

**SUMMARY & EXTRACTS
OF REPORT OF
SIXTH CENTRAL PAY COMMISSION
AND
RELATED CHAPTERS ON
ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS
FIXATION TABLES IN PROPOSED PAY SCALES
AND
CALCULATIONS FOR REVISED RATES OF DEARNESS ALLOWANCE**

*(ALL SUBJECT TO THE
APPROVAL OF THE RECOMMENDATIONS OF THE PAY COMMISSION BY THE GOVERNMENT)*

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**VIEWS OF GENERAL SECRETARY, IRTSA ON MAIN ISSUES
&
NOTICE FOR
CEC MEETING OF IRTSA & AIREF ON 21st & 22nd APRIL, 08
&
JOINT DHARNA OF IRTSA & AIREF ON 22ND APRIL, 08
AT NEW DELHI**

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**MEETING HELD WITH MOSR & CRB
ON
SERIOUS DISTORTIONS & RETROGRADE RECOMMENDATIONS
IN THE REPORT OF SCPC**

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< CHARTER OF DEMANDS ON SCPC REPORT >



**COMPILED BY
INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION**

{ Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926 }
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HIGHLIGHTS OF SIXTH CPC REPORT Submitted to the government on 24 th March, 2008 (Compiled by Harchandan Singh, GS, IRTSA)	SCPC REPORT	
	Para No	Page No
* Revised pay to be effective from Jan 1, 2006 -Pay+ 74 DA + 40% Fixation * Allowances to be effective from date of Notification * Wages hiked by an average of 28 % & not by 40%, as reported in media. – Difference is due to counting of DA instead DP (as proposed in SCPC Report)	11.1	643
* To cost exchequer Rs 12,561 crores in 2008-09 (As estimated by SCPC)	11.52	649
* Additional one-time burden (as SCPC) Rs 18,060 crores toward arrears	11.52	649
* Minimum pay Rs 6,660; Maximum Rs 80000 -Ratio Min: Max 1:12	11.3	643
Cabinet Secretary to get Rs 90,000 - Ratio Min: Max 1: 13.5	2.2.18	44
* Current age of 60 for superannuation to be maintained	6.2.4	361
* No exceptions barring scientists & medical specialists		
* Number of grades reduced to 20 against prevailing 35	2.2.18	43
* 5-day work week to continue; Only 3 national holidays allowed	11.41	648
* Other gazetted holiday to be adjusted in restricted holidays		
* Rate of Annual Increment 2.5%. * High performers to get 3.5% increment in Group A	11.5 & 11.6	644
* Existing rates of most of the allowances to be doubled	11.24	646
* Education allowance reimbursement at Rs 1,000 per child PM	11.28	646
* Hostel subsidy to be increased 10 times to Rs 3,000	11.28	646
* Person stagnating at maximum of any pay band for more than a year - to be placed in immediate next higher pay band without change in grade		
*Performance linked incentive scheme to be introduced. *PLB may be replaced by PLIS in stages, if accepted by Railways.		
* All fixed allowances to be made inflation proof – - To be revised on DA reaching 50 %	11.30	647
* All recommendations to be treated as an 'organic whole' – - As partial implementation will bring in several anomalies and inconsistencies.	11.10	644
* 4 Long Running Pay Bands - PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600- 39100 and PB 4 Rs 39200-67000.	2.2.18 7.36.77	43 531
* Basic pay shall comprise of sum of pay in the pay band and grade pay.	2.2.18	43
* Up-gradation & merger of JE-II / CMA-II (Rs 5000-8000) and JE-I / CMA-I (Rs 5500-9000) to the Pre-Revised Grade of Rs 6500-10500	2.2.18 & 7.36..77	43 531
* Up-gradation & merger of SE (Rs 6500-10500) to Pre-Revised Grade of Rs 7450-11500.	7.36.77	531
* Clubbing of Scales of Rs 5000-8000), Rs 5500-9000), (Rs 6500-10500), Rs 7450-11500. Rs 7500-12000 & Rs 8000-13500 (Group B) in one Pay Band of PB 2 Rs 8700-34800	2..2.8 2.2.18	38 43
* Classification of these Scales in Group B.	2.2.8	38
* Free medical and life insurance for All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time -	4.2.58	251
*Corporatisation & Conversion of Railways into a Central Public Sector Undertaking		
<u>Liberal severance package</u> for employees leaving service between 15 to 20 years of service.	11.36	
<u>Higher rates of pension for retirees and family pensioners on attaining the age of 80 Years by 20%, 85 Years by 30%, 90 Years by 40%, 95 Years by 50% and 100 Years by 100%.</u>	11.37	
<u>Revision of the commutation table</u> suggested for commutation of pension.	11.38	

REVISED RATES OF DA AFTER IMPLEMENTATION OF SCPC REPORT

Month ending	Average CPI (1982 as Base)	With effect from	%age Rise of CPI over 536 – As in December,05)	DA on Revised Pay/Pension (2001 Base)	Average CPI (2001as Base)	%age Rise of CPI over 536 As in December,05)	DA on Revised Pay/Pension (2001 Base)
31. 12. 2005	536.00	1.1.06	Nil	Nil	115.76	Nil	Nil
30. 06. 2006	550. 38	1.7.06	2.68 %	2 %	118.87	2.68 %	2 %
31. 12. 2006	568.91	1.1.07	6.13 %	6 %	122.87	6.04 %	6 %
30. 06. 2006	587.66	1.7.07	9.63 %	9 %	126.92	9.64 %	9 %
31. 12. 2007	605.50	1.1.08	14.84 %	12 %	130.08	12.37 %	12 %

* Linking factor for conversion of the new series 2001 base index to the previous 1982-100 series - is 4.63.

* % age rise of index above 536 (as in Dec.05) is to be considered (and not the rise over 306.33 – as in Dec95).

This is what was done after Fourth Pay Commission as well as after Fifth Pay Commission.

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

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No. IRTSA / GS / CEC

Dated 3.4.08

Brother Engineers,

Sixth Pay Commission submitted its Report to the Government on 24th March, 08. Although, on the face of it, the Report offers some belated relief to the Government employees. Media had built a big hype of 40% pay hike, but actual benefit will be much lesser. Besides, the Report has many loopholes, pit falls and serious draw backs. Many of the just and reasonable demands have been rejected either summarily or on flimsy grounds. Many aspects have just been ignored.

A) THE BRIGHTER SIDE:- There are some good features of the Pay Commission Report – especially for the Engineers / Technical Supervisors, as a few of our long pending demands have been accepted by the Pay Commission, either partially or fully, including the following:-

i) Complete elimination of stagnation through 4 Long Running Pay Bands i.e. - PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600-39100 and PB 4 Rs 39200-67000. To this will be added the Grade Pay for each post. The Grade Pay will reflect 20 levels of hierarchy instead of 34.

ii) a) Upgradation & merger of JE-II / CMA-II (Rs 5000-8000) and JE-I / CMA-I (Rs 5500-9000) to the Pre-Revised Grade of Rs 6500-10500

b) Upgradation & merger of SE (Rs 6500-10500) to the Pre-Revised Grade of Rs 7450-11500.

c) This will also improve the avenues of promotion and provide 2 stage financial benefit up-to the Grade Pay under ACP Scheme – (of-course subject to the approval of the Recommendations of SCPC by the Government).

d) This will also strengthen the case for the JEs to get First Class & 3 AC Pass as available in pre-revised Scale of Rs 6500-10500 which has now been given to JE I & II as mentioned above.

iii) a) Clubbing of Scales of JE-II (Rs 5000-8000), JE-I (Rs 5500-9000), (Rs 6500-10500), Rs 7450-11500, Rs 7500-12000 & RS 8000-13500 (Group B) in one Pay Band of PB 2 Rs 8700-34800;

b) Proposal to classify the above Scales in Group B.

iv) For other details, please see Summary & Highlights of SCPC Report & Fixation Charts.

B) DARKER SIDE:- There are also some dark areas of the Report, including the following:-

i) Very Low Minimum Wage:-Minimum Pay of Rs 5740, which is to be “eventually raised” to Rs 6790, as proposed by SCPC, is too low, as it should be above Rs 10,000 - as per norms suggested by the Fifth Pay Commission.

ii) Wages hiked by only 28 % & not by 40%, as reported in media. – Difference is due to counting of DA instead of DP (as proposed in SCPC Report), which is totally unjustified.

iii) Injustice with SSE:-Senior Section Engineers (SSE) in the existing scale of Rs 7450-11500, are the worst sufferers on the Railways as there is no up-gradation for the SSE – who had been ignored by the last two Pay Commissions also, as well as in Cadre Restructuring - besides denial of Group B by the Railways in-spite of recommendations by last 3 Pay Commissions and in-spite of orders by DOP and CAT.

iv) Low rates of annual increment:-The rates of annual increment pegged at 2.5% of pay are lower than the ROI now existing and much lower than the much higher periodic pay rise available in Private and Corporate Sectors. Annual increment in the pre-revised scales Rs.6500-10500 & Rs.7450-11500 is presently above 3%. By including DP at present JE-II is getting 4.5%, JE-I is getting 4.7%, SE is getting 4.6 & SSE is getting 4.5% increment all of which are higher than 2.5%.

v) Grade Pay too low:- New proposed concept of Grade Pay with a differential of Rs 400 to Rs 600 have serious impairments as these are too low as compared to even existing rise of Rs 500 to Rs 1000 from one scale to the next in group C and more than Rs 2000 in Group A. Grade Pays do not reflect the vertical relativity or even the horizontal parities at different levels of responsibility and job requirements.

vi) Rejection of demand for Pay Parity:- The total emoluments of Engineers on the Railways shall still be far too lesser than their counterparts in the Public, Private and Corporate Sectors as the demand for Pay Parity has again been rejected.

vii) Injustice with Technical Staff & Technical Supervisors:- Technical Staff in general and Engineers / Technical Supervisors have especially been badly ignored by the Sixth Pay Commission and wrongly been equated with the non-technical staff - undermining the value of technical qualifications, training and increased job requirements on account of modernization etc. on the Railways.

viii) **Time Bound Promotion Disagreed:-** Long pending demand for "Time Scale" and "Time Bound" promotions had again been rejected. This will result in serious frustration especially amongst the middle rung staff i.e. JEs, SEs & SSEs.

ix) **Payment of Arrears & Revised Allowances:-** Proposal to pay the arrears in two instalments and to implement the revised Allowances from date of issue of notification are totally wrong and unjustified in view of prolonged delay in setting of the Pay Commission, extreme inflation and serious wage disparities. Entire amount of arrears should be paid in one instalment in cash along with those for the Allowances - which should, be implemented from 1. 1. 2006.

x) **Corporatisation of Railways:-** Proposal to convert the Railways into a Corporation or Central Public Sector Undertaking is most retrograde. We had already opposed it strongly when RCF, Kapurthala, was proposed to be converted into a PSU and the proposal had to be withdrawn due to prolonged agitation jointly by all Trade Unions as well as by both the recognised the Federations. Conversion of Railways into a PSU will be strongly opposed by all Railway men.

2. a) **Meeting of Coordination Committee:-** Coordination Committee of IRTSA & AIREF met at New Delhi on 2nd April,08 and discussed the main distortions in the SCPC Report and condemned it as most retrograde, unjust, unscientific, illogical and anti-working class as well as anti-Technical Staff and Engineers. Further discussions shall be held in the CEC Meeting & Joint Action Committee Meeting on 21.4.08 followed by Joint Dharna on 22.4.08, as per notice attached.

b) **Charter of Demands:** Government was urged to accept the following demands:-

- 1.A) MINIMUM PAY OF RS 13000 FOR TECHNICAL STAFF, RS 28000 FOR J.Es., RS 45000 TO SEs. & SSEs.
- B) ONE PAY BAND OF RS.13,000 – 1,50,000 FOR TECHNICAL STAFF, INSTEAD OF 4 PAY BANDS.
- C) MERGER OF GRADE PAY WITH PAY SCALE AFTER FITMENT IN REVISED PAY SCALES.
2. COUNTING OF DP FOR FIXATION OF PAY.
3. MINIMUM ANNUAL INCREMENT OF 5 % PA (INSTEAD OF 2.5 %).
- 4.A) ADEQUATE RISE OF PAY FROM ONE SCALE TO THE NEXT.
- B) GRANT OF AT LEAST 4 INCREMENTS ON PROMOTION.
5. GROUP 'B' GAZETTED STATUS TO ALL J.Es., SEs. & SSEs.
6. FIRST CLASS PASS TO ALL J.Es.
7. TIME BOUND & TIME SCALE PROMOTIONS FROM JE TO JA GRADE (AS IN MES, TELECOM & CPWD)
8. INCENTIVE BONUS/ARDUOUS DUTY ALLOWANCE TO J.Es,SEs,SSEs,CMT STAFF,OTHER TECH.STAFF.
9. DESIGN ALLOWANCE TO ALL DRAWING & DESIGN OFFICE STAFF.
10. NO CORPORATISATION OF RAILWAYS.

3. **Meeting with MOSR & CRB:-** A delegation led by Er M. Shanmugam, President IRTSA, and Er.Cowdhary, President AIREF, met the Minister of State for Railways (MOSR) Mr Velu, CRB and Advisor (IR),Rly. Board, on April 3rd, and presented a joint Memorandum on behalf of IRTSA & AIREF- indicating the great injustice with the Engineers and called for suitable modifications in the proposals of SCPC before implementing them.

4. A detailed memorandum shall be presented to all concerned on 22nd April,08. There are many grey areas in the Report. We shall require an effective and continuous struggle - both as Railway men and as Engineers, if we want justice. So all Engineers should come forward unitedly to join programme at Delhi on 21 & 22.4.08 participate wholeheartedly in the struggle for justice - for their self respect and survival as well as that of their families and for the common cause of the Engineer and the working class at large. **Please ensure wide publicity and mass participation.**

HARCHANDAN SINGH
GENERAL SECRETARY, IRTSA

NOTICE- MEETINGS OF CEC & JOINT ACTION COMMITTEES OF IRTSA & AIREF

It is hereby notified that an urgent Meeting of Central Executive Committee of IRTSA, shall be held at New Delhi on 21st & 22nd April 08. Meeting of Joint Action Committee and Joint Procession & Dharna (at Jantar Mantar) shall also be given by IRTSA & AIREF, in conjunction with the CEC Meetings.

AGENDA

- i) To consider the Report of the Sixth Pay Commission.
- ii) To draw out Charter of Demands & Plan of Action.

- Draw a Strategy for implementation of the Action Plan - at National, Zonal and Local levels,
Venue & Accommodation: Dr. Ambedkar Bhavan, Rani Jhansi Road,(Near Videocon Tower), Jhandey Walan, New Delhi.

All the Members of CEC IRTSA are requested to attend, along with maximum number of Active Members, on both days i.e. 21st & 22nd April, 08, to participate in the said Meetings and Joint Dharna at Jantar Mantar, New Delhi.



(HARCHANDAN SINGH), GENERAL SECRETARY, IRTSA

SUMMARY OF MAIN RECOMMENDATIONS OF SIXTH PAY COMMISSION*Page of SCPC Report 643***11.1 Date of implementation**

Implementation of the revised pay scales to be done retrospectively from January 1, 2006. Recommendations relating to allowances to be implemented prospectively.

11.2 Running Pay Bands Introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs.26,000 (fixed). Four distinct running pay bands being recommended – one running band each for all categories of employees in groups 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group 'B') with 2 running pay bands for Group A posts. All posts presently in Group D, after retraining and multi-skilling of the present incumbents, to be upgraded and placed in the lowest grade of pay band PB-1. The posts of Secretary to Government of India/equivalent and Cabinet Secretary/equivalent to be kept in distinct pay scales. A separate running pay band, designated as -1 S scale, is not to be counted for any purpose as no future recruitment is to be made in this grade and all the present Group D employees not possessing the prescribed qualifications are to be retrained and thereafter upgraded and placed in the Group 'C' running pay band once they are suitably retrained.

11.3 Minimum and maximum salary Minimum salary at the entry level of PB-1 pay band to be Rs.6660 (Rs.4860 as pay in the pay band plus Rs.1800 as grade pay). Maximum salary at the level of Secretary/equivalent to be Rs.80, 000. The minimum: maximum ratio 1:12.

11.4 Grade Pay and Promotions in Running Pay Bands

All the employees belonging to Groups 'A', 'B', 'C' & 'D' to be placed in distinct running pay bands. Every post, barring that of Secretary/equivalent and Cabinet Secretary/equivalent to have a distinct grade pay attached to it. Grade pay (being a fixed amount attached to each post in the hierarchy) to determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade pay.

The total number of grades reduced to 20 spread across four distinct running pay bands; one Apex Scale and another grade for the post of Cabinet Secretary/equivalent as against 35 standard pay scales existing earlier.

At the time of promotion from one post to another in the same running pay band, the grade pay attached to posts in different levels within the same running pay band to change. Additionally, increase in form of one increment to be given at the time of promotion.

A person stagnating at the maximum of any pay band for more than one year continuously to be placed in the immediate next higher pay band without any change in the grade pay.

11.5 Annual increment

Annual increments to be paid in form of two and half percent of the total of pay in the Pay Band and the corresponding grade pay. The date of annual increments, in all cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible.

11.6 Variable increments Another form of differential increments for Group A Pay Band PB-3, where annual increments in the band will vary depending upon the performance. Eighty percent or more employees in the grade to be allowed normal increment at the rate of 2.5% with the high performers (not exceeding 20 percent) during the year being allowed increment at the higher rate of 3.5%. Government advised to extend the scheme of variable increments in running pay bands PB 1 and PB 2.

11.7 Pay scales of defence forces Introduction of running pay bands on par with those recommended for civilians in respect of the Defence Forces.

11.8 DG (AFMS) placed in the Apex grade of Rs. 80,000(fixed). Only two trade groups to be retained for Personnel below Officer Ranks with the earlier trade groups Y and Z being merged. The personnel in trade group X to have a separate X Group Pay.

11.9 Military Service Pay for all personnel of Defence Forces till the level of Brigadier/equivalent. The Military Service Pay to count for all purposes excluding increments. Holistic nature of recommendations

11.10 All the recommendations to be treated as an organic whole as partial implementation will bring in several anomalies and inconsistencies. Selection for higher posts in future

11.11 Certain posts in Senior Administrative Grade (SAG) and Higher Administrative Grade (HAG) requiring technical or specialized expertise and not encadred in any of the services to be opened up for being filled by suitable officers within the Government as well as by outsiders on contract. Shift from career based to post based selection in the higher echelons of Government in order to get the best domain based expertise.

11.12 Creation of posts in SAG & HAG Creation of additional posts in Senior Administrative Grade/equivalent/ higher grades in future to be strictly on functional considerations with such posts invariably being created outside the cadre to be filled by method of open selection.

11.13 Performance Related Incentive Scheme (PRIS) Introduction of PRIS in the Government under which employees to be eligible for pecuniary remuneration over and above the pay. PRIS to replace ad-hoc bonus scheme immediately and eventually replace PLB. PRIS to be budget neutral.

- 11.14 Special incentive for scientists, etc. System put in place for giving market driven compensation package to young scientists and posts requiring special expertise and professional skills.
- 11.15 Ministerial posts in Field Offices and Secretariat Parity established between Field and Secretariat Offices. The Secretariat and Stenographers cadres to stand merged in future.
- 11.16 New grade (designated as Principal Staff Officer) in the scale of Rs.14300-18300 (revised pay band PB-3 along with grade pay of Rs.7600) for CSSS / all other analogous Stenographers cadres.
- 11.17 All future recruitment to CSS/CSSS/analogous Secretariat and Stenographers cadres in non participating Ministries/Organizations in the scale of Rs.6500-10500 to be made as Executive Assistants with minimum qualifications of Graduation and one year Diploma in Computers. Executive Assistants to discharge the functions presently being carried out by Assistants as well as the Personal Assistants. The cadres of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to be merged. Present incumbents of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to continue as distinct cadres till the time the Administrative Ministry concerned evolves a procedure for their job enlargement/enrichment, retraining and redeployment.
- 11.18 All India Services and organized Group 'A' Services.
Existing edge for IAS in the three grades viz. Senior Time Scale, Junior Administrative Grade and Non-Functional Selection Grade to be retained. Grades of DIG and Conservator to be retained in IPS and Indian Forest Service respectively. Posts of Director General in the five Central Para Military Forces i.e. BSF, CRPF, ITBP, CISF & SSB to be at par and placed in the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed). The post of Director, Indira Gandhi National Forest Academy to be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).
- 11.19 Existing parity between IAS & Indian Foreign Service to be maintained. Modified batch-wise parity proposed between respective batches of IAS and other organised Group A services for empanelment and/or posting at Centre with the gap being restricted to two years.
- 11.20 Twenty per cent of additional posts in SAG/HAG in all organised Group A services to be operated on non-functional basis provided matching number of posts are decadred for open selection.
- 11.21 Some recommendations relating to individual Services – IA&AS, IC&CES, IDAS, IpoS & IRS.
- 11.22 Central Staffing Scheme Opening up of Central Staffing Scheme. All posts under this scheme as well as SAG/HAG posts not already encadred in any service to be filled by transparent, web-based procedure. Changes recommended in eligibility norms so as to enable officers with domain expertise to apply, irrespective of their service.
- 11.23 Dearness allowance Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise.
- 11.24 Recommendations relating to Allowances Existing rates of most of the allowances to be doubled both in case of Defence Forces as well as civilian employees.
- 11.25 Existing rates of HRA to be retained for A-1 cities with A, B-1 & B-2 cities being given this allowance at the rate of 20% and C/Unclassified cities being given the allowance at the rate of 10%.
- 11.26 CCA be subsumed in Transport Allowance and the rates of this allowance to be increased by 4 times.
- 11.27 Travel entitlements to be paid on actuals.
- 11.28 Rates of Education allowance reimbursement to be raised from existing Rs.50 to Rs.1000 per child P.M, subject to the maximum of two children. Hostel subsidy Be raised from existing Rs.300 p.m. to Rs.3000 p.m.
- 11.29 Risk allowance to be replaced by risk insurance.
- 11.30 All the fixed allowances made inflation proof with provisions of automatic revision whenever dearness allowance payable on revised pay bands goes up by 50%. Transport Allowance to be increased every year on the basis of the increase in the dearness allowance.
- 11.31 Encashment of Earned Leave in case of Defence Forces personnel delinked from the number of years of service. All Defence Forces personnel to be eligible for leave encashment of upto 300 days at the time of retirement/discharge.
- 11.32 Medical facilities A new medical insurance scheme recommended for Government employees. The scheme to be optional for existing Central Government employees and pensioners. New Government employees and pensioners to be compulsorily covered by the scheme.
- 11.33 Fitment formula recommended for serving employees to be extended in case of existing pensioners/family pensioners i.e. 40 % increase of (Pension + 74% *DA/ *DP) as on 1.1. 06
* DP (Dearness Pension in case of pre 1.4.2004 pensioners.
For post 31.3.2004 pensioners, the element of DP is included in pension)
- 11.34 Rates of Constant Attendant Allowance to be increased by five times to Rs.3000 p.m.
- 11.35 Pension to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial) without linking it to 33 years of qualifying service for grant of full pension.

11.36 A liberal severance package for employees leaving service between 15 to 20 years of service.

11.37 Higher rates of pension for retirees and family pensioners on attaining the age of 80 Years by 20%, 85 Years by 30%, 90 Years by 40%, 95 Years by 50% and 100 Years by 100%.

11.38 Revision of the commutation table suggested for commutation of pension.

11.39 Framing of an appropriate insurance scheme suggested for meeting the OPD needs of pensioners in non-CGHS areas.

11.40 Advances A new mechanism for grant of advances under which an employee will take the advance from an approved bank and the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the bank to the employee. Existing limits of various advances increased and provisions made for their automatic revision periodically.

11.41 Public holidays

Continuation of five day week. Government offices to remain closed only on the three national holidays. All other gazetted holidays to be abolished and compensated by increasing the number of restricted holidays from two to eight days in a year.

11.42 Women employees Benefits like staggered working hours, special leave for child care, enhanced maternity leave of 180 days, better accommodation facilities in the form of working women's hostels, etc. specifically for women employees.

11.43 Persons with disabilities

Government employees with disabilities recommended various benefits like enhanced number of casual leave, special aids and appliances for facilitating office work, higher interest subsidy for automobile loans, liberal flexi hours, higher rate of transport allowance, better prosthetic aids and proper grievance redressal machinery. Extra allowance for disabled women employees to take care of young child till the time the child attains the age of two years.

11.44 Lateral entry of Defence Forces personnel Lateral movement of all Defence Forces personnel (both Personnel Below Officer Ranks & Short Service Commission Officers) at appropriate levels in CPOs/CPMFs as well as in the various posts of defence civilians in Ministry of Defence.

11.45 Rationalization of the existing processes

Steps leading to improvement in the existing delivery mechanisms by more delegation, delayering and an emphasis to achieve quantifiable and concrete end results.

11.46 Greater emphasis on field offices/organisation at the cutting edge of delivery. Parity between posts in field offices and the secretariat.

11.47 Enhanced pay scales for Nurses, Teachers and Constabulary with whom the common citizen has most frequent interaction. Postmen have also been upgraded.

11.48 Delay ring of administrative offices to cut down hierarchical levels.

11.49 Emphasis on training academies and training processes within the Government.

11.50 Regulatory Bodies Normal replacement pay bands, grade pay and allowances for the existing Members of regulatory bodies. A revised method of selection with a higher pay package to those recruited through the revised process of selection in selected organisations.

11.51 Employees and Court Officers of the Supreme Court

No relativity established between employees and court officers of the Supreme Court vis-à-vis those working in the Central Government.

11.52 Financial implications

The recommendations contained in the Report to cost Rs.12561 crore in the year 2008-09. Savings of Rs.4586 crore likely to accrue on account of various measures suggested in the Report. The net financial implications of the recommendations contained in the Report estimated to be Rs.7975 crore for the year 2008-09. An additional, one-time burden of Rs.18060 crore on payment of arrears.

ENGINEERS !
STRENGTHEN IRTSA
FOR
BETTER FUTURE PROSPECTS
BETTER EMOLUMENTS &
EFFECTIVE STRUGGLE FOR
REDRESAL OF
YOUR GRIEVANCS

FOR FURTHER DETAILS &
TO GET UP-TO DATE INFORMATION REGARDING
DEVELOPMENTS ON SPC AS WELL AS ON VARIOUS
OTHER RELATED MATTERS
VISIT OUR WEBSITE www.irtsa.net
SEE THE TEXT OF PAY COMMISSION REPORT ALONG
WITH ITS ANNEXURES
FIXATION TABLES, ARREAR CALCULATOR AND MANY
OTHER FEATURES
DO VISIT THE WEBSITE irtsa.net REGULARLY
THE WEBSITE IS CONSTANTLY UPDATED 7
NEW FEATURE ARE ADDED TO IT

Recommendations of Sixth Pay Commission

TECHNICAL SUPERVISORS

Extract of Chapter 3.8 on COMMON CATEGORIES, - (Workshops)

(Page 220 & 221 of Sixth CPC Report)

Technical Supervisors	3.8.28 In so far as supervisory staff of workshop staff is concerned, the following structure exists at present:-				
	Designation		Pay scale		
	Chargeman 'B'/Chargeman		Rs.5000-8000		
	Chargeman 'A'		Rs.5500-9000		
	Asstt. Shop Superintendent/Dy. Shop Superintendent/ Asstt. Foreman		Rs.6500-10500		
	Shop Superintendent/Foreman		Rs.7450-11500		
	3.8.29 Consequent to restructuring of the pay scales recommended by the Commission, the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 stand merged. Some restructuring will, therefore, need to be effected in the supervisory cadre of the workshop staff. This is necessary even on functional grounds as, in a delayed organization; no justification would exist for retaining more than two levels of technical supervisors. The Commission, accordingly, recommends following revised pay structure for the cadre of supervisory/technical supervisory staff in the workshops: - (in Rs.)				
	Designation	Present Pay scale	Recommended Pay scale	Corresponding Pay Band & Grade	
				Pay Band	Grade Pay
	Chargeman 'B'/Chargeman 'A'	5000-8000/ 5500-9000	6500-10500	PB-2	4200
	Asstt. Shop Superintendent*/ Dy. Shop Superintendent/ Asstt. Foreman	6500-10500	7450-11500	PB-2	4600
	Shop Superintendent */ Foreman	7450-11500	7450-11500	PB-2	4600
	The grades of Asstt. Shop Superintendent/equivalent and Shop Superintendent / equivalent stand merged.				
	<i>Extract of Para 3.8.27 Page 220</i> “# Master Craftsmen presently in the scale of Rs.5000-8000 shall be merged in the cadre of Chargeman 'B'. In future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 – along with grade pay of Rs.2800 (4500-7000).”				

(Extract of Chapter 7.36 on RAILWAYS, Page 529 & 530 of Sixth CPC Report)

Technical Supervisors

7.36.72 The present cadre of Technical Supervisors is as under:-

JE II (P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	Rs.5000-8000
JE I	Rs.5500-9000
Section Engineers	Rs.6500-10500
Senior Section Engineers	Rs.7450-11500
Draughtsmen –Civil, Mechanical, Electrical and S&T	
JE Gr. II (Dr)	Rs.5000-8000
JE Gr. I (Dr)	Rs.5500-9000
SE (Dr)	Rs.6500-10500
SSE (Dr)	Rs.7450-11500

7.36.73 Demand has been made that Section Engineers and Senior Section Engineers including C&M staff should be classified as Group B gazetted as in MES and CPWD. 7.36.74 Non-practicing allowance at the rate of 10% of pay has been demanded.

7.36.75 It has been stated that a master scale as in State Governments of Punjab and Kerala to avoid stagnation may be introduced. Longer pay scales with lesser over lapping and continuation of the last increment in the grade till next promotion/retirement has been demanded.

7.36.76 Entry grade of Rs.6500-10500 to JEs at par with excise inspectors, loco inspectors, traffic supervisors etc. has been demanded. It is stated that the existing 4 grade structure may be abolished and merged into two grades. Time bound promotions up-to JA grade on the pattern of other central Government departments like CPWD, MES and P&T has been proposed.

Recommendations – Technical Supervisors

7.36.77 The Fifth CPC had recommended an assured career progression scheme (ACPS) for all Government employees which were implemented with some modifications in respect of the employees belonging to Groups B, C & D. This scheme also exists in the Ministry of Railways. The Commission has separately recommended certain modifications in the scheme to improve it further. The modified ACPS will also apply in Ministry of Railways. It is not possible to extend the scheme of time bound promotions and cadre structure similar to that existing in CPWD in the Ministry of Railways as this will disturb the entire functional structure of Railways and will also upset many of the existing relativities. Diploma Holders in Engineering have been given a higher grade at entry (Rs.5000-8000) as compared to Graduates in the Clerical category i.e. Senior Clerk in scale Rs.4500-7000. No further upgradation is, therefore, warranted. Introduction of running pay bands will, in any case, ease existing levels of stagnation. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500.

This will necessitate some restructuring in the existing cadre along with merger of some posts which are functionally similar.

The Commission, accordingly, recommends the following revised structure for the cadre of Technical Supervisors:-

Designation	Recommended pay scale	Corresponding Pay Band & Grade	
		Pay Band	Grade Pay
JE II (P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	5000-8000#	PB-2	4200
Junior Engineer I	5500-9000#	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

Draughtsmen –Civil, Mechanical, Electrical and S&T

Designation	Recommended pay scale	Corresponding Pay Band & Grade	
		Pay Band	Grade Pay
Junior Engineer II (Dr)	5000-8000#	PB-2	4200
Junior Engineer I (Dr)	5500-9000#	PB-2	4200
Section Engineers (Dr)	7450-11500	PB-2	4600
Senior Section Engineers(Dr)	7450-11500	PB-2	4600

NOTE BY IRTSA - 1. There are 4 Pay Bands (PB or running scales) recommended by SCPC.

2. PB-1 is Rs 4860-20200, PB-2 is Rs 8700-34800, PB-3 is 15600-39100 & PB -4 is 39200-67000.

3. Corresponding Pay Band for PB-2 is Rs 8700-34800 and is applicable all employees in Group C & B in the existing scales of Rs 5000-8000 to 8000-13500.

4. Grade pay is to be added to pay Band for calculating Scale & Basic Pay

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**PAY FIXATION FOR PROPOSED PAY SCALES BY SIXTH CPC,
(CALCULATED AS PER PAGES 59, 60, 61 AND 62 OF 6TH CPC REPORT)**

Pre-Revised Scale	Pre-Revised Scale		Revised Running Band			Increase	
	Pre-Revised BP	Pre-revised emoluments BP+DP+24%DA	*Revised Running Pay band	Grade Pay (Vide Para 3.8.29 & 7.36.77)	Total Revised Pay (as on 01.01.2006)	Increase	% age increase
5000 - 150 - 8000	5000	9300	8700	4200	12900	3600	39
	5150	9579	8970	4200	13170	3591	37
	5300	9858	9230	4200	13430	3572	36
	5450	10137	9490	4200	13690	3553	35
	5600	10416	9750	4200	13950	3534	34
	5750	10695	10010	4200	14210	3515	33
	5900	10974	10270	4200	14470	3496	32
	6050	11253	10530	4200	14730	3477	31
	6200	11532	10790	4200	14990	3458	30
	6350	11811	11050	4200	15250	3439	29
	6500	12090	11310	4200	15510	3420	28
	6650	12369	11580	4200	15780	3411	28
	6800	12648	11840	4200	16040	3392	27
	6950	12927	12100	4200	16300	3373	26
	7100	13206	12360	4200	16560	3354	25
	7250	13485	12620	4200	16820	3335	25
	7400	13764	12880	4200	17080	3316	24
	7550	14043	13140	4200	17340	3297	23
	7700	14322	13400	4200	17600	3278	23
	7850	14601	13660	4200	17860	3259	22
8000	14880	13920	4200	18120	3240	22	
5500 - 175 - 9000	5500	10230	9570	4200	13770	3540	35
	5675	10556	9880	4200	14080	3525	33
	5850	10881	10180	4200	14380	3499	32
	6025	11207	10490	4200	14690	3484	31
	6200	11532	10790	4200	14990	3458	30
	6375	11858	11100	4200	15300	3443	29
	6550	12183	11400	4200	15600	3417	28
	6725	12509	11710	4200	15910	3402	27
	6900	12834	12010	4200	16210	3376	26
	7075	13160	12320	4200	16520	3361	26
	7250	13485	12620	4200	16820	3335	25
	7425	13811	12920	4200	17120	3310	24
	7600	14136	13230	4200	17430	3294	23
	7775	14462	13530	4200	17730	3269	23
	7950	14787	13840	4200	18040	3253	22
	8125	15113	14140	4200	18340	3228	21
	8300	15438	14450	4200	18650	3212	21
	8475	15764	14750	4200	18950	3187	20
	8650	16089	15060	4200	19260	3171	20
	8825	16415	15360	4200	19560	3146	19
9000	16740	15660	4200	19860	3120	19	

* NOTE- The actual fixation of pay of J.Es. & S.Es. may be higher than that shown in this table, due to Proposed Upgradation of their scales to equivalent of the Pre-revised Scales of Rs 6500-10500 & Rs 7450-11500 respectively Recommended by the Sixth Pay Commission (vide Para 3.8.29 Page 221 of its Report)
- Subject to the approval of the same by the Government.

PAY FIXATION FOR PROPOSED PAY SCALES BY SIXTH CPC (CONTINUED)

Pr Rev Sc	Pre- Revised BP	Pre-revised emoluments BP+DP+24%DA As On 1.1.06	*Revised Running Pay band	Grade Pay (Vide Para 3.8.29 & 7.36.77)	*Total Revised Pay As an 1.1.06	Increase	% age increase
6500 - 200 - 10500 (SE)	6500	12090	11310	4600	15910	3820	32
	6700	12462	11660	4600	16260	3798	30
	6900	12834	12010	4600	16610	3776	29
	7100	13206	12360	4600	16960	3754	28
	7300	13578	12710	4600	17310	3732	27
	7500	13950	13050	4600	17650	3700	27
	7700	14322	13400	4600	18000	3678	26
	7900	14694	13750	4600	18350	3656	25
	8100	15066	14100	4600	18700	3634	24
	8300	15438	14450	4600	19050	3612	23
	8500	15810	14790	4600	19390	3580	23
	8700	16182	15140	4600	19740	3458	21
	8900	16554	15490	4600	20090	3536	21
	9100	16926	15840	4600	20440	3514	21
	9300	17298	16190	4600	20790	3492	20
	9500	17670	16530	4600	21030	3460	20
	9700	18042	16880	4600	21480	3438	19
	9900	18414	17230	4600	21830	3416	19
	10100	18786	17580	4600	22180	3394	18
	10300	19158	17930	4600	22530	3372	18
10500	19530	18270	4600	22870	3340	17	
7450 - 225 - 11500	7450	13857	12970	4600	17570	3713	27
	7675	14276	13360	4600	17960	3685	26
	7900	14694	13750	4600	18350	3656	25
	8125	15113	14140	4600	18740	3628	24
	8350	15531	14530	4600	19130	3599	23
	8575	15950	14930	4600	19530	3581	22
	8800	16368	15320	4600	19920	3552	22
	9025	16787	15710	4600	20310	3524	21
	9250	17205	16100	4600	20700	3495	20
	9475	17624	16490	4600	21090	3467	20
	9700	18042	16880	4600	21480	3438	19
	9925	18461	17270	4600	21870	3410	18
	10150	18879	17670	4600	22270	3391	18
	10375	19298	18060	4600	22660	3363	17
	10600	19716	18450	4600	23050	3334	17
	10825	20135	18840	4600	23440	3306	16
	11050	20553	19230	4600	23830	3277	16
11275	20972	19620	4600	24220	3249	15	
11500	21390	20010	4600	24610	3220	15	

**DISCLAIMER:- THESE TABLES ARE ONLY FOR GENERAL GUIDANCE & NOT A READY RECKONERS
FOR FIXATION OF PAY - ESPECIALLY SINCE THESE ARE SUBJECT TO APPROVAL BY THE GOVERNMENT OF THE
VARIOUS RECOMMENDATIONS OF THE SIXTH PAY COMMISSION**

* NOTE- The actual fixation of pay of J.Es. & S.Es. may be higher than that shown in this table, due to Proposed Up-gradation of their scales to equivalent of the Pre-revised Scales of Rs 6500-10500 & Rs 7450-11500 respectively Recommended by the Sixth Pay Commission (vide Para 3.8.29 Page 221 of its Report)
- Subject to the approval of the same by the Government.

Pay Fixation for Proposed Pay Scales by Sixth CPC

CALCULATED AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT

Pay Fixation recommended by Sixth CPC
%age Rise of Total Emoluments (GENERAL), - as on 01.01.2006

Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min of Ext. Scale	Max of Ext. Scale	Min. Emolument BP+DP+ 24%DA On 1.1.06	Max Emolu- ment	Pay Band	Corres- ponding pay bands	Grade pay	Total Min. Pay On 1.1.06	Increase/ decrease in Min. Pay	% age increase
S-1	2550	2660	4743	4948	1S	4440	1300	5740	997	21.02
S-2	2610	3150	4855	5859	1S	4550	1400	5950	1095	22.56
S-3	2650	3300	4929	6138	1S	4620	1650	6270	1341	27.21
S-4	2750	3800	5115	7068	PB-1	4990	1800	6790	1675	32.75
S-5	3050	3950	5673	7347	PB-1	5310	1900	7210	1537	27.09
S-6	3200	4900	5952	9114	PB-1	5570	2000	7570	1618	27.18
S-7	4000	6000	7440	11160	PB-1	6960	2400	9360	1920	25.81
S-8	4500	7000	8370	13020	PB-1	7830	2800	10630	2260	27.00
S-9	5000	8000	9300	14880	PB-2	8700	4200	12900	3600	38.71
S-10	5500	9000	10230	16740	PB-2	9570	4200	13770	3540	34.60
S-11	6500	6900	12090	12834	PB-2	11310	4200	15510	3420	28.29
S-12	6500	10500	12090	19530	PB-2	11310	4200	15510	3420	28.29
S-13	7450	11500	13857	21390	PB-2	12970	4600	17570	3713	26.80
S-14	7500	12000	13950	22320	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New	8000	13500	14880	25110	PB-3	15990	5400	21390	6510	43.75
S-16	9000	(Fixed)	16740	25110	PB-3	15600	5400	21000	4260	25.45
S-17	9000	9550	16740	17763	PB-3	15990	5400	21390	4650	27.78
S-18	10325	12575	19205	23390	PB-3	17970	6100	24070	4866	25.34
S-19	10000	15200	18600	28272	PB-3	17400	6100	23500	4900	26.34
S-20	10650	15850	19809	29481	PB-3	18540	6500	25040	5231	26.41
S-21	12000	16500	22320	30690	PB-3	20880	6600	27480	5160	23.12
S-22	12750	16500	23715	30690	PB-3	22190	7500	29690	5975	25.20
S-23	12000	18000	22320	33480	PB-3	20880	7600	28480	6160	27.60
S-24	14300	18300	26598	34038	PB-3	24890	7600	32490	5892	22.15
S-25	15100	18300	28086	34038	PB-3	26280	8300	34580	6494	23.12
S-26	16400	20000	30504	37200	PB-3	28540	8400	36940	6436	21.10
S-27	16400	20900	30504	38874	PB-3	28540	8400	36940	6436	21.10
S-28	14300	22400	26598	41664	PB-4	39200	9000	48200	21602	81.22
S-29	18400	22400	34224	41664	PB-4	43280	9000	52280	18056	52.76
S-30	22400	24500	41664	45570	PB-4	48990	11000	59990	18326	43.99
S-31	22400	26000	41664	48360	PB-4	48990	13000	61990	20326	48.79
S-32	24050	25000	44733	46500	PB-4	52770	13000	65770	21037	47.03
S-33	26000	(Fixed)	46500	-	-	80000	(Fixed)	-	33500	72.04
S-34	30000	(Fixed)	55800	-	-	90000	(Fixed)	-	34200	61.29

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