

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA/CHq/ Memo RB /CRC/ 2011-23

Date:19-09-2011

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

Dear Sir,

Sub: Cadre Restructuring of Group-C – Reg. Category of Technical Supervisors

Reference: i) Railway Board letter No. PC-VI/2008/CRC/1, Dated 09.11.2009
ii) RBE No177.2003, No.PC-III/2003/CRC/6 dated 09/10/2003.
iii) RBE No. 5/2004, No. PC-III/2003/CRC/6 dated 06/01/2004.
iv) Department of Expenditure OM No. File No.2(15)/E.III/99.

We submit as under for your kind and favourable consideration and that of the CRC (Cadre Restructuring Committee) reg. an urgent need for improvement in the Cadre Restructuring of Technical Supervisors on the Railways:

1. Technical Supervisors of Mechanical, Electrical, Civil Engineering and Signaling Departments are responsible for Production, Repair, Maintenance, Safety and continuous improvement of Rolling Stock, Locomotives, innumerable Fixed Assets, Systems and Equipments. Their duties and responsibilities are to ensure safe and efficient running of trains through highest order of safety of the system as a whole - including 'failure-proof' maintenance of Tracks, Bridges, Locomotives, Coaches, Wagons, Signaling and Overhead Equipments & Electrification Systems etc.
2. Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing systems & technology.
3. Being the first level of management and controlling the base line of workers - Technical Supervisors - have to continuously update their knowledge and skills and acquire new ones to adapt to new technology and to train & guide the staff working under their control - for safe and efficient induction of new technologies in the Railway system.
4. As per RBE No. 5-2004, No. PC-III/2003/CRC/6, dated 06/01/2004 referred above percentage distribution for Technical Supervisors are having two patterns since 2003 (instead of only one earlier) – which itself is very unjust as indicated in the table below:

Unjust two patterns of existing % distribution of posts of Technical Supervisors

| | Pre-revised Scale | Existing %age distribution | Grade Pay after Sixth CPC | % Distribution after merger of scales by SCPC |
|--|-------------------|----------------------------|---------------------------|---|
| <i>* For cadres where posts of Supervisors (erstwhile Mistries) were available</i> | | | | |
| * Technical Supervisors | 7450-11500 | 18% | Rs.4600 | 47% |
| | 6500-10500 | 29% | | |
| | 5500-9000 | 24% | Rs.4200 | 53% |
| | 5000-8000 | 29% | | |
| <i>For cadres where posts of Supervisors (erstwhile Mistries) were not available</i> | | | | |
| ** Technical Supervisors | 7450-11500 | 21% | Rs.4600 | 50% |
| | 6500-10500 | 29% | | |
| | 5500-9000 | 24% | Rs.4200 | 50% |
| | 5000-8000 | 26% | | |

5. DISCREMINATION IN CADRE STRUCTURE FOR TECHNICAL SUPERVISORS SINCE 1984:

Technical Supervisors have been given a very negligible improvement in their Cadre Restructuring since 1984 (as apparent from the following table) - in spite of manifold increase in duties and responsibilities of the Technical Supervisors:

6. NEGLIGIBLE IMPROVEMENT IN CADRE STRUCTURE OF TECHNICAL SUPERVISOR

| Fourth Pay Commission Scales | Grade Pay after Sixth CPC | 1984 to 1.3.1993 | From 1.3.1993 to March 2003 | After March 2003 | After the merger due to implementation of SCPC w.e.f 1.1.2006 |
|------------------------------|---------------------------|------------------|-----------------------------|------------------|---|
| 1400-2300 | Rs.4200 | 33% | 30% | 29% / 26% | 50% / 53% |
| 1600-2660 | | 30% | 25% | 24% | |
| 2000-3200 | Rs.4600 | 27% | 28% | 29% | 50% / 47% |
| 2375-3500 | | 10% | 17% | 21% / 18% | |

7. DISCREMINATION IN CADRE RESTRUCTURING FROM OTHER INSPECTORIAL STAFF

Technical Supervisors have much lesser %age of higher grade posts in comparison to other Inspectorial categories (as apparent from the following table) – even though Technical Supervisors were the only ones besides the Traffic Controllers to be given the apex scales of Rs.840-1040 & Rs.2375-3500 by the 3rd & 4th Pay Commissions respectively – keeping in view their Duties & responsibilities:

| | Traffic Controllers | | Loco running Supervisors | | Commercial Inspectors | | CMT | |
|------------|---------------------|--------------|--------------------------|--------------|-----------------------|--------------|-----------------|--------------|
| | Prior to merger | After merger | Prior to merger | After merger | Prior to merger | After merger | Prior to merger | After merger |
| 7450-11500 | 37% | 85% | 65% | 100% | 30% | 62% | 37% | 70% |
| 6500-10500 | 48% | | 35% | | 32% | | 33% | |
| 5500-9000 | 15% | 15% | | | 13% | 38% | 20% | 30% |
| 5000-8000 | | | | | 25% | | 10% | |

8. FUNCTIONAL JUSTIFICATIONS - INCREASE IN DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS SINCE THE LAST CADRE RESTRUCTURING IN 2003:

As submitted earlier, there has been manifold increase in duties and responsibilities of the Technical Supervisors over the years (some of which are indicated in Annexure- I), especially on account modernisation of technology and need for more intensive utilization of assets – adding to the need for more intensive supervision, better quality control and flawless maintenance:

The duties and responsibilities of the Technical Supervisors are going to increase still further - several times – since the Indian Railways is planning for huge improvement in its infrastructure, technology and service on account of “Vision 2020”. This will further add to the burden & responsibilities of Technical Supervisors.

9. QUANTUM OF DIRECT RECRUITMENT BE KEPT AT PRE-MERGER LEVEL:-

a) 20 % posts of Section Engineer (Rs.6500-10500) were filled up through direct recruitment of Engineering Graduates out of a total of 29% posts of Technical Supervisors in this scale.

b) Pay Scales of Section Engineer (Rs.6500-1050) & Senior Section Engineer (RS.7450-11500) have been merged after Sixth Pay Commission. The total quantum of direct recruitment will increase on the combined strength SE & SSE if the percentage of Direct Recruitment is retained at the existing level of 20%. This will adversely affect the avenues of promotion of the existing staff (JEs) in the lower scales. It is therefore important to ensure that:

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 grades & LDCE.

10. Need for combined Cadre Restructuring of Group A, B & C” to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on Railways – Annexure - II

11. It is, therefore, requested that:

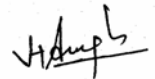
- a) % age of Direct Recruitment of Engineering Graduates in the Technical Supervisors Cadre may please be modified, in order to maintain the total quantum direct induction at Pre-Sixth CPC level – depending on the overall redistribution of their posts.
- b) Cadre of Technical Supervisors may please be restructured on a single pattern (*as prior to 2003*) for all Technical Supervisors - as per following percentage distribution, keeping in view substantial rise in their duties and responsibilities over the years – at par with the Traffic Controllers as per detailed justification submitted heretofore:-

| Designation & Grade Pay | Present Cadre distribution | Proposed Cadre distribution |
|-------------------------|----------------------------|-----------------------------|
| JE-II & I (Rs.4200) | 26 + 24 = 50% | 15% |
| SE & SSE (Rs.4600) | 29 + 21 = 50% | 85% |

Hoping for a favourable consideration,

With kind regards,

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.
- vi) Secretary (Establishment), Railway Board, New Delhi.

ANEXURE -I

FUNCTIONAL JUSTIFICATIONS FOR IMPROVEMENT IN CADRE RESTRUCTURING OF TECHNICAL SUPERVISORS ON RAILWAYS

1. INCREASE IN DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS SINCE THE LAST CADRE RESTRUCTURING IN 2003:

As submitted earlier, there has been manifold increase in duties and responsibilities of the Technical Supervisors over the years (some of which are indicated below), especially on account modernisation of technology and need for more intensive utilization of assets – adding to the need for more intensive supervision, better quality control and flawless maintenance:

2. MORE INTENSIVE UTILIZATION OF ASSET SINCE LAST CADRE RESTRUCTURING IN 2003

| Area of work | Prior to last cadre restructure (UPTO 2003) | After the last Cadre restructure (Since 2003) |
|----------------|--|--|
| Coaching Stock | Coaching trains were permitted to run up to 2500kms in a round trip before a pit line maintenance. | Coaching trains are permitted to run up to 3500kms in a round trip before a pit line maintenance. <i>(RB No.95/M(c)/141/1 dated 31.01.07)</i> |
| | Standard 18 coach formation | Standard 24 coach formation |
| Freight Wagons | Closed Circuit rake maintenance - 4500 km | Closed Circuit rake maintenance - 6000 – 7500 km <i>RB No.2007/M(N)/951/13 CC Rakes, dt 11.03.2010</i> <i>RB No.2007/M(N)/951/67, dt 19.11.08</i> |
| Loco & P.Way | 60 KMPH of Maximum Speed CC rake wherever 52 T UTS Rail Exists Trip schedule periodicity of ALCO locomotives – 30 days. Fitness of WAP -4 LOCO at 110 KMPH | 75 KMPH of Maximum Speed CC rake wherever 52 T UTS Rail Exists. <i>RB No.2005/Elect(TRS)/440/17, dated 28.07.08</i> Trip schedule periodicity of ALCO locomotives – 40 days. <i>RB No 2003/M(L)/466/20, dt. 13.5.10</i> Fitness of WAP -4 LOCO at 140 KMPH <i>RB No.2003/Elect(TRS) / 440/12pt, dated 09.0109</i> |

3. PERFORMANCE INDICES

| INDICES | 2003-04 | 2008-09 | IMPROVEMENT IN PERCENTAGE |
|---|--------------------------------|---------------------------------|---------------------------|
| Engine utilization KM per day Diesel/Goods | 386 | 402 | 4.15% |
| Engine KM per day Electric/Goods | 452 | 487 | 7.74% |
| Engine KM per day Diesel/Passenger | 589 | 595 | 1.02% |
| Engine KM per day Electric/Passenger | 584 | 624 | 6.85% |
| GTKms/kg of tractive effort | 4882 | 5299 | 8.54% |
| Net Tonne KM /route KM | 8.14 | 10.43 | 28.13% |
| Passenger KM /route KM | 10.76 | 15.53 | 44.33% |
| Coach km per vehicle Km | 470 | 524 | 11.49% |
| Ave. freight train net load | 1490 | 1639 | 10.00% |
| Net tonne kms per wagon per day | 2574 <i>(Four wheelers)</i> | 8762 <i>(Eight wheelers)</i> | 70.20% |
| Net tonne kms / Ton of wagon capacity per annum | 42322 | 53931 | 27.43% |
| Wagon turn around | 6.7 | 5.19 | -22.54% |

4. PROJECTED INCREASE IN CAPACITY & PERFORMANCE AUGMENTATION IN COMING YEARS

- Addition of 25,000 route km.
- More than 30,000 route km will be doubled from the present level of 18,000.
- 6000 route km will be quadrupled.
- Electrification would be done for additional 14,000 km.
- Separate dedicated freight corridors.
- Saving up to 15% of energy through improved energy efficiency.
- Target to achieve Zero accidents.
- Max. speed of passenger trains to be raised from 110 or 130 kmph to 160-200 kmph.
- Production of Passenger coaches will go up from the present level of 2500 to 10,000.
- Four high speed corridors to provide bullet trains at 250-350 kmph.
- Railways share of freight movement from 35% to 50%.
- Annual production of wagons would go from the present level of 25,000 to 75,000.
- Maximum speed of freight trains to be raised from 60-70 kmph at present to 100 kmph.

5. While the duties and responsibilities of the Technical Supervisors have increased many fold since the last cadre restructure, these are going to increase still further - several times – since the Indian Railways is planning for huge enhancement / improvement in its infrastructure, technology and service on account of “Vision 2020” - apparently without additional staff or rather in spite of continuous reduction in staff.

All this will further add to the burden and responsibilities of Technical Supervisors. As such the number of posts in the higher grade has to be maximized so that sharing of responsibilities and decision-making will not be a problem.

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

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

ii) There has been substantial increase in the duties and responsibilities over the years of the Technical Supervisors (JEs & SSEs) due to modernisation and advancement of technology on the Railways – but this has not been recognised or remunerated in any manner whatsoever – especially in the case of Senior Section Engineers.

iii) Only about 2 to 3% of Technical Supervisors – (entering with Diploma or Degree in Engineering) - reach Group B level and only a small fraction thereof reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C and non-implementation of DOPs orders regarding Classification of Posts – issued after the last 4 Pay Commissions on the Railways. Large majority of Technical Supervisors (with Diploma in Engineering at JE level and with Graduation in Engineering at SSE level) do not get any promotion except in a very few cases and that too at the fag end of their careers. Even after acquiring long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself.

iv) Even though the terms of reference of the CRC are regarding Cadre Restructuring of Group-C, but the Ministry of Finance (vide point vii of OM referred at SL.No.4 above) allows the deviation from the same after consultation with it.

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

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

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

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

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

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

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

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

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

viii) 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.

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

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

| PROPOSED DISTRIBUTION OF POSTS ON RAILWAYS | | | | |
|---|--|---|---|---|
| AS PER ALL INDIA AVERAGE %age DISTRIBUTION OF POSTS UNDER CENTRAL GOVERNMENT | | | | |
| Group of Posts | Existing % age Distribution of Posts <u>On Railways *</u> <u>After the upgradation of Gr-D to Gr-C</u> | Proposed % age Distribution in Technical Departments on Railways As per All India Average * After the upgradation of Gr-D to Gr-C | Existing % age Distribution of Posts <u>On Railways*</u> <u>Without counting Existing Group D</u> | Proposed % age Distribution in Technical Departments on Railways <u>As per All India Average *</u> <u>Without counting Existing Group D</u> |
| Group A | 0.6% | 2.8% | 0.9% | 3.9% |
| Group B | 0.5% | 5.4% | 0.8% | 7.3% |
| Group C | 98.9% | 91.8% | 98.3% | 88.8% |