

For the Kind attention of  
Honorable  
Minister for Railways

SUGGESTIONS FOR IMPROVING SAFETY, EFFICIENCY, REVENUE EARNINGS &  
HUMAN RESOURCES DEVELOPMENT OF INDIAN RAILWAYS.



*Submitted by*  
**INDIAN RAILWAYS  
TECHNICAL  
SUPERVISORS  
ASSOCIATION,  
November- 2012.**

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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



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

No:IRTSA/MR/2012-24

Date: 25-11-2012

**Shri PAWAN KUMAR BANSAL**  
Hon'ble Minister for Railways,  
Camp Chandigarh

Respected Sir,

**Subject: SUGGESTIONS FOR IMPROVING SAFETY, EFFICIENCY, REVENUE EARNINGS & HUMAN RESOURCES DEVELOPMENT OF INDIAN RAILWAYS.**

On behalf of over 50,000 Technical Supervisors / Railway Engineer we welcome your taking over as the Railway Minister at a very critical juncture.

Indian Railways are on the cross-road and require a pragmatic and dynamic leader like you to take it out of its present predicament of serious constraints of resources on one hand and gigantic inputs to meet its infrastructural requirement not only for its development but for its very survival as a safe and efficient system of transport in the fast developing economy of India.

We express our fullest cooperation and earnestly hope that the Indian Railways will be able to meet its challenges as well as to attain new height under your able leadership.

At this crucial juncture, we would like to offer for your kind consideration and that of the Railway Board - the following SUGGESTIONS FOR IMPROVING SAFETY, EFFICIENCY, REVENUE EARNINGS AND HUMAN RESOURCES DEVELOPMENT OF INDIAN RAILWAYS.

## **1. SUGGESTIONS FOR IMPROVING SAFETY ON THE INDIAN RALWAYS:**

- 1.1 Implementation of Khanna Committee recommendations – including those on Staff Matters.
- 1.2 Replacement of over aged Tracks, Bridges and Rolling Stock – through Safety Funds from Central Revenue
- 1.3 Intensive Periodic Training for all Technical Staff & Technical Supervisors.
- 1.4 Adequate Teaching allowance to Faculties of Railway Training Schools to attract talent,
- 1.5 Steps to minimize level crossing accidents – Automatic Gate closing & train detection system, technological improvements, public awareness & law enforcement, etc.
- 1.6 Measures to reduce the deaths due to trespassing on railway tracks.
- 1.7 Elimination of Fire Accidents in trains by using self activating fire extinguishers.
- 1.8 Time-bound filling of all safety related posts – as a regular measure.
- 1.9 In-house manufacture and maintenance of all Safety related infrastructure instead of relying on contractors.

## **2. SUGGESTIONS FOR IMPROVING EFFICIENCY ON THE RALWAYS:**

- 2.1 Introduction of Roll on Roll off services in a big way.
- 2.2 Suggestion to evolve energy efficiency policy.
- 2.3 Effective implementation of thrust areas as defined for the XII Five Year Plan for Railways

## **3. SUGGESTIONS FOR IMPROVING REVENUE EARNING ON THE RALWAYS:**

- 3.1 Improving the fare - freight ratio
- 3.2 Additional Revenue through un utilised Emergency Quota (EQ) seats allotment
- 3.3 Linking Freights & Fares with Inflation & cost of Inputs.

**Continued**

## **4. SUGGESTIONS FOR IMPROVING HUMAN RESOURCE DEVELOPMENT ON THE RAILWAYS**

### **4.1 PROMOTIONAL AVENUES OF TECHNICAL SUPERVISORS**

4.1.1 Proper Career Planning of Technical Supervisors.

4.1.2 Provision for adequate promotional avenues in all categories through Combined Cadre Restructuring for all Posts in Group A, B, & C.

4.1.3 Classification of all posts in Railways as per orders of DOP & T to ensure equality & uniformity in all Government Departments and to attract talent in Railways

- Classifying the posts of Senior Technical Supervisors in Group-B gazetted as in all other Government Departments to have high level of supervision, delegation of powers and decision making by field managers.

### **4.2 GRADE PAYS OF TECHNICAL SUPERVISORS**

4.2.1 Rationalization of Grade Pays according to duties and responsibilities shouldered by the Technocrats and by

4.2.2 Fixing of Grade Pays as per following settled law of natural justice:

- *Equal Pay for equal work*
- *An equal should not be over an equal;*
- *'Promotion' implies advancement to a higher grade; &*
- *Supervisor should be in a scale higher than Supervised.*

4.3 Removal of major discrimination and Upgrading of all Posts of P-Way Supervisors as Junior Engineers – as in all other Departments – since 1-11-2003

4.4 Additional Staff for additional work due to new Trains & Assets –

4.5 Implementation of judicious Benchmarks & yardsticks for Staff Strength in Sheds, C&W Depots, P-Way & Works and Bridges and Workshops & Production Units.

4.6 Suitable Incentive scheme for Technical Supervisors & Staff in Sheds & Open Line Depots,

4.7 Special Pay / Allowance or Incentive to Drawing, Design, Stores, CMT Laboratory and Information Technology departments.

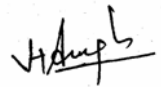
4.8 Improvement of Working Conditions in Sheds, Open-Line Depots, Sick Lines & P-Ways - through development of proper Infrastructure including induction of suitable human resource in line with new technology development in Railways.

4.9 Suitable Forum to discuss and resolve the problems of the middle management category of Technical Supervisors on the Railways.

It is requested that these suggestions and submissions may please be given due consideration in order to improve the safety, efficiency, performance, industrial harmony & job satisfaction – amongst the frontline managers i.e. the Technical Supervisors on Indian Railways

With kind regards,

Yours faithfully,



Harchandan Singh,  
General Secretary, IRTSA

**Encl: i) Explanatory Note - (As referred to above) – in Annexure I to IV**

**ii) Statistical Data in Annexure V**

## 1. SUGGESTIONS TO IMPROVE THE SAFETY ON INDIAN RAILWAYS

*The primary objective of Indian Railways is to ensure safe, speedy, reliable and punctual movement of passengers and goods to various destinations across the country. Even though the overall accident figures have come down over the years, a few types of accidents like level crossing accidents, collisions have to be reduced substantially. Following suggestions are made to reduce the number of accidents and to reduce human & property loss.*

### MAIN SUGGESTIONS:

- 1.1 Implementation of Khanna Committee recommendations – including those on Staff Matters.
- 1.2 Replace overage Tracks, Bridges and Rolling Stock – through Safety Funds from Central Revenue
- 1.3 Intensive Periodic Training for all Technical Staff & Technical Supervisors.
- 1.4 Adequate Teaching allowance to Faculties of Railway Training Schools to attract talent,
- 1.5 Steps to minimize level crossing accidents – Automatic Gate Closing & train detection system, technological improvements, public awareness & law enforcement, etc.
- 1.6 Measures to reduce the deaths due to trespassing on railway tracks.
- 1.7 Elimination of Fire Accidents in trains by using self activating fire extinguishers.
- 1.8 Time-bound filling of all safety related posts – as a regular measure.
- 1.9 In-house manufacture and maintenance of all Safety related infrastructure instead of relying on contractors.

### EXPLANATION FOR SOME OF THE MAIN SUGGESTIONS:

#### 1.1 a) Khanna Committee recommendations on Railway Accidents be implemented effectively - including those on on staff matters:

- Khanna Committee on Railway accidents has brought out that "Railways by virtue of its complex nature, requires a high degree of discipline and efficiency, a requirement more closely allied to the Armed Forces than somewhat lax civilian form, as it has the most intricate and involved inter- dependence."
- **Teaching allowance should be fixed at 40% of Basic Pay in Railway Training Centres, to draw individuals of high caliber to take up critical assignments.**
- For certain jobs, such as that of gangmen, the retirement age should be 55 years with a generous 'golden handshake' in tow.
- **Supervisors should not be allowed to join the unions.**
- **A separate forum has to be formed to discuss & resolve the problems of supervisors.**

#### 1.1 b.i.) Level Crossings Accidents

Level crossing accidents in Indian railways contribute nearly 40% of consequential train accidents and 48% in the total causalities. By reducing the number of accidents and number of causalities Accidents/ Million Train Kms can be brought down further.

- **Encouragement:** Encourage society to recognise the multi-modality of the road/rail interface and work closely with the road sectors and the Local Governmental agencies to help reduce risk levels at level crossings.
- **Education:** Address Road User Behaviour through introduction of safety enhancing measures (education, campaigns, etc.)
- **Enforcement:** Promote the development of links with the law enforcement agencies to cultivate a systematic approach to the laws of the route violations.
- Substitution of human actions by new technology.
- Technological improvements to level crossing safety infrastructure, such as deployment of various types of sensors (audio, video, radar, lasers) for the timely detection of potentially hazardous situations.
- Use of fast, reliable, wireless links to enable a seamless communication between the train, the level crossing, and the stations.

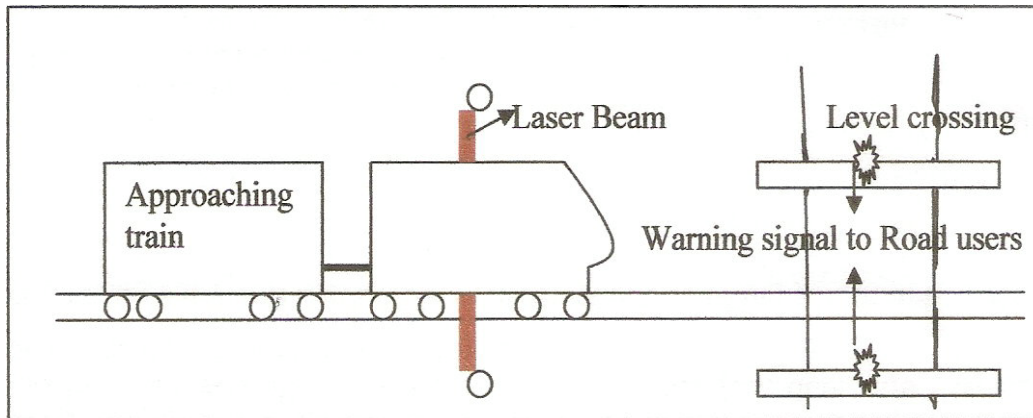
#### b.ii. Detection of Train Which Is Approaching Level Crossing

- A satellite navigation device installed on a train will produce information on the location of the train.

- The train location data can be transmitted to a server.
- From server signals can be send to receiving end at the level crossing about the approaching train.
- Warning signals to the road users can be given in the form of flash light, siren etc.

**b.iii. Warning through sensor at level crossings**

Light and audio warnings can be given to the road users by automatically sensing the approaching train well in advance.



**c. Measures to reduce the deaths due to trespassing of railway tracks.**

There are around 1500 deaths happens due to trespassing every year. Railways has to improve the safety measures around the areas more for trespassing.

- Restricting trespassing of railway tracks in the metro cities will reduce the trespassing causalities by 70%.
- Introduction of sufficient number of sub-ways, foot over bridges.
- Introduction of escalators and walkalators in the main sub-urban stations
- Rigid & high fencing of railway tracks where repeated trespassing is happening.

**d. Fire Accidents can be eliminated 100%.**

- Self activating fire extinguishers in the shape of ball can be placed as pre-emptive measure at the areas of risk. They can be placed in the ceiling between limpet sheet and the roof sheet at many locations. This can make the entire roof of the coach as fire extinguisher.
- One 1.3 kg fire extinguisher ball can cover a fire volume of 9.12 cubic metres.

**e. Immediate filling of all safety related posts**

According to para 2.11.1 of Report of high level safety review committee there are severe shortage of manpower in safety categories such as technical Supervisors and technicians under various departments, ASMs, Loco Pilots etc.

The Committee strongly mandated that no vacancies are allowed to remain in respect of essential safety categories of supervisors and staff for more than 3 months.

S. No.	Category	SS	OR	VAC	%age
1	ASMs/SMs/SSs	37475	34138	3337	8.9
2	Controllers	2672	2318	354	13.2
3	Gatemen (Traffic)	11066	7485	3581	32.4
4	Cabin men	10612	9691	921	8.7
5	Lever men	5161	4099	1062	20.6
6	Points men	28149	24886	3263	11.6
7	JE/SE/SSE (P.Way)	6334	5268	1066	16.8
8	Supervisor (P.Way)	4380	3280	1100	25.1
9	Gangmen/Gangmate	204925	149566	55359	27.0
10	Keymen	13331	10968	2363	17.7
11	Gatemen (Engg.)	29707	25373	4334	14.6
12	JE/SE/SSE (Signal)	3408	2841	567	16.6
13	ESM	16014	13792	2222	13.9
14	Drivers	36772	28940	7832	21.3

15	Moter men	3505	2937	568	16.2
16	Shunters/Engine Turners	7335	5656	1679	22.9
17	Dsl./Elec. Asstts.	35711	28671	7040	19.7
18	JE/SE/SSE (C&W)	8842	7130	1712	19.4
19	Safety Inspectors/ Counsellors	906	728	178	19.6
20	All Other Safety Categories	175639	153746	21893	12.5
21	Guards	30301	24505	5796	19.1
22	Switchmen	3070	2993	77	2.5
	<b>Total</b>	<b>675315</b>	<b>549011</b>	<b>126304</b>	<b>18.7</b>

All these 1,26,304 safety related posts should be filled up on express drive.

**f. Replacement of over aged Tracks, Bridges and Rolling Stock – through Safety Funds from Central Revenue**

Indian Railways have a total track length of 11, 3620 km. Of this, 88% track is on concrete sleepers and 78% are Continuously Welded Rail (CWR) track. Both 52 Kilogram per meter and 60 kilogram per meter rails sections are used in Indian Railways. Indian Railway have classified around 3000 bridges as 100 years age and above and also identified 32 distressed bridges.

IR operates most of the corridors beyond 100% utilization everyday and hence little maintenance time is provided.

Track structures have to be upgraded at the time of renewals. Pre-Stressed Concert Sleepers have to be provided through out Indian Railways. Heavier and high tensile strength rails 60 kg 90UTS rails are to be used in all places. . During relaying/construction of new lines/gauge conversion a, long welded rails and Pre-stressed concrete sleepers to be used.

Ultrasonic rail flaw detectors (USFD), track recording cars and installation of in-motion wheel Impact Load Detectors (WILD) at key location on Indian Railways have to be implemented immediately.

## **2. SUGGESTIONS FOR IMPROVING EFFICIENCY ON THE RAILWAYS:**

### **MAIN SUGGESTIONS:**

**2.1 Introduction of Roll on Roll off services in a big way.**

**2.2 Suggestion to evolve energy efficiency policy.**

**2.3 Effective Implementation of thrust areas as defined for the XII Five Year Plan for Railways**

### **EXPLANATION FOR THE MAIN SUGGESTIONS:**

**2.1 Introduction of “Roll on Roll off” services in a big way:** Roll-on Roll-off (Ro-Ro) service as like Konkan Railway where road and rail modes jointly work to their mutual benefit. The fare for the road truck loaded on the rail wagon more or less equals the cost of fuel for its road journey, and the travel time is reduced by half. It is a win-win situation for the truckers/rail/national economy. More such services should be possible on the busy IR routes, provided capacity is made available for ensuring timely flow of traffic.

**2.2 Suggestion to evolve energy efficiency policy.**

Indian Railways consumed over 16 billion units during 2010-11 and paid electricity bill of about Rs.7700 crore for traction and non-traction applications.

Projected energy consumption of Indian Railways

	2009-10	2012-13	2022-23	2031-32
Electricity consumption (billion kWh)	15.65	19.90	45.77	100.51
CO <sub>2</sub> Production (million tonnes)	12.83	16.32	37.53	82.41

- i. Commissioning of more wind mill projects by Railways as done by Integral Coach Factory, which is energy self sufficient since it full fills the entire requirement of electricity generated through wind power.
- ii. Generation of electricity from the running coach.
- iii. Installation of microprocessor controlled air-conditioning systems for AC coaches.
- iv. Installation of roof solar panels in coaches to generate electricity.
- v. Conduction of energy audits of rolling stock (locomotives) and coaches.
- vi. Design improvement measures on rolling stocks to improve payload-to-tare weight ratio
- vii. Aero dynamic design of rolling stocks to reduce the air-friction.
- viii. Introduction of a traction-effort metering system to ascertain the brake binding
- ix. Introduction of Energy Management System for pumping installations
- x. Installation of Building Management Systems for stations, workshops and railway offices
- xi. Energy audits of stations, workshops and railway offices, etc.
- xii. Introduction of renewable energy systems (e.g. solar water heating systems, solar light)
- xiii. Introduction of solar photovoltaic modules to electrify level crossing gates & gang huts
- xiv. Installation of small wind mills to electrify level crossing gates and gang huts

### **2.3 Effective implementation of thrust areas as defined for the XII Five Year Plan for Railways**

Following thrust areas of the Railways as defined for the XII Five Year Plan are vital for the growth and development; and as such should be effectively implemented:

- i. Achieving growth on freight traffic by running of heavier (higher axle load)
- ii. Speedier (100 kmph) and longer freight trains to maximize utilization of existing track capacity.
- iii. *Expedite Track & Bridge renewal on top priority to eliminate Speed restrictions*
- iv. Quantum jump in rolling stock acquisition to support high growth in traffic.
- v. Maximization of revenue through tariff restructuring.
- vi. Delivery of capacity enhancement infrastructure projects.
- vii. Accelerated expansion of network.
- viii. Enhancement of market share by 2% in freight.
- ix. Modernization of network and rolling stock.
- x. Improvement in safety and quality of service.
- xi. Special focus on last mile rail linkages, port connectivity,

- xii. Development of logistics parks and provision of total logistics solution
- xiii. Adoption of New Technologies, Energy efficiency and Green Energy initiatives
- xiv. Enhancing the sectional speeds.
- xv. Segregation of freight and passenger services.
- xvi. Enhancement of production capacity of production units.
- xvii. Replacement of conventional trains by EMUs/MEMUs/DMUs which have better acceleration/ deceleration is undertaken at a faster pace. Provision of higher class accommodation is also another option for increasing earnings.
- xviii. Optimum capacity utilization of motive power by increasing no of coaches in Trains this will fetch additional revenue & save wastage of energy.



### 3. SUGGESTIONS TO IMPROVE THE REVENUE EARNINGS OF INDIAN RAILWAYS

#### 3A) MAIN SUGGESTIONS:

- 3.1 Improving the fare - freight ratio
- 3.2 Linking Freights & Fares with Inflation & cost of Inputs.
- 3.3 Introduction of upper class coaches in all Metro and Sub-urban EMU & DMU Trains.
- 3.4 Rationalization of Fares of Season Tickets to eliminate or reduce subsidy
- 3.5 Phase out Subsidy on Freight haulage & Passenger Fares; OR
- 3.6 Concerned States and Center should bear the cost of Subsidies on Freights & Fares

#### 3B) EXPLANATION FOR THE MAIN SUGGESTIONS:

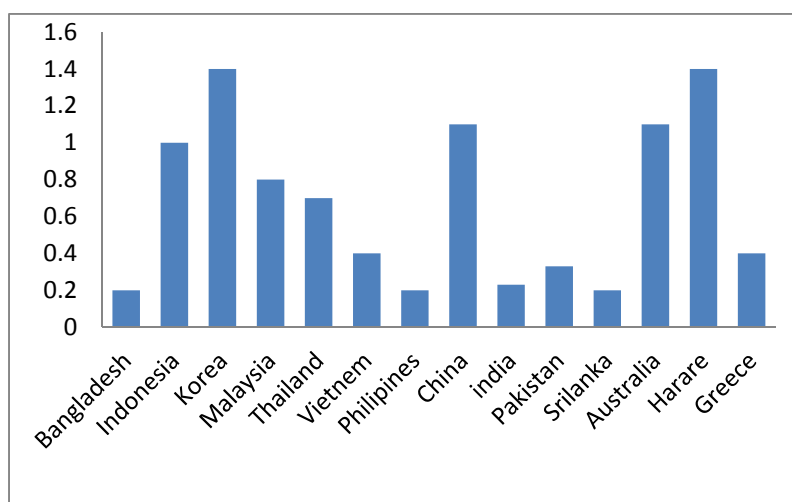
##### 3.1 Improving the fare - freight ratio

The fare–freight ratio, which is the ratio of passenger fare per km and freight rate per tonne km, in India is among the lowest in the world, indicating the extent of cross-subsidization from freight to passenger. In addition, upper class passenger services are priced very high vis-à-vis second class. This is not a viable strategy. Reducing cross-subsidization within passenger fares and between the fares of passenger and freight is now an urgent necessity. Railways have to move towards aligning the fares with the costs in all modes and classes of traffic.

By moving one tonne of cargo over one km Indian Railways earned Rs 1.21 , which is 61 per cent higher than what it did 10 years ago. By transporting a passenger over one km, it earned 28 paise, about 16 per cent higher than what it did 10 years ago.

Financial Year	Earning / Passenger Km	Earning / tonne km	Fare – Fright ratio
2013	0.28	1.21	0.23
2012	0.27	1.07	0.25
2011	0.26	1.03	0.25
2010	0.26	0.98	0.27
2009	0.26	0.97	0.27
2008	0.26	0.91	0.29
2007	0.25	0.87	0.29
2006	0.25	0.83	0.30
2005	0.25	0.76	0.33
2004	0.25	0.72	0.35
2003	0.24	0.75	0.32
2002	0.23	0.75	0.31

**Fare – Fright ratio of world Railways**



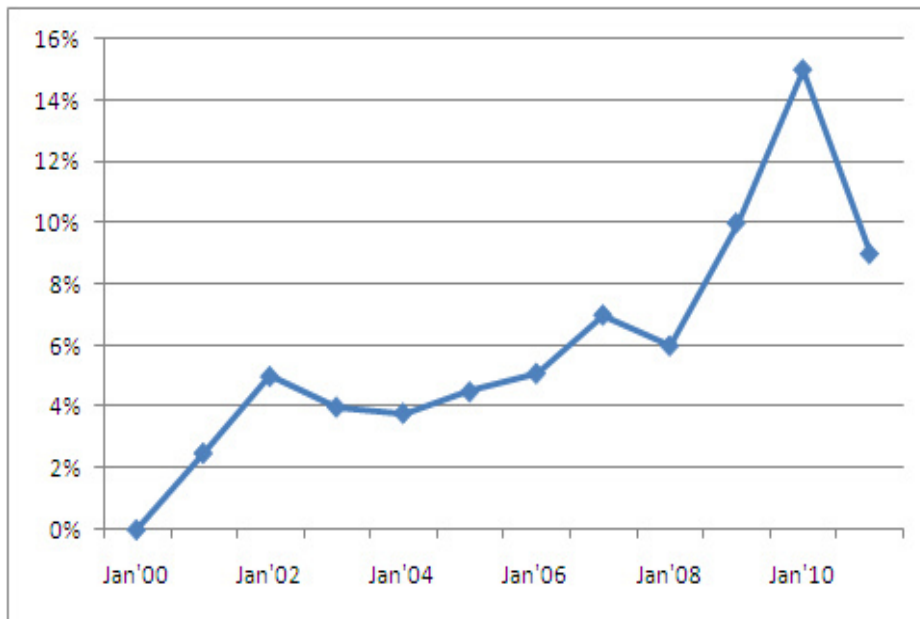
Decrease in Fare – Freight ratio not only resulted in Indian Railways running the passenger traffic for loss. More dangerously it has considerably reduced the Indian Railways share in freight traffic.

Hence it is suggested that Fare – Freight ratio shall be improved at least to the level of financial year 2002.

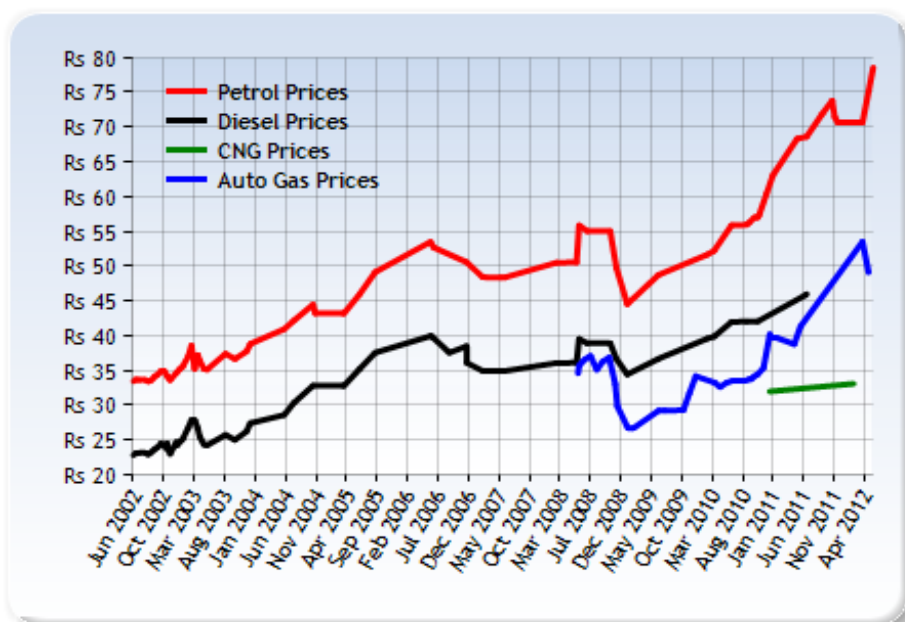
**3.2 Linking Freights & Fares with Inflation & cost of Inputs.**

Inflation has been defined as a process of continuously rising prices, or equivalently, of a continuously falling value of money. If we look at the rate of inflation since year 1969 to 2011, on an average the rate of inflation has increased by almost at the rate of 7.99%.

**inflation during the last ten years:**



**FUEL PRICES IN LAST TEN YEARS:**



On an average inflation in India has increased more than 8% over the last ten years. Petrol and Diesel prices were increased by more than 100% during the last 10 years. But the passenger fares of Indian Railways have been kept untouched for the past 10 years. Only some rationalization of Freight fares were done, that also resulted in loss of market share of Indian Railways.

**It is suggested to link the freight & Passenger fares with the inflation and with the costs of main inputs like fuel, so that Railways revenue will remain constant in terms of money value.**

**4. SUGGESTIONS FOR IMPROVING HUMAN RESOURCE DEVELOPMENT ON THE RAILWAYS:**

*Any healthy industry needs to recognize its employees as human capital and in turn employees also should make their efforts to acknowledge it through their commitment and contribution to the industry and the society. People want speed with safety & punctuality, hence Railway employee has to possess high level of specialized domain knowledge to work with positive attitude, passion to excel, customize service to suit individual and end users. They should also get accustomed to the advanced technology of their own in the absence any training.*

*INDIAN RAILWAYS is a multi activity Engineering Enterprise with strategic value that needs a good industrial organizational structure in order to carry out the objective of the Railways, its project implementation and success.*

**MAIN SUGGESTIONS:**

**4.1 REG: PROMOTIONAL AVENUES OF TECHNICAL SUPERVISORS**

- 4.1.1 Proper Career Planning of Technical Supervisors.
- 4.1.2 Provision for adequate promotional avenues in all categories through Combined Cadre Restructuring for all Posts in Group A, B, & C.
- 4.1.3 Classification of all posts in Railways as per orders of DOP & T to ensure equality & uniformity in all Government Departments and to attract talent in Railways  
- Classifying the posts of Senior Technical Supervisors in Group-B gazetted as in all other Government Departments to have high level of supervision, delegation of powers and decision making by field managers.

**4.2 REG: GRADE PAYS TECHNOCRATS:**

- 4.2.1 Rationalization of Grade Pays according to duties and responsibilities shouldered by the Technocrats (including SSE, JEs, CMS, CMAs, CDMS & DMS)
- 4.2.2 Implementing the undernoted accepted principles of natural justice. :
  - ***Equal Pay for equal work***
  - ***An equal should not be over an equal;***
  - ***'Promotion' implies advancement to a higher grade; &***
  - ***Supervisor should be in a scale higher than Supervised.***
- 4.3 Upgrading of all Posts of P-Way Supervisors as Junior Engineers – as in all other Departments – since 1-11-2003 – to remove discrimination & considering vital duties.
- 4.4 Additional Staff for additional work due to new Trains & Assets –
- 4.5 Implementation of judicious Benchmarks & yardsticks for Staff Strength in Sheds, C&W Depots, P-Way & Works and Bridges and Workshops & Production Units.
- 4.6 Suitable Incentive scheme for Technical Supervisors & Staff in Sheds & Open Line Depots,
- 4.7 Special Pay / Allowance or Incentive to Drawing, Design, Stores, CMT Laboratory and Information Technology departments.
- 4.8 Improvement of Working Conditions in Sheds, Open-Line Depots, Sick Lines & P-Ways - through development of proper Infrastructure including induction of suitable human resource in line with new technology development in Railways.
- 4.9 Suitable Forum to discuss and resolve the problems of the middle management category of Technical Supervisors on the Railways.

**EXPLANATION FOR THE MAIN SUGGESTIONS:**

**4.1 REG: PROMOTIONAL AVENUES OF TECHNICAL SUPERVISORS**

- 4.1.1 Proper Career Planning of Technical Supervisors.
- 4.1.2 Provision for adequate promotional avenues in all categories through Combined Cadre Restructuring for all Posts in Group A, B, & C, based on a defined bench mark managerial ratio.
- 4.1.3 Classification of all posts in Railways as per orders of DOP & T to ensure equality & uniformity in all Government Departments and to attract talent in Railways  
- Classifying the posts of Senior Technical Supervisors in Group-B gazetted as in all other Government Departments to have high level of supervision, delegation of powers and decision making by field managers.

i) 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.

ii) 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.

**iii) 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.**

iv) Most of the other 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.

v) 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%.

vi) 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.

**vii) 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.**

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

a) 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.

b) 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.

c) 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.

**ix) Classification of all posts in Railways as per orders of DOP&T to ensure equality & uniformity in all Government Departments and to attract talent in Railways - Classifying the posts of Senior Technical Supervisors in Group-B gazetted as in all other Government Departments to have high level of supervision and decision making.**

#### **4.2 Rationalisation of pay scales/Grade Pays of Rail Engineers / Technical Supervisors**

The pay scales of Senior Supervising Engineers which was the highest exclusive scale till 1995, was diluted during 5<sup>th</sup> and 6<sup>th</sup> Central Pay Commission. The agitated Rail Engineers / Technical Supervisors have been continuously highlighting this retrograde situation to Railway Board for the last 15 years by means of representations agitations etc.,

Senior Section Engineers are demanding a grade pay of Rs.5400 in PB-3 and gazetted status and the Junior Engineers are demanding Rs.4800 in PB-2 with gazetted status.

The above demands are quite genuine if their position in hierarchy is taken in to consideration with respect to multi faceted volume of work, the working environments being hazardous in nature and the high degree of responsibility and accountability they hold in the system which only ensures safe running of trains day in and day-out and ensures comfort and punctual rail services to public.

It is quite illogical to grant a Grade Pay which is equal to their supporting staff in the hierarchy or in some cases in a grade pay even less than their supporting staff.

**4.2 a) Grade Pay of 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 even while shouldering higher responsibilities as JEs.

JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are recruited through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for 1 year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units.

**4.2 b) Grade Pay 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.

Senior Section Engineer with the direct recruitment qualification of Degree in Engineering has to undergo on the job training 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.

The common proposal by Ministry of Railways to upgrade the Grade Pay of Rs.4600 to Rs.4800 for all categories had been returned by Finance Ministry three or four times asking the Railways to clearly specify the posts which Railways want to upgrade. Instead of earmarking the above recommendations for Rail Engineers / Technical Supervisors, Board had been demanding the upgradation to all categories and same was not considered by Ministry of finance.

#### **4.2.2 Fixing of Grade Pays as per following settled law of natural justice :**

***a) Equal Pay for equal work***

***b) An equal should not be over an equal;***

***c) 'Promotion' implies advancement to a higher grade; &***

***d) Supervisor should be in a scale higher than Supervised.***

**e) Restoration of horizontal parity & vertical relativities following Grade Pays shall granted to the Technical Supervisors on the Railways – as agreed to in the Departmental Anomalies Committee:**

- I. Junior Engineer (JE/CMA/DMS) may please be granted Grade Pay of Rs.4600 in PB-2;**
- II. Senior Section Engineers (SSE/CMS/CDMS/Sr.Engg(IT)) may please be granted Grade Pay of Rs.4800**

#### **4.2.3 Up-grading of posts of CMA-I in pre-revised scale of Rs.7450-11500**

Vide Para 3.4.7 of its Report Sixth Pay Commission clearly recommended that “all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and

having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.” It is regretted that this recommendation of Sixth CPC has been completely overlooked by Railways for CMA-I who are placed in PB-2 with Grade Pay of Rs 4200 instead of Grade Pay 4600.

***It is suggested 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).***

#### **4.3 Up-gradation & redesignation of P-Way supervisors as Junior Engineers – at par with all other technical departments’ w.e.f 1.11.2003 - Removal of major discrimination.**

The safe running of trains depends on the level & quality of maintenance of the P-way track and hence the role of Permanent-Way Supervisors is crucial as they answerable for the delay/omissions in this regard. They have to conduct regular inspections, trolley inspections, foot plate inspection (by travelling in engine of running train) over the Section. – under the charge of an SSE. 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.

In all Technical Departments of Railways including Civil Engineering (Mech, Elect & S&T) Junior Engineers are being recruited directly with the qualification of Diploma in Engineering in the respective fields. In most of these categories 50% of the strength is filled by direct recruitment, 25% of the strength is filled through LDCE and 25% through Promotive quota. Supervisors Electrical as JE (Electrical), Supervisor Mechanical as JE (Mech) etc.

The erstwhile posts of Supervisors in all Departments had been merged with respective cadre of Technical Supervisors (JE) and redistributed as per percentage distribution of the posts prescribed for Technical Supervisors. On the contrary only 17.26% of the posts 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 – as against 100% up-gradation of Supervisors in all other Departments w.e.f. 1-11-2003 vide Railway Board’s letter cited above. This was unjust and discriminatory.

While the duties and responsibilities of the Civil Engineering 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 - apparently without additional staff or rather in spite of continuous reduction in staff. Which again require higher level of supervision with excellence in technology rather than the man management in the field of track maintenance.

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

4.4 Additional Staff for additional work due to new Trains & Assets –

4.5 Implementation of judicious Benchmarks & yardsticks for Staff Strength in Sheds, C&W Depots, P-Way & Works and Bridges and Workshops & Production Units.

4.6 Suitable Incentive scheme for Technical Supervisors & Staff in Sheds & Open Line 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, Festival Specials, Military Specials, Tourist Specials, VIP Specials, Departmental 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 requires arranging for more material and 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 sanctioned strength than even the Bench Markings or due to the vacancies or on account of additional fluctuating load.

**It is therefore requested that:**

**i) Full strength of Technical & Auxiliary Staff & Technical Supervisors may please be provided in all Sheds & Open Line Depots as per the prescribed yard stick (including Electric Loco Sheds, Diesel Loco Sheds, Electrical General & Power Service, C & W Depots, P- Way, Works, Signal & Telecom & Traction Distribution etc).**

**ii) A Group Incentive Scheme may be introduced in all Sheds & Open Line Depots (including Electric & Diesel Loco Sheds, Electrical General Services, C & W Depots, P- Way, Works, Signal & Telecom & Traction Distribution etc). - to meet with the shortfall of staff as per prescribed norms for Man Power Planning & yard stick to handle the ever increasing workload due to new trains – especially in view of projected additional Workload on account of expansion going to happen and due to the large number special trains introduced every year to meet with the seasonal rush and other exigencies - in peak season.**

#### **4.7 PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP**

##### **4.7.1 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*). Thus 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.**

##### **4.7.2 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 (i.e. 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.**

##### **4.7.3 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.

**Hence it is requested to grant PCO allowance to the DMS/CDMS of Stores organization who perform the similar duties & responsibilities as like PCO organization supervisors**

#### **4.7.4 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

1. No remuneration for the additional one hour per day work in the new shift.
2. Weekly off system is introduced for all Senior Engineers and Junior Engineers and all have to work on Sundays also.
3. Have to work in paid / unpaid holidays. Overtime is paid to JEs whereas SSEs are paid none.
4. If employees weekly off falls on holiday no remuneration is paid.

#### **4.7.5 Design Allowance to Drawing, Design Engineers** – as recommended by Fifth CPC.

Fifth Pay Commission ( vide Para 50.19 ) had recommended for grant of Design Allowance of Rs.300 for Junior Engineers and Rs.600 for Assistant Engineers and the Recommendation was accepted by the Government and implemented in the CPWD (vide their letter No. 15/4/98-DW(S&D)547-1000 dated 9.6.2000), but the same was not implemented by the Railways although the JEs, & SSEs in the Drawing & Design Offices on the Railways do a lot of designing work. This is very unjust and discriminatory.

**It is therefore requested to kindly grant the Design Allowance to the JEs, & SSEs in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.**

**4.8 Improvement of Working Conditions in Sheds, Open-Line Depots, Sick Lines & P-Ways - through development of proper Infrastructure including induction of suitable human resource in line with new technology development in Railways.**

#### **4.9 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, suggested 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).***

## **STATISTICS ON IMPROVED PERFORMANCE OF INDIAN RAILWAYS**

- a. **High amount of Traffic Growth**
- b. **Increase in productivity of the assets & Manpower**
- c. **Improving the Safety Standards**

### **a. High amount of Traffic Growth**

During the Xth and XI plan Indian Railways registered phenomenal growth. In the XII plan the Freight and passenger traffic carried by IR is expected to be 100% more than Xth plan as shown in the table.

	<b>X Plan</b>	<b>XI Plan</b>	<b>XII Plan (Projected)</b>	<b>% Increase</b>
Passenger Originating (Million)	6242	8272	11711	87.6
Passenger Km (Billion)	700	1085	1761	151.6
Originating Freight (Million Tonnes)	726	1054	1499	106.5
NTKM	479	701	989	106.5

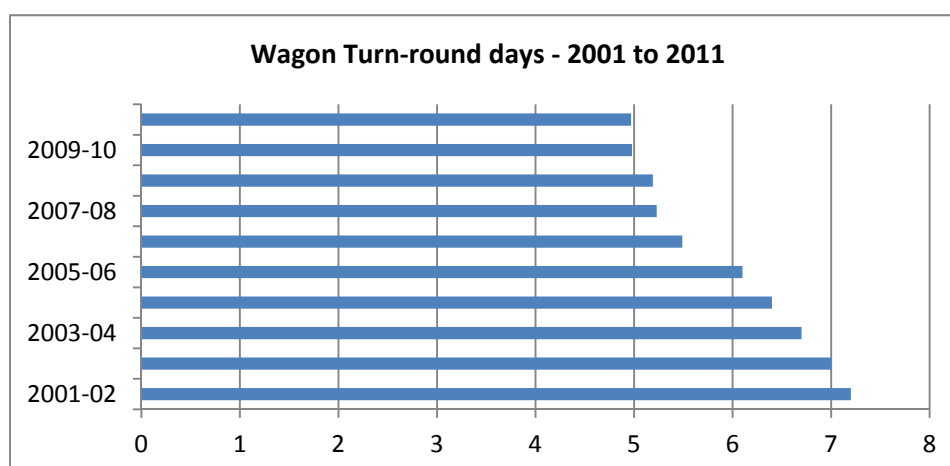
The spurt in traffic is the result of concomitant increase in productivity of the assets, along with the higher productivity of Railwaymen.

### **b. Increase in productivity of the assets & Manpower**

Unit cost of operation has been brought down by improving the productivity of rolling stock, Locos, tracks, etc by improved maintenance practices, reduced detentions at terminals and with lesser manpower. The Wagon turn-around has come down, Engine utilization has improved, the track utilization improved substantially.

Man power productivity indices NTKM per employee and the passenger km per employee have increased considerably.

<b>INDICES</b>	<b>2003-04</b>	<b>2010-11</b>	<b>% Increase</b>
Engine KM per day Ele/Goods	452	478	5.75%
Engine KM per day Dsl/Passr.	589	595	1.02%
Engine KM per day Ele/Passr.	584	671	14.90%
GTKms/kg of tractive effort	4882	5286	8.28%
Net tonne kms per wagon per day	2574	9247	259.25%
Net tonne kms / Ton of wagon capacity per annum	42322	57953	36.93%
Wagon turn around	6.7	4.97	-25.82%



**c. Improving the Safety Standards**

Number of accidents and number of accidents per million train km is coming down steadily over the years.

Year	Collisions	Derailments	Level Crossing Accidents	Fire in train	Misc	Total	Million Train Km	Accidents/ Million Train Kms
1992-93	50	141	51	9		524	632.3	0.83
1993-94	50	401	66	3		520	634.2	0.82
1994-95	35	388	73	5		501	641.9	0.78
1995-96	29	296	68	5		398	655.9	0.61
1996-97	26	286	65	4		381	667.1	0.57
1997-98	35	289	66	6		396	675.8	0.58
1998-99	24	300	67	6		397	686.9	0.58
1999-00	20	329	93	21		463	717.7	0.65
2000-01	20	350	84	17	2	473	723.8	0.65
2001-02	30	280	88	9	8	415	756.4	0.55
2002-03	16	218	96	14	7	351	786.2	0.44
2003-04	9	202	95	14	5	325	790.8	0.41
2004-05	13	138	70	10	3	234	810.1	0.29
2005-06	9	131	75	15	4	234	825.4	0.28
2006-07	8	96	79	4	8	195	847.8	0.23
2007-08	8	100	77	5	4	194	890.2	0.22
2008-09	13	85	69	3	7	177	905.2	0.2
2009-10	9	80	70	2	4	165	997.2	0.17
2010-11	5	80	53	2	1	141		0.15

