP ‘B’ GAZETTED

Promotions are essential part of any management system or policy for effective motivation and job satisfaction. But it is regretted that these are totally missing for the Technical Supervisors on the Railways. Some of them just get one promotion (i.e. from JE to SSE) while others don't get a single promotion throughout their career (like most of the Engineering Degree Holders recruited as SSE).

This is causing wide spread resentment and frustration amongst them. This is bound to adversely affect their efficiency and that of the system as a whole.

MACPS is no substitute for Promotion. It only provides some financial up-grading but not the improvement in the status – which is very important for job satisfaction.

It is, therefore, requested that Time bound promotions be granted to the JEs, DMS, CMA to the grade of Assistant Engineer (AE) Group ‘B’ Gazetted and there onwards up to JA Grade.

4. B) 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 the JEs & SSEs. It is pertinent that JEs with Diploma in Engineering and one 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 without any further avenue of promotion except in rare 2% 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 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.

4. C) UPGRADING OF ADEQUATE %AGE OF POSTS OF TECHNICAL SUPERVISORS 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 a Technical Supervisor/Rail Engineer; and many of those who had already joined (unaware of their fate) are very keen to leave the Railways – but are at times 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 that – to bring about parity with Ministry of Defence, Telecommunication & CPWD and the Railways – and uniformity for the technical cadres in all government departments and in the larger interest of both administration and the staff concerned.

4. D) UPGRADING OF POSTS OF SSE, CMS, CDMS, SR.ER/IT TO GROUP 'B' (Gazetted). – as per orders of Government / DOPT - as implemented in all others departments

Railways have the lowest ratio of Gazetted posts even though has the highest level of Technology and Safety requirements, 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 the ratio is 1:114. This is not only the root cause of all the stagnation & frustration amongst the Technical Supervisors on the Railways but it is also an impediment in effective execution administrative policies & plans due to lack of executive powers of the Technical Supervisors who are the 'spot managers. This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the Railway Accident Inquiry Committees as well as by the Railway Reforms Committee

The ratio of Gazetted to non-Gazetted in Ministry of Railways should be improved on par with other Ministries to fully meet with the job requirements of the posts – which are at present manned by Technical Supervisors on Railways.

It is, therefore, requested to implement the DOPT's order, S.O.946(E), dated 9th April 2009, in Railways on classifying the posts carrying the grade pays of Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in PB-2 as group-B (Gazetted).

5. 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, chance may be given to the serving Engineering Graduates in the all India Engineering Service examinations conducted by 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.

6.A.PCO ALLOWANCE TO DRAWING / DESIGN, CHEMICAL & METALLURGICAL LAB STAFF, STORE DEPOTS & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (and as already adopted for C & M Staff in DMW Patiala).

6. A.i) Grant of PCO allowance / Incentive Bonus to the Design & Drawing Engineers working in Production units & Workshops:

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*).

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 wide 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.

6. A. ii) Grant of PCO Allowance to CMT Staff – in Workshops & Production Units

CMT (Chemical & Metallurgical Lab) Staff play an important role in improving the production & productivity in Railway Workshops & Production Units through effective quality control & intensive supervision. But CMT Staff are not paid the PCO Allowance like the other Technical Supervisors & Staff in the PCO (*Production Control Organisation*). This is a great injustice which is causing much heart burning amongst the CMT Staff.

While 100% testing by CMT Staff is essential in many areas as per Standing Instructions of Railway Board & RDSO, intensive inspection & Testing by CMT Staff is mandatory to ensure Quality Control under the ISO – 9000.

CMT Staff contributes directly to the Productivity of the Shops, it may also be mentioned that the workload of CMT Staff is directly proportionate to the outturn & production of the Workshop / Production Unit. But while the Staff and Technical Supervisors get Incentive Bonus on Shop floor & get PCO Allowance in PCO, but CMT Staff get neither the Incentive Bonus nor the PCO Allowance, even though CMT Staff is a part of the PCO in terms of Indian Railways Mechanical Code.

It is, therefore, requested that the CMT Staff (including the CMS, CMA and other technical Staff working in CMT) in the Railway Workshops & Production Units, may please be paid the PCO Allowance at par with the Technical Supervisors & others technical Staff working in PCO.

6. A. iii) Grant of PCO Allowance to Store Supervisors who perform the duties similar to Progress wing of PCO.

Store Engineers perform the duties similar to Progress Section of PCO by arranging for required materials to the production and other related activities. Their contribution to the production is direct. In the Production unit and Work Shops of Indian Railways all the Technical Supervisors (JE/SSE) working in the PCO organization and performs the similar duties and responsibilities are given with 15% and 7.5% PCO allowance.

It is, therefore, requested to grant PCO allowance to the DMS/CDMS of Stores organization who perform the similar duties & responsibilities as like PCO organization supervisors

6.A. iv) Grant of PCO Allowance to IT Engineers who perform the duties similar to Planning wing of PCO.

It cadre does every updating jobs in connection with production and creates & releases series of documents for the smooth process & flow of Production belt.

In view of implementing ERP system in ICF dedicated servers were installed at IT centre in ICF. These servers should not be shut down and should be run round the clock. Hence console section staff comprising of 4 Senior Engineers and 4 Junior Engineers are made to work 8 hours / shift in three shifts.

Previous shift timings(Sunday Holiday)	Console Shift Timings
7.00 hours to 13.45	6.00 hours to 14.15 hours
13.30 hours to 20.45 hours	14.00 hours to 22.15 hours
	20.00 hours to 6.15 hours

Half an hour Break available in all the shifts

- No remuneration for the additional one hour per day work in the new shift.
- Weekly off system is introduced for all Senior Engineers and Junior Engineers and all has to work on Sundays also.
- Has to work in paid / unpaid holidays. Over time is paid to JEs where as SEs paid none.
- If employees weekly off falls on holiday no remuneration is paid.

6. B) INTRODUCTION OF INCENTIVE SCHEME TO DIESEL & ELECTRIC LOCO SHEDS, C&W DEPOTS, P-WAY, WORKS & BRIDGES AND S & T DEPOTS.

A large number of new trains have been introduced over the years, without providing any staff or Technical Supervisors for the same. A large number of Holiday Specials, Military Specials and Goods Specials are introduced every year to meet the seasonal rush and other exigencies. This further necessitated substantially higher strength of Staff and more intensive Supervision. It also necessitate more material and additional infrastructure. But no additional Staff or Technical Supervisors were provided for the same. This has substantially added to the workload of the Staff & Technical Supervisors. But no remuneration, compensation or Incentive is paid to the Staff & the Technical Supervisors for the additional work load catered by them either due to lower strength of sanctioned strength than even the Bench Markings or due to the vacancies or on account of additional fluctuating load.

Group Incentive Scheme be introduced in all the Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots on the Railways to handle the additional (fluctuating) workload due to numerous requirements of Holiday Special, Military Specials and Seasonal Goods Traffic as well as to meet with the shortfall of staff for New & Existing Trains etc - at least as per Bench Markings.

6. C) REVISION OF RATES OF INCENTIVE BONUS & PCO ALLOWANCE WEF 1.1.2006 - in Railway Workshops & Production Units.

New pay scales and DA based on the Sixth Pay Commission recommendations were implemented on 1.09.2008 w.e.f. 1.1.2006. Revision of hourly rates of incentive bonus and bonus factor based on the revised pay scales were effected only from 1.06.2009. This has created a discriminatory situation of revised basic pay and Incentive based on the pre-revised basic pay, Since Incentive rates were paid based on the rates arrived on calculation done during Fifth pay Commission scales up to 31.05.2009 and it is being paid in the revised rates from 1.06.2009.

Hence it is requested that Rates of Incentive Bonus may please be revised w.e.f. 1.1.2006 as per Revised Pay for the respective categories

7. Integrated seniority be considered for same Grade Pay of Rs.4200 both for Technical Supervisors and for Running Staff.

Running staff in the Grade Pay of Rs.4200 in PB-2 have been equalized with the SSE in the Grade Pay of Rs.4600 in PB-2 for the purpose of integrated seniority computed during the promotion to Group-B (70% seniority quota) from Group-C. For the purpose of LDCE (30%) running staff in the Grade Pay of Rs.2400 are equalized with the Grade Pay of Rs.4200.

This made the situation of equating the running staff in the pre-revised scale of Rs.5000-8000 with the SSE in the pre-revised scale of Rs.7450-11500, giving the running staff a huge undue advantage of three scale up-gradation benefit. For Technical supervisors, the present Railway Board order diminished the already available slender chance of getting promotion to the Group-B. In this scenario for Technical Supervisors finding a place in the integrated seniority list itself will become a life time achievement.

Equating employees who are three grades lower for the purpose of promotion is against any basic law available in any part of the world. Hence it is requested that, the demoralizing Railway Board order Board's letter No. E(GP)2005/2/87 dated 25.04.2011 (RBE No.53 /2011) may please be withdrawn.

8. A) COUNTING OF INITIAL TRAINING PERIOD FOR MACPS.

Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their annual increment, pensionary benefits, pass eligibility, qualifying service for LDCE examinations etc.

It is, therefore requested, that the training period of Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA , CMS on Railways be counted as regular service for the purpose of ACPS / MACPS.

8. B) PROMOTION THROUGH LDCE (INTERMEDIATE APPRENTICE JES) SHOULD BE COUNTED AS INITIAL APPOINTMENT FOR FINANCIAL UP-GRADATION UNDER MACPS.

Technicians on Railways who are promoted through LDCE as Intermediate JEs are given one year training like the direct recruit JEs who are recruited through RRB. No other category goes through such a training equal to that of direct recruits and like Direct recruits intermediate JE also paid stipend only.

Serving employees who have Diploma in Engineering can appear for selection through GDCE. The selection is not limited to the employees of the Zone or PU where the vacancy occurs. This is an open selection process for filling up 50% of the Direct Recruitment Quota (25% of the whole cadre), where any person from any Railway can apply. Even those who are not working as a Technician, but have the requisite Diploma, can apply for GDCE. The examination is conducted by RRB and the candidates go through the same stringent selection process as fresh candidates. Those selected through GDCE also undergo training similar to Direct Recruit JEs and are paid stipend. Hence, even if these people have joined Railways in a lower Direct Entry Grade and served the Railways, their service for the purpose of MACPS should be counted from the date of their selection as JE.

As such, it is requested that promotion through Limited Departmental Competitive Examination (LDCE) and General Departmental Competitive Examination (GDCE) may please be considered as entry grade for the purpose of financial up-gradation through MACPS and Intermediate JEs should be given three financial up-gradations after the promotion as JEs.

8. C) ENTRY GRADE OF TRACERS AND ASSISTANT DRAFTSMAN SHOULD BE CONSIDERED FROM THE GRADE PAY OF RS.4200 for MACPS. Promotions to the merged / up-graded scales should be ignored – as per accepted policy under MACPS.

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.

8. D) 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 in the Design cadre irrespective of their date of entry in the revised scale with the of Grade Pay Rs.4600.

9.A. PARITY IN FIXATION OF PAY OF PROMOTES & DIRECT RECRUITS - FIXING THE PAY OF PROMOTES AT ENTRY LEVEL FOR DIRECT RECRUITS.

Revised Pay Rules – 2008 have created an Anomaly and disparity in the Pay between the directly recruited employees and the serving employees who have been promoted to the Recruitment Grade after putting in many years of service. Serving employees have been placed in a disadvantageous position as compared to that of direct recruits. This is totally unjust, Anomalous as well as in contravention of the FR 22 (C) of Pre-revised Pay Rules that on “promotion add one increment as a notional one in the lower scale and then fix at the next higher stage in the new scale” – where in the minimum Pay on promotion was fixed at least at the minimum of the Pay Scale.

It is, therefore, requested that the Pay on Promotion should be fixed at least at par with Entry Pay in the Revised Pay Structure for direct recruits (as indicated in Section II of Revised Pay Rules) in the case of those cadres which have an element of direct recruitment.

9. B) UP-GRADING & REDESIGNATION OF P-WAY SUPERVISORS AS JUNIOR ENGINEERS – AT PAR WITH ALL OTHER TECHNICAL DEPARTMENTS W.E.F 1.11.2003.

The safe running of trains depends on the level of maintenance of the track and hence the role of permanent way supervisors is crucial and he is answerable for the delay/omissions in this regard.

He has to conduct regular inspections, trolley inspections, foot plate inspection (by travelling in engine of running train) over his section. SSE is his overall in charge and every P-Way supervisor has to supervise a team of workers consisting of trackman, gangman, khalasis and patrolman. He is responsible for the quality of maintenance of the section of track allotted to him and for the safety of the trains running thereon.

All Mistries/ Supervisors in all other Department had been up-graded and redesignated enblock w.e.f. 1.11.2003 - as JEs (Junior Engineers) - including Supervisors (Works) as JE (Works), Supervisors (Bridges) as JE (Bridges), Supervisors Electrical as JE (Electrical), Supervisor Mechanical as JE (Mech) etc. But, in the case of Supervisor P.Way, only the posts being held by the erstwhile PWMs - supervising more than one gang up-to a maximum of 17.26% of the sanctioned cadre of PWMs - had been upgraded and merged with the posts of Junior Engineer (P.Way) Gr.II in the pay scale of Rs.5,000-8,000. This was unjust and discriminatory.

66% Posts of PWS (*P-Way Supervisors*) like other JEs, are filled up by direct recruitment through RRB the Minimum qualification of Diploma in Elect, Mech & Civil Engineering or Bsc (Math or Phy). and 25 % from Gang Mates and 9% by LDCE from trackmen who have minimum three years service with 10 +2 Maths.

It is, therefore, requested to remove the discrimination and upgrade all the P.Way Supervisors as Junior Engineers enblock as done in the other departments of Railways.

10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX.

Allowances (like DA, CCA, HRA etc) are not exactly income but only compensations for maintaining the real income. Fifth Pay Commission had strongly recommended for exempting all such Allowances from Income Tax (*vide Para 167.8 & 167.9 of its Report*) to exempt these Allowances from Income Tax, to avoid erosion of the wages recommended by it. But the Government had so far not accepted this recommendation of Fifth CPC. Sixth CPC has not reflected on this issue.

It is requested that the recommendations of Fifth CPC be implemented and all allowances be exempted under section 195 of the Income Tax Act.



(Harchandan Singh)