

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

"In pursuit of justice for Rail Engineers since 1965"
(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

M. Shanmugam, Central President,
4, Sixth Street, TVS Nagar, Chennai- 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



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

No:IRTSA/Memorandum/ 23-2011

Date: 27-12-2011

Shri Dinesh Trivedi,
Hon'ble Minister of Railways,
Railway Board Rail Bhavan, New Delhi

Respected Sir,

Subject: i) Classification of posts of Senior Technical Supervisors (SSE), CMS, CDMS (in Grade pay of Rs.4600) in Group-B Gazetted on Indian Railways (at par with Ordnance Factories, CPWD, DGQA etc & as per orders of DOP).

ii) Classification of posts of Junior Engineers (JE), CMA and DMS - in Grade Pay of Rs.4200 in Group B (Non-Gazetted) - (at par with Ordnance Factories, CPWD, DGQA etc & as per orders of DOP).

Reference: i) DOP S.O. 946(E), dated 9th April, 2009

ii) RBE No.5/2010, No.PC/VI/2009/II/RSRP/4, dated 08/01/2010.

iii) Related circulars / Orders of Ordnance Factories, CPWD, DGQA etc & as per orders of DOP – (Copies attached).

1. We respectfully seek your kind intervention towards the following issue which has been hanging fire since long without a proper redressal – causing serious frustration amongst the Senior Technical Supervisors on the Railways on account of denial of justice and discrimination in respect of grant of Group-B Gazetted status to Senior Technical Supervisors - SSE, CMS, CDMS in the Grade Pay of Rs.4600; and Group-B (Non-Gazetted) to JE/CMA/DMS in the Grade Pay of Rs.4200.
2. **PROMOTIONAL PROSPECTS FOR RAIL ENGINEERS - JUST ONE PROMOTION IN ENTIRE LIFE TIME:**
 - a) Majority of Technical Supervisors on the Railways – including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS) & Chief Depot Material Superintendents (CDMS) - retire in the supervisory cadre itself with just one promotion (from JE to SSE) in spite of vast experience and expertise even though they can be valuable assets to the administration as Gazetted officers.
 - b) Technical Supervisors is the only category on the Railways, which gets just one promotion in their entire career after joining as J.Es. (Junior Engineers) with 3 years Diploma in Engineering as recruitment qualification & 1½ years of induction Training. Those joining as SSE (Senior Section Engineers) with Engineering Degree (B.E. / B.Tech) and 1 year induction training – do not get even one promotion in their entire career. Similar is the case with CMAs of Labs & DMS of Stores.
3. **JE/CMA/DMS on Railways** – are recruited with Diploma in Engineering as recruitment qualification and one or one and half year induction training get only one promotion in their entire career.
4. **SSE/CMS/CDMS** – are recruited with Engineering Degree recruitment qualification and one year induction training, have to rot in the entry grade with out any promotional chance.
5. In their entire service span majority of Technical Supervisors are not able reach even the base level of Group-B Gazetted posts. Absence of career planning, sluggish promotional avenue and lack of any motivation or incentive has resulted in wide spread frustration amongst them.
6. **Ratio of Gazetted to Non-Gazetted employees:** 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.

7. **DOP order (S.O. 946(E), dated 9th April, 2009** cited above) granted Group-B Gazetted status to the posts carrying the Grade Pays of Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in Rs.9300-34800 in PB-2 - have not been implemented in Railways.
8. **Combined Cadre Restructuring of Group A, B & C OR Time bound promotion** and upgradation of adequate number of Group C posts to Group A & B are the only solutions to provide adequate avenues of promotion as well as to meet with the job requirements of the Technical Cadres on the Railways in the changed scenario of tech
9. **Ordinance Factory Board**, Ministry of Defence vide its Authority: M of D ID No. PC 34 (19)/08/D (Fy-II) dated 18.01.2011 (copy placed as **Annexure-I**) has granted **Group-B Gazetted to all Foremen & AFO in the Grade Pay of Rs.4600 (pre-revised scale of Rs.6500-10500 & 7450-11500)**.
10. **CPWD** vide its Office Order No. 12/30/2009-EC.IV(SC), dated 25th October, 2010 (copy placed as **Annexure-II**) has clarified that the DOP notification dated 9.4.2009, cited in reference-ii above, has to be implemented in toto.
11. **CPWD, MES and Depts. of Posts & Telecommunication** have upgraded the posts in **Grade Pay Rs.4600 to Group B Gazetted** and posts of **Junior Engineer** in Grade Pay of Rs.4200 to Group-B Non-gazetted. (Part of SSC selection notification in **Annexure-IV**)
12. **DGQA** (Director General of Quality Assurance), Department of Defence Production, vide its notification S.R.O 69, dated 16.11.2011 & A/92163/VICPC/DGQA/Adm-7B, dated 9.11.2011 (copy placed as **Annexure-III**) have classified **Junior Technical Officer (Scientific), Scientific Assistant, Assistant Foreman & Chief Draftsman in the Grade Pay of Rs.4600 as Group-B Gazetted**.
13. **State Governments** who followed the Sixth Central Pay Commission recommendations have also followed the DOPT order in regard to classification of posts. (Gazette No.36, dated 15.09.2010 of Government of Tamilnadu is placed as **Annexure-IV**)
14. **CAT judgement**: CAT New Delhi - (*in O.A. No: 835 of 1989, T.A. No: 199 - Indian Railways Technical Supervisors' Association – Versus - Union of India*) – had held that the existing classification of Senior Technical Supervisors in Group-C as anomalous and had directed the respondents (UOI / MOR) to reconsider the matter for placing the members of the Association in the (then existing) Scales of Rs.2000-3200 and Rs.2375-3500 in Group-B as had been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railways and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales. Railways did not accept the said judgement of the CAT. (*Extracts from the Judgement of CAT/New Delhi placed as Annexure-V*)
15. **RECOMMENDATIONS OF RAILWAY ACCIDENT INQUIRY COMMITTEES & RAILWAY REFORMS COMMITTEE**: Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service span of 30 years – with 5 years to spare at the highest level. But it is unfortunate that the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee.
16. **RECOMMENDATIONS OF PAY COMMISSIONS & ORDERS OF DOP**:
 - a) **Third, Fourth and Fifth Pay Commissions** had all recommended that the posts in the Pay scales above Rs.700-900 (3rd CPC), Rs.2000-3200 (4th CPC) & Rs.5500-9000 (5th CPC) should be classified in Group-B. The Government / DOP had accepted these recommendations and issued the orders accordingly. All other Departments implemented the orders – except the Railways. Accordingly, the Senior Technical Supervisors on the Railways continued to be deprived of the status – even though placed in even in higher scales of Rs.840-1040 / Rs840-1200 (by 3rd CPC), Rs.2375-3500 (by 4th CPC) and Rs.7450-11500 (by 5th CPC).
 - b) **Sixth Pay Commission in Para 2.2.8** had recommended, “Four distinctive running Pay Bands are being recommended – one running Pay Band for all categories of employees. Posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of delaying and elongation of certain scales, been placed in Group-B.

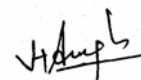
c) **Government of India** accepted the recommendations of the above Pay Commissions and directed all Departments of the Government to upgrade the posts to Group-B Gazetted. DOP vide S.O.946(E), dated 9th April 2009 up grading the posts in the scale equal to the Grade Pay of Rs.4200 and Rs.4600 to Group-B Gazetted. All Departments of Government of India including Ministry of Defence (except Railways) have implemented the DOP's order and upgraded the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and Ministry of Defence granted Group-B (non-Gazetted) to the Junior Engineers (JE) in the grade pay of Rs.4200.

(Recommendations of Pay Commission on classification of posts placed in Annexure-VI)

17. **COMMITMENT TO FEDERATIONS:** Railway Board had long back agreed and assured the two Federations, to upgrade at least some (15%) of the posts in the pre-revised scale of Rs.7450-11500 (now in Grade Pay Rs.4600 after Sixth CPC) to Group-B Gazetted and directed the Establishment Directorate to make a quick review to reduce the number of streams, for its effective implementation. But the matter did not proceed further from there onwards.
18. **MACPS NO SUBSTITUTE FOR PROMOTION:** Modified Assured Career Progression Scheme (MACPS) is no substitute for promotion as it does not provide the improvement in status – which is one of the primary requirement for job satisfaction – as per basic principles of Management. The decision of the Railway Board of not granting Group-B Gazetted status to the Senior Technical Supervisors on Railways is the main cause of dejection and frustration of the entire Technical Supervisor Cadre whose promotion channels in the present pattern is very bleak.
19. **TALENTED YOUNGSTERS AVOIDING JOINING 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 are 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.
20. **We, therefore, request you that – keeping in view the facts stated above and to bring about a parity with Ministry of Defence, Telecommunication & CPWD and the Railways – and a uniformity for the technical cadres in all government departments and in the larger interest of both administration and the staff concerned:**
- i) All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS) & Stores Engineers Chief Depot Material Superintendents (CDMS) of all technical departments - be classified in Group B (Gazetted);
- ii) All posts of Junior Engineers (JE), CMA and DMS - in the Grade Pay of Rs.4200 be classified in Group B (Non-Gazetted).

With kind regards,

Yours' faithfully,



Harchandan Singh,
General Secretary, IRTSA

Encl: 6 Annexures

Copy for information & favourable consideration to:

1. Chairman, Railway Board, Rail Bhavan, New Delhi
2. Member / Staff, Railway Board, Rail Bhavan, New Delhi
3. Member / Mechanical, Railway Board, New Delhi
4. Member / Engineering, Railway Board, New Delhi
5. Member / Electrical, Railway Board, New Delhi
6. Additional Member / Staff, Railway Board, New Delhi.
7. Additional Member / IR, Railway Board, New Delhi.
8. Secretary (Estt.), Railway Board, New Delhi

Annexure-I

No. 3265/6th CPC/IMPL/2011/A/NG
Government of India
Ministry of Defence
Ordnance Factory Board
10-A, Shaheed Kshudiram Bose Road
Kolkata – 700 001
Dated : 04-02-2011.

1. The Addl. DGOF / OEF Hqrs., Kanpur.
2. The Addl. DGOF / AV Hqrs., Avadi.
3. All Sr. General Managers / General Managers of Ordnance & Ordnance Equipment Factories
4. The Sr. Principal Director, NADP, Ambajhari, Nagpur.
5. All RMCs, RCSs & OFILs
6. The DDGOF / Co-ord, OF Cell, 'G' Block, New Delhi.
7. The DDGOF / OF Cell, Mumbai.
8. The DDGOF / Hqrs., O F Board, Kolkata.

Sub:- 6th CPC implementation – Merger of the Posts of Asstt. Foreman / Foreman / Storeholder in the Pay scale of Rs.6500-10500 and Junior Works Manager in the Pay scale of Rs.7450-11500.

Ref:- Minutes of 1st (2011) Board Meeting, held on 31.01.2011.

Sanction of the competent authority is hereby conveyed for merger of the Post of Asstt. Foreman / Foreman / Storeholder in the Pay scale of Rs.6500-200-10500 (Pre-revised) and the post Junior Works Manager / Technical & Non-Technical in the Pay scale of Rs.7450-225-11500 (Pre-revised) in a single grade of Junior Works Manager / Technical & Non-Technical in the corresponding Pay Band (PB-2) of Rs.9300-34800 with the Grade Pay of Rs.4600 under the provisions of Sub Para (ii), Section I and Para XVIII (3), Section II, Part-B of CDS (RP) Rules, 2008 published vide SRO 21 (E), dated 9th September, 2008.

2. The revised pay structure, Grade pay and common nomenclature of these posts will be as under:-

TECHNICAL

| Pre-revised / Before merger | | Revised / After merger | | |
|---|----------------------------------|--|-----------|--|
| Name of the post with sanctioned strength | Pre-revised / Existing Pay scale | Pay scale recommended by 6 th CPC, as approved by the Govt. | | Name of the post after merger with sanctioned strength |
| | | Pay Band | Grade Pay | |
| Asstt. Foreman (Group 'B' NG) (4358) | Rs.6500-200-10500 | Rs.9300-34800 (PB-2) | Rs.4600 | Jr. Works Manager/ Technical (Group 'B' – Gezatted) (6911) |
| Jr. Works Manager/ Technical (Group 'B'- Gezatted) (2553) | Rs.7450-225-11500 | Rs.9300-34800 (PB-2) | | |

Contd...2.

NON-TECHNICAL / STORE

| Pre-revised / Before merger | | Revised / After merger | | |
|--|----------------------------------|--|-----------|---|
| Name of the post with sanctioned strength | Pre-revised / Existing Pay scale | Pay scale recommended by 6 th CPC, as approved by the Govt. | | Name of the post after merger with sanctioned strength |
| | | Pay Band | Grade Pay | |
| Foreman (NT) / Storeholder (Group 'B' NG) (652) | Rs.6500-200-10500 | Rs.9300-34800 (PB-2) | Rs.4600 | Jr. Works Manager/ Non-Technical / Store (Group 'B' – Gezatted) (783) |
| Jr. Works Manager/ Non-Technical / Store (Group 'B'- Gezatted) (131) | Rs.7450-225-11500 | Rs.9300-34800 (PB-2) | | |

3. Recruitment Rules for the subject posts will be revised accordingly. The effective date of merger will be with effect from 01.01.2006.

4. This issues with the approval of the competent authority.

(Authority : M of D ID No. PC 34 (19)/08/D (Fy-II), dated 18.01.2011)


(S S NASKAR)
Director/NG,

for Director General, Ordnance Factories.

Copy to:-

1. All Members at OFB, Kolkata.
2. Principal Controller of Accounts (Fys), Kolkata.
3. The Secretary, OF Board, Kolkata
4. PPS to DGOF / Chairman, OF Board, Kolkata
5. DDG / Admin
6. DDG / IR
7. All JCM (OFB), Staff Side Members.

No.12/30/2009-EC.IV(SC)
 Government of India
 Directorate General
 Central Public Works Department

Nirman Bhavan, New Delhi.
 Dated 25 October, 2010.

OFFICE MEMORANDUM

Subject: Clarification for Classification of posts -

The undersigned is directed to refer to Office of SE (Coord.), Co-ordination Circle (Civil), NR, CPWD, New Delhi letter No.9(4)/2010/Coord.Circle (Civil)/EC/2239 & 2240 dated 6th September, 2010 on the subject mentioned above and to clarify the points raised by them as follows :-

| S.No. | Issues involved | Clarification |
|-------|--|--|
| 1. | The Directorate have not issued any order for categorization of staff based on DOPT's order dated 09.04.2009 | As the pay of all the officers/officials of CPWD have been revised based on notification issued by the Ministry of Finance, Department of Expenditure on Sixth CPC recommendation, the order regarding classification of posts based on Grade Pay as issued by the DOPT vide its Notification dated 09.04.2009 is to be implemented in toto. No separate order is required to be issued by this Directorate. |
| 2. | As per DOPT's order dated 09.04.2009, the Central Civil post carrying the grade pays of Rs.2800/-, Rs.2400/-, Rs.1900/- and Rs.1800/- in the scale of pay of Rs.5200-20200 in Pay Band-I has been classified as Group 'C' posts. The pre-revised Group 'D' employees which are dealt with this office who have now been placed in PB-I with grade pay of Rs.1800/- but the CGEGIS contribution is being recovered @ Rs.15/-p.m. is | Attention is invited to Ministry of Finance, Department of Expenditure O.M.No.7(1)/EV/2008 dated 10.09.2010 (copy enclosed) in which the monthly subscription has been enhanced towards CGEGIS and insurance coverage to the erstwhile Group 'D' employees placed in PB-1 with Grade Pay of Rs.1800 and classified as Group 'C' @ Rs.30/- per month from 1 st January of the next calendar year i.e. January, 2011. |

.....2/-


- 2 -

| S.No. | Issues involved | Clarification |
|-------|--|---|
| | for Group 'D' posts. Similar directions for recovery of raised contribution from pre-revised Group D employees @ Rs.30/- are also sought so that the orders of Govt. of India could be followed. | |
| 3. | All Central Civil Posts carrying the Grade Pays of Rs.5400/-, Rs.4800/-, Rs.4600/- and Rs.4200/- in the Pay Band-2 of Rs.9300-34800 have been classified as Group 'B' post. In CPWD posts like Office Superintendent Grade-II, Head Clerk, Junior Hindi Translator, Junior Engineer (Civil), Draftsman Grade I and II, Stenographer Grade I and II are placed in the grade pay of Rs.4200/- and are required to be treated as Group 'B' as per DOPT's order dated 09.04.2009. But as on date CGEGIS contribution to these categories is being recovered @ Rs.30/- p.m. which is for Group 'C' posts. Keeping in view of this, direction is required in the matter whether all the post carrying the Grade Pay of Rs.4200/- in the Pay Band-2 to be treated as Group B as per DOPT Order and CGEGIS contribution to be recovered @ Rs.60/- p.m.. If yes, then from which date the raised contribution is to be recovered. | As per DOPT's notification dated 09.04.2009, all the posts carrying the Grade Pay of Rs.4200/- in the Pay Band-2 is to be treated as Group B. However, there is no specific instructions issued by the Ministry of Finance, Department of Expenditure about recovery of CGEGIS contribution @ Rs.60/- p.m. and the effective date of such recovery except in the case of Group D staff, as highlighted under S.No.2. The clarification is required to be obtain from Ministry of Finance, Department of Expenditure on this matter. |
| 4. | Whether the pre-revised Group D staff (now placed in PB 1 in the pay scale of Rs.5200-20200 with grade pay of Rs.1800/-) are to be granted different kind of advances (interest free and interest bearing) and other allowances like liveries, washing, cycle or not. And APAR (Annual Performance Appraisal Report) are to be written or not since these Group 'D' employees have not been upgraded to Group 'C' by Directorate till date. | There is no requirement for issue of any order by this Directorate for upgradation of Group 'D' employees to Group 'C'. The order already issued by the DOPT/Ministry of Finance on Sixth CPC recommendation on this matter is to be implemented in toto. However, no order is available for withholding of grant of different kind of advances and |

.....3/-

- 3 -

| S.No. | Issues involved | Clarification |
|-------|-----------------|--|
| | | other allowances like liveries, washing, cycle etc. The clarification is required to be obtain from Ministry of Finance, Department of Expenditure on this matter. |


07 (Kailash Choudhary)
Deputy Director (Admn.)

Tele : 23017819

A/92163/VICPC/DGQA/Adm-7B

9 Nov 2009

MINISTRY OF DEFENCE
(DGQA/ADM-7B)

UPGRADATION OF ASSTT FOREMAN, SA-I AND CHIEF D'MAN-II
AND MERGER WITH JTO/JTO(S)/JTO(D)

1. JTO, JTO(S) and JTO(D) in DGQA in the pre-revised pay scale of Rs 7450-11500 are Gp 'B' gazetted posts.
2. As per Min of Defence letter No. A/92163/Vith CPC/DGQA/Adm-7B/5023/D(QA)/2008 dated 14 Jan 2009, the post of Scientific Asstt Ode-I have been upgraded and redesignated as JTO(S). Similarly, as per Min of Def letter No. A/92163/Vith CPC/DGQA/Adm-7B/126/D(QA)/2008 dated 22 Jan 2009 the post of Asstt Foreman has been upgraded and merged with JTO and the post of Chief D'Man-II with JTO(D).
3. In view of the above all existing SA-I, Asstt Foreman and Chief D'Man-II of DGQA cadre stand redesignated as JTO(S), JTO and JTO(D) respectively. They may henceforth be issued SLIC authorized to Gp 'B' Gazetted officers as they are now Group 'B' Gazetted Officers.


(KP Thomas)
DDG(Pers)

Security Office
'H' Block
Min of Defence

Copy to :-

Dte of Standardisation

DGQA(Coord)

DGOA/Veh-I/Arm-I/L-I/EE-I/S-I

(TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART-II, SECTION-4)

Government of India
Ministry of Defence
Department of Defence Production
Directorate General of Quality Assurance

New Delhi, the 16/11/2011

NOTIFICATION

S.R.O 69 .-In exercise of the powers conferred by the proviso to article 309 of the constitution and in supersession of the Department of Defence Production and Supplies, Director General Quality Assurance Senior Scientific Assistant and Chief Draughtsman Recruitment Rules 2000, in so far as they relate to the post of Senior Scientific Assistant, the Department of Defence Production, Director General of Quality Assurance, Group 'B' (Scientific) posts Recruitment Rules, 2005 and the Ministry of Defence, Department of Defence Production, Directorate General of Quality Assurance, Scientific Assistant Grade-II, Group 'C' post Recruitment Rules, 2008 except as respects things done or omitted to be done before such supersession, the President here by makes the following rules regulating the method of recruitment to the posts of Junior Technical Officer (Scientific) and Scientific Assistant, in the Department of Defence Production, Directorate General of Quality Assurance namely:-

1. **Short title and Commencement.-** (1) These rules may be called the Ministry of Defence, Department of Defence Production, Directorate General of Quality Assurance, Junior Technical Officer (Scientific) and Scientific Assistant Group 'B' posts Recruitment Rules, 2011.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of posts, classification, pay band and grade pay or scale of pay.-** The number of the said posts, their classification and the Pay Band and Grade Pay or Pay Scale attached thereto shall be as specified in columns(2) to (4) of the Schedule annexed to these rules.

3. **Method of recruitment, age limit, other qualifications etc.-** The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. **Disqualification.-** No person,-

(a) who, has entered into or contracted a marriage with a person having spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any of the said posts:

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Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. **Power to relax.-** Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing, and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. **Saving.-** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

| Name of post. | Number of post. | Classification. | Pay Band and Grade Pay or Pay Scale. | Whether selection post or non-selection post. |
|--|--|--|--|---|
| (1) | (2) | (3) | (4) | (5) |
| 1. Junior Technical Officer (Scientific) [Erstwhile post of Senior Scientific Assistant] | 379* (2011) *(Subject to variation dependent on workload) | General Central Service, Group 'B', Gazetted, Non-Ministerial. | Pay Band - 2, Rs.9300-34800 plus grade pay of Rs.4600. | Selection. |

| Age limit for direct recruits. | Educational and other qualifications required for direct recruits. | Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. | Period of probation, if any. |
|--------------------------------|--|--|------------------------------|
| (6) | (7) | (8) | (9) |
| Not applicable. | Not applicable. | Not applicable | Not applicable |

| Method of recruitment:- whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. | In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made. | If a Departmental Promotion Committee exists, what is its composition. | Circumstances in which Union Public Service Commission is to be consulted in making recruitment. |
|--|--|--|--|
| (10) | (11) | (12) | (13) |
| | | | |

| | | | |
|--------------|---|--|---|
| By promotion | <p>Promotion:</p> <p>Scientific Assistant in the Pay Band-2, Rs.9300-34800 plus Grade Pay of Rs.4200 with five years' service in the grade rendered after appointment thereto on a regular basis and possessing Diploma in Engineering or Degree in Science from a recognized University.</p> <p>Note 1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Note 2: For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1st January of 2006 or the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Commission.</p> | <p>Group 'B' Departmental Promotion Committee (for considering promotion) consisting of :-</p> <ol style="list-style-type: none"> 1. Additional Director General Quality Assurance concerned – Chairman 2. Joint Director from Administration Directorate – Member 3. Director from the concerned Discipline – Member 4. Director from Discipline other than the concerned Discipline – Member 5. Deputy Director (Administration -10) – Member | Consultation with Union Public Service Commission is not necessary. |
|--------------|---|--|---|

| (1) | (2) | (3) | (4) | (5) |
|---|--|--|--|------------|
| 2. Scientific Assistant (Erstwhile post of Scientific Assistant Grade-II) | 635* (2011) *(Subject to variation dependent on workload) | General Central Service, Group 'B', Non-Gazetted, Non-Ministerial. | Pay Band - 2, Rs.9300-34800 plus grade pay of Rs.4200. | Selection. |

| (6) | (7) | (8) | (9) |
|---|---|----------------|------------|
| <p>Not exceeding thirty years</p> <p>(Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note : The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu&Kashmir State, Lahaul and Spiti district and Pangri Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p> | <p>Essential :</p> <p>(i) Bachelor's Degree in Science in relevant subject or Diploma in Engineering or Technology in relevant Discipline from a recognized University or Equivalent ;and</p> <p>(ii) Two years experience in the Quality Assurance of Armaments or Ammunition or Instrument or Explosives or Metallurgy or Mechanical Engineering or Automobile Engineering or Textile and Clothing or Pharmaceuticals or Chemicals or Petroleum Products or Paints Technology or Telecommunications or Power System or Electrical or Electronics or Computer Engineering.</p> <p>Note 1: The exact subject or discipline and area of experience shall be indicated at the time of each recruitment.</p> <p>Note 2: Qualifications are relaxable at the discretion of the Staff Selection Commission/Competent Authority for reasons to be recorded in writing in the case of candidates otherwise well qualified.</p> <p>Note 3: The qualification(s) regarding experience is / are relaxable at the discretion of the Staff Selection Commission/Competent Authority for reasons to be recorded in writing in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the Staff Selection Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> | Not applicable | Two years. |

| (10) | (11) | (12) | (13) |
|--|-----------------|--|---|
| By direct recruitment. (Direct recruitment through Staff Selection Commission) | Not applicable. | <p>Group 'B' Departmental Promotion Committee (for considering confirmation of direct recruits) consisting of :-</p> <ol style="list-style-type: none"> 1. Additional Director General Quality Assurance concerned - Chairman 2. Any Joint Director from Administration Directorate - Member 3. A Director or Joint Director from the Discipline concerned - Member | Consultation with Union Public Service Commission is not necessary. |

| | | | |
|--|--|--|--|
| | | 4. Any Director or Joint Director from Discipline other than the concerned Discipline – Member, 5. Deputy Director (Administration-10) – Member | |
|--|--|--|--|

[File No.A/86320/RR/Scientific/DGQA/Adm-10/2331 /D(QA) /2011]

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(Subhash Chand)
Under Secretary to the Government of India

Amendment to the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 111, Personnel and Administrative Reforms (S), 9th August 2010, ஆறு 24, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-63/2010.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following amendment to the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 1st January 2006.

AMENDMENT

In the said Rules, in Part I - Preliminary, for rule 2-A, the following rule shall be substituted namely:—

"2-A. **Classification**:—Persons holding posts under the Tamil Nadu State and Subordinate Services shall be classified into the following four groups, namely:—

- Group A - Employees in posts drawing Grade Pay of Rs. 6,600/- and above.
- Group B - Employees in posts drawing Grade Pay of Rs. 4,400/- and above, but below Rs. 6,600/-.
- Group C - Employees in posts drawing Grade Pay of Rs. 1,400/- and above, but below Rs. 4,400/-.
- Group D - Employees in posts drawing Grade Pay of Rs. 1,300/-.

Amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 114, Personnel and Administrative Reforms (S), 11th August 2010, ஆறு 26, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-64/2010.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 17th July 2006.

AMENDMENT

In the said Rules, after rule 54-A, the following rule shall be inserted, namely:—

"54-B. **Age concession for persons affected due to the ban on direct recruitment**—Notwithstanding anything contained in the Special rules for the various State and Subordinate Services or in any adhoc rules applicable to any temporary post, in the case of a person who have been affected due to the ban on direct recruitment that was imposed on the 29th November 2001, the upper age limit shall be raised to a maximum period of five years reckoned on and from the 17th July 2006, ending with the 16th July 2011, in computing his age for appointment to any post under the State Government except the categories of posts of Teachers, Doctors and Police Constabulary and shall be applicable in respect of notifications issued or selections made by competent recruiting authorities or appointments made by competent appointing authorities during the aforesaid period".

K.N. VENKATARAMANAN,
Secretary to Government.

EXTRACTS FROM THE
JUDGEMENT OF CAT/NEW DELHI

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, NEW DELHI

O.A. NO: 835 OF 1989 / T.A. NO: 199
Indian Railways Technical Supervisors' Association - Petitioner
Versus
Union of India – Respondent

Para 11 & 12

11We are clearly of the view that there exists no justification for the exception made as there appears to be no rationale behind it nor there appears any nexus with the objects sought to be achieved. It is significant that the 4th Pay Commission report has been accepted by the Govt. of India as per Department of Personnel & Training Notification dated 30th June, 1987 (even No. dated 7th July 1987); Ministry of Personnel, Public Grievances & Pension by O.M. dated 1.3.88 has placed stenographers in non-secretariat organisations by which they have been classified as Group B Gazetted. In Railway Board's letter dated 21.5.76 it has been accepted that "a post carrying a Pay Scale that of the applicants will be classified as Group 'B' subject to exceptions as may be made by the Railway Ministry".

12 In view of the above, we direct the respondents to consider the question of classification so as to do away with the anomaly of the type indicated above. Consequently it is directed that the respondents reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of this judgement. With these observations the O.A. stands disposed of finally.

There shall be no order as to costs.

Sd/-
(P.S.HABEEB MOHAMED)
MEMBER (A)

Sd/-
(RAM PAL SINGH)
VICE CHAIRMAN (J)

RECOMMENDATIONS OF THE PAY COMMISSIONS

1. **Third pay commission recommended Group 'B' (Gaz) status to posts having the maximum of the scale not less than Rs 900 but less than Rs 1300. The pay scale of Asst. Shop Supt. (SE) at that time was Rs 700-900 and that of Shop. Supt (SSE) was Rs.840-1040.**
2. **Fourth pay commission recommended Group 'B' (Gaz) status to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs.2900- but less than Rs.4000. The pay scale of Asst. Shop Supt. (SE) at that time was Rs.2000-3200 and that of Shop. Supt (SSE) was Rs 2375-3500.**
3. **Even though Fifth pay commission expressed a different view in classification of staff and clubbed the above grades of Technical Supervisors also with the group of gazetted officers, the Government issued orders for classification of staff on the basis of pay ranges, which are not implemented in Railways. Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and then vide letter no 13012/1/98 Estt 911 dt 12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which maximum of pay scale is not less than Rs.9000 and but less than Rs.13500 be classified in Group 'B'. The DOP letter also mentioned that the order should be implemented with in three months from the date of issue of the order.**
4. **Sixth Pay Commission in para 2.2.8 recommended that, ... Four distinct running pay bands are being recommended – on running band each for all categories of employees in Group 'B' and 'C' (posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of delaying and elongation of certain scales, been placed in Group-B) with 2 running pay bands being given for all Group-A posts**