

SUMMARY OF DEMANDS

IN THE MEMORANDUM TO SIXTH CENTRAL PAY COMMISSION BY IRTSA

1. The minimum wages of the Central Government Employees should be raised to a level at par with the other Government Undertakings as well as organizations in the Private Sector and they may be granted the **minimum wage of at least Rs. 11000 per month to Non-Technical Staff and Rs.13000 to Technical Staff** – keeping in view the higher job requirements of the later.
2. The number of grades should be reduced to in conformity with the recommendations of A.R.C and all Employees should be fitted in. This can be done by merging some of the grades within each cadre and also by clubbing the grades in different cadre on the basis of horizontal parity.
3. Longer Pay scales with lesser over-lapping in order to reduce stagnation.
4. **Modified policy regarding Assured Career Progression (ACP), with a financial upgrading first after 4 years of service and subsequently after every 5 years of service** during the career to provide adequate motivation and to ensure optimum efficiency.
5. **Master Scale of Rs.11000-500-13500-700-17000-900-21500-1100-27000-1400-34000-1700-42500-2100-53000-2600-66000-3300-82500-4000-102500-5100-128000-6400-160000.**
6. Removal of Anomalies in the Pay Scales of Technical Supervisors on the Railways.
7. Proposed Pay Scales for Engineers / Technical Supervisors (J.Es., S.Es.,S.S.Es. and C.M.As, and C.M.Ss., etc. of all Departments on Railways (Including Mechanical, Electrical, Civil Engineering, S & T, Drawing / Design, Stores and Lab, etc.)

Sl. No	Designation	Existing Pay Scale	Pre-Revised Scale Recommended by 5th CPC (Para 54.38)	Projected scales which should have been given on rise of NNP (in 10 yrs at 38.6 % instead of 30.9 %)*	Proposed Equated Scale of Fifth CPC	Proposed Pay Scale for Sixth CPC on Multiple Factor of 4.31 (i.e. ratio of Proposed Min. & Existing Min. Pay)**
1	Jr. Engineer -II / CMA- II Jr. Engineer - I CMA - I	5000-8000 5500-9000	1600-2660 1640-2900	6400-10640 6560-11600	6500-10500	28400-1400-34000-1700-42500-2100-44600
2	Section Engineer / CMS - II	6500-10500	2000-3200	8000-14000	8000-13500	35700-1700-42500-2100-53000-2600-55600
3	Sr. Section Engineer / CMS - I	7450-11500	2375-3750	9500-15000	10000-15200	44600-2100-53000-2600-66000-3300-69300

Note-

- i. Fifth CPC had wrongly applied the multiple factor of 3.25 (on Fourth CPC Pay Scales) based on rise of NNP by 30.9%for 9 years, instead of 38.6 % for 10 years, and wrongly calculated the multiple factor as 3.25 instead of 4.05. (As mentioned by us in para 4.10.2 (i) of our Memorandum);
- ii. **Multiple Factor of 4.31 as the ratio between Proposed & Existing Minimum Pay.**
- iii. (As mentioned by us in para 3.11 of our Memorandum);
- iv. Higher duties, responsibilities and job requirements of Technical Staff, especially on the Railways;
- v. Comparative Pay Scales and emoluments of the counterparts in P.S.U.s. with similar duties, responsibilities and job requirements.
- vi. Additional training after recruitment of Diploma Holders as JEs and) Additional training After recruitment of BEs - Degree Holders as SEs.
- vii. Direct recruitment of B.Es. and MScs. Should be in the scale of C.M.S.-II instead of CMA-I in view of higher qualifications and job requirements;
- viii. Existing staff with B.E. or M.Sc. qualification, should be promoted as CMS-II forthwith.
- ix. Qualification of BE (Metallurgy & or Chemical Engineering should not be essential for serving ACMT for promotion as CMT as no such qualification is provided for in any other cadre.

8. Classification of all posts of Section Engineers & CMS-II (Existing Scale Rs.6500-10500) and Senior Section Engineers & CMS-I (Existing Scale Rs.7450-11500) in Group 'B' (Gazetted) - as in other Departments like M.E.S. and C.P.W.D., etc., as per recommendations of 5th Pay Commission and orders of DOP thereon.
9. Time Bound promotions for Engineers / Supervisors (JEs, SEs, and SSEs) so that they are able to reach at least Group 'B' and Group 'A' Senior Scale level in about 15 to 20 years - as in other Departments like MES, CPWD, etc.).
10. Proper yardstick be provided for Engineers/ Technical Supervisors at all levels for effective supervision, quality control and safety.
11. Improvement in the Supervisor-to-Worker Ratio on the Railways, as proposed by R.R.C., (Railway Reforms Committee) with a view to improve the working conditions of the Engineers/Technical Supervisors; and for improving the intensity of Supervision for efficiency and safety on the Railways.
12. JEs, SEs, and SSEs on the Railways working in Drawing and Design offices be granted Design Allowance at par with their counterparts in CPWD etc. (as per recommendation of 5th CPC).
13. I.R.T.S.A. (Indian Railways Technical Supervisors' Association) be granted recognition in the interest of Industrial peace on Railways and to do justice to the long neglected category of the Technical Supervisors and also to restore a sense of confidence amongst them, as recommended by the RAIC and RRC etc. to discuss and negotiate on the problems of the Supervisors on the Railways.
14. Link D.A. to the latest New base series of average Consumer Price Index, preferably for Middle Class Consumers Price Index or for Urban Non-Manual Worker Index – instead of Industrial Workers Consumer Price Index.
15. Change in the mode of compilation of Consumer Price Index so as to make it more realistic and in accordance with the actual Market Rates prevailing all over the Country for all the Consumer Items.
16. Weightage given to various items included for compilation of Consumer Price Index be made more realistic and according to the changed pattern of consumption by the working class due to changed economic and social requirements and living standards of the society at large especially in respect of Housing, Education, Medical and Other requirements and necessities.
17. Dearness Allowance be treated as Pay every alternate year or atleast whenever the Cost of Living Index exceeds 25% over the Base Index at which the Pay Scales are prescribed and may please be counted for all purposes – including for calculation of all Allowances and Retirement Benefits etc.
18. Suitably lowering down of the population limit for Classification of cities and;
19. Adequately enhancing the amount of HRA, so as to be compensated fully for prevailing Rents in various Class of Cities.
20. Periodical revision of H.R.A. to compensate for rise of Rents.
21. Counting of D.A. for grant of H.R.A or D.A. be treated as D.P. after (every) rise of 25% of Price Index to compensate for escalation of Rents.
22. Exemption of H.R.A. and CCA etc. from Income Tax (as these are not emoluments but compensatory allowance) as had been aptly recommended by Fifth Central Pay Commission (vide Chapter 167 of its report).
23. PROPOSED RATES & CRITERION FOR CLASSIFICATION OF HRA

Sl. No	Class of City	Proposed population for Classification	Proposed Rates of H.R.A.
7.	'A1' Class	Over 20 Lakhs	40% of Pay + DP + D.A.
8.	'A' Class	10 to 20 Lakhs	30% of Pay + DP + D.A.
9.	'B1' Class	5 to 10 Lakhs	25% of Pay + DP + D.A.
10.	'B2' Class	1 to 5 Lakhs	20% of Pay + DP + D.A.
11.	'C' Class	50000 to 1 Lakh	15% of Pay + DP + D.A.
12.	'D' Class or unclassified	Below 50000	12.5% of Pay + DP + D.A.

24. Rate of Interest on House Building Advance (HBA) should be reduced to maximum of 4% to 5% as in the Financial Institutions and Public Undertakings like Banks and LIC etc.
25. Amount of HBA should be suitably enhanced periodically to keep pace with rise of cost of land and construction.
26. Surplus land with the Railways be leased out at reasonable rates for construction of Co-operative Housing colonies of the Railway employees.
27. Government should take houses on long term lease for letting out to Employees (even in Group 'C' and 'D') at suitable rent – as recommended by Third, Fourth and Fifth Pay Commissions.
28. Powers to take Houses on lease should be De-centralised and limits be substantially increased to realistic levels.
29. Rents for Government accommodation have been substantially increased over the years, putting the employees in great hardship. Raising Rent for Railway Quarters should be stopped specially for the over 20 to 30 years old houses for which the Government had already recovered the cost many times over.
30. Housing satisfaction level should be increased to atleast 50% in case of Non-Technical Staff and 100% in case of Technical Staff and Engineers – keeping in view exigencies of their service.
31. Costliness of Cities may please be made the criteria for Classification of Cities for payment of C.C.A.
32. Limits for population for classification of Cities for CCA be adequately reduced (as requested in foregoing para for HRA).
33. CCA should be periodically enhanced and D.A. be treated as D.P. for all purposes including CCA to compensate for heavy inflationary trends or atleast DA be converted to D.P on reaching 25%.
34. Amount of CCA may please be enhanced as under to make it more realistic and just.

PROPOSED RATES OF C.C.A.

Sl. No.	Class of City	Proposed Population for Classification	Proposed Rates of C.C.A.
6.	'A1'	Over 20 Lakhs	15% of Pay + D.A + D.P
7.	'A'	10 to 20 Lakhs	10% of Pay + D.A + D.P
8.	'B1'	5 to 10 Lakhs	8% of Pay + D.A + D.P
9.	'B2'	1 to 5 Lakhs	6% of Pay + D.A + D.P
10.	'C' or Unclassified	Upto 1 Lakh	5% of Pay + D.A + D.P

35. Rate of Special Compensatory Allowance (including Hill Compensatory Allowance, Winter Allowance, Border Area Allowance, Remote Locality Allowance, Bad Climate Allowance, Project Allowance etc.) be suitably and periodically revised and linked with Price Index (On Pay+D.A.).
36. Rural Area and Sub-Mountainous Area Compensatory Allowance be paid as available in some of the States to the Employees posted in such areas respectively to compensate for higher cost of living in these areas on account of inadequate transportation and infrastructural facilities and increased dependency on urbanized areas due to change of Socio-Economic conditions.
37. Disturbed Area Allowance: Disturbed Area Compensatory Allowance be paid to Employees posted in areas which are disturbed due to unstable Law and Order situation, terrorist activities or intense Army / Police action to maintain the Law and Order etc.
38. Adequate Special / Additional Insurance Cover should be provided by the Government to the Employees posted in Disturbed / Border areas.
39. JEs, SEs and SSEs on the Railways be allowed Overtime Allowance (for actual number of extra-hours put in by them) at the same rate as admissible to those in the Defence Workshops, irrespective of the category or pay range – both under the Factories Act and the Hours of Employment Regulations etc.

40. Limits of admissibility for National Holiday Allowance may please be removed, and all the Technical Supervisors on the Railways (upto and including Section Engineers and Senior Section Engineers in existing grades or Rs. 6500 – 10500 and Rs. 7450 – 11500) be allowed the N.H.A as they are essentially required to attend to the work many a times on National Holidays, due to the exigencies of work and to keep the trains and systems running.
41. Transport Allowance may please be revised as under – i.e. 10% of Pay for ‘A-1’ and ‘A’ Class Cities and 7.5% of Pay for other locations:-

Sl.No	Existing Scale of Pay Rs.	Existing Transport Allowance Per Month		Proposed Transport Allowance Per Month	
		‘A-1’ & ‘A’ Class City (Rs.)	Other places	‘A-1’ & ‘A’ Class City	Other places
4.	8000-13500 or above	800	400	10% of Pay	7.5% of Pay
5.	6500-6900 but below 8000-13500	400	200		
6.	Below 6500 to 6900	100	75		

42. Either the Service Conduct Rules should be amended to remove bar (for Private Practice), or else the professionals like Engineers / Technical Supervisors (i.e. JEs, SEs, and SSEs) for whom Diploma or Degree in Engineering is an essential qualification, should be paid a suitable Non-Practicing Allowance of 10% of Pay.
43. Rates of Transfer & Packing Allowance be periodically revised adequately and linked with Price Index.
44. Engineers / Technical Supervisors (JEs, SEs, & SSEs) (and other Technical Staff) working in Workshops, Production Units, Running Sheds, Engineering, Electrical, Mechanical and S&T Depots, Power Houses, Printing Presses, Over Head Electrification, A.C. Plants etc. which involve hazards should be paid Risk Allowance at suitable rate of 10% of Pay.
45. Rates of TA / DA and Mileage / Conveyance Allowance be adequately enhanced and the same be linked with Price Index to allow for periodic revision thereof. Alternatively, Dearness Allowance should be counted for determining the rates of TA / DA admissible to the Employees on tour.
46. System of 2+4=6 advance increments respectively after passing Section ‘A’ and Section ‘B’ of AMIE etc be restored (instead of a lump sum amount).
47. 20% of Pay be granted as Special Pay to JEs, SEs and SSEs working as Console Operators, Sr. Console Operators, Console Superintendents, Assistant Programmers, Data Processing Superintendents etc. to attract talented personnel in this new horizon of Information Technology.
48. Ceiling limit may please be removed totally so that the Employees will get the real PLB declared to them in number of days proportionate to their wages (as per detailed justification given).
49. Working week of net 45 hours may be adopted for all Industrial Workers on the Railways.
50. Government should be asked to reduce the working hours for the Industrial Workers to 40 hours a week (in about a period of say 10 years) as recommended by the National Commission on Labour.
51. Lunch Break should be counted for computing maximum number of working hours in a week, under the Factories Act.
52. Engineers / Technical Staff be also granted atleast two Restricted Holidays to attend the Religious Functions / Festivals etc., – at par with the Secretarial Staff etc
53. “5 Days a Week” be implemented for the Industrial Workers / Technical Staff and Engineers / Technical Supervisors (i.e. JEs, SEs & SSEs) also.
54. SEs and SSEs may be allowed the Night Duty Allowance, irrespective of the pay scale or category, for attending to duty at night.
55. Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sun Set to Sun Rise (i.e from 6 PM (18 Hrs) to 6 AM).

56. Limit on maximum accumulation of leave may be abolished as had been done in the case of many of the State Government Employees
57. Limits on maximum accumulation be removed or raised to 12 months (365 days) atleast, in order to avoid hardship to the Staff, as well as to improve Attendance in the Offices and Industrial Establishments.
58. Encashment of Leave be allowed during service up to 60 days at a time, as admissible in many Undertakings.
59. Half a Day's L.A.P / Earned Leave be allowed to Technical Supervisors (*as already allowed to Artisan Staff in Workshops*) to enable them to attend to the exigencies without having to waste full day's leave when not required - particularly if there is no Casual Leave to the credit of an Employee.
60. Commutation of Half Pay Leave may be allowed to Technical Supervisors without the need to produce a Medical Certificate, in case of emergency.
61. Reduced quantum of 4 days of Casual Leave may please be restored.
62. Prefix or Suffix Casual Leave with other type of Leave, especially in cases of hardship where the employee does not have any leave to his / her credit.
63. Accumulation of Casual Leave may be allowed and the un-availed Casual Leave in a calendar year be credited to the Earned Leave Account, as permitted in many Public Undertakings (like L.I.C., etc.).
64. All Employees (irrespective of Pay or Scale of Pay) be allowed House Building Advance, Vehicle Advance, Festival Advance, Furniture & Household effects Advance etc., and the quantum for the Advances should be adequate to meet the actual expenditure for the purpose and adequately raised from time to time every year – as per Market Cost.
65. The Employees concerned should be provided with or paid for suitable type of cloth and stitching charges, so as to enable them to get the Uniforms stitched properly. The previous Pay Commissions had also recommended the grant of this facility, but it had not been properly implemented
66. Limit for Vehicle Advance should be increased to Rs. 50000/- for Motor Cycle / Scooter; Rs. 4 Lakhs for Motor Car, and Rs. 2000/- for purchase of a Bicycle. This limit should be revised from time to time in accordance to the variation of the rates of the vehicles in the market.
67. Group Insurance Scheme may be modified to cover all JEs. SEs and SSEs on the Railways, in Group 'B'; and the pay-slabs prescribed in the Scheme be revised accordingly.
68. Amount of Group Insurance cover should be enhanced to atleast Rs. 5 lakhs in view of heavy inflation as per New Scales of Pay proposed by the Pay Commission.
69. Incentive Increment for Family Planning for promoting Small Family Norms should be paid as per New Scales of Pay both to those who had adopted Family Planning Norms prior to 2006 as well as to those who adopt later on.
70. All those in the Supervisory Grade (which is at present Rs.5000-8000 and above) should be given First Class Pass / Second AC / Third AC (Rail Travelling Facility) irrespective of the date of entry into the Service in the Railways.
71. Railways be advised to remove the unrealistic sealing limit on the maximum limit of Four number of Dependents on a Privilege (Railway) Pass, specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.
72. Railways be advised to remove the age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age also.
73. Both dependent parents (Father and Mother) should be allowed on the Privilege Pass / LTC in case they are dependent on the Employee as per income ceiling.
74. All Central Government Employees, including Railways Employees, should be entitled for free Specialized Advice and Treatment from Super Speciality Hospitals like AIIMS / NIMS /

NIMHANS / JIPMER / CMC / PGI. Incidentally, since these Hospitals are run by the Union Government.

75. Pension should be granted on the basis of pay plus D.A. last drawn.
76. Pay and full D.A. last drawn should be counted for the purpose of grant of Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund.
77. One month's pay plus D.A. last drawn should be paid for each year of qualifying service, as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund, instead of half month's pay for each year of qualifying service as at present.
78. Rates of Family Pension may be revised as suggested hereunder :-

Proposed Amount of Family Pension Per Month		
On death in Harness	On death between 58 to 65 years of age.	After limits indicated in columns 2 and 3
80% of last pay drawn (with minimum of need based Minimum Wage less 20%)	85 % of Normal Pension (if the Employee had survived) with minimum of Minimum wage less 20%	80% of Normal Pension (if the Employee had survived) with Minimum Wage less 20%

79. Point-to-Point Fixation in the Revised Scales of Pay (of Sixty CPC) may please be allowed on notional basis to existing Pensioners for Revision of their Pension w.e.f 01.01.2006.
80. System of " SAME RANK SAME PENSION " as introduced in the Army, may also please be extended to all Central Government Employees.
81. Qualifying service for Full Pension should be reduced from 33 years to 25 years of Service as the Maximum Age Limit for Recruitment has been increased to 35 years.
82. Medical Allowance to Pensioners and Family Pensioners be increased to atleast Rs.500 per month for outdoor treatment – where no such facility is available.
83. Pensioners should be granted the House Rent Allowance and City Compensatory Allowance at the same rates as applicable in the case of serving Employees – in the pay slab equal to the pension.
84. Retired Employees should be allowed accompaniment of any close relative as an Companion/ Attendant in the same class, as admissible to Freedom Fighters, in view of their old age etc.
85. In order to reduce administrative work, Employees be retired at the end of the year in December or at the most in two batches – one at the end of June and another at the end of December – each year, depending on the part of the year in which their date of Superannuation falls.
86. Powers for compulsory or premature retirement should be withdrawn in entirety. If at all such an action is considered inescapable, then the Employee should be given the right to defend and appeal against the action only after regular enquiry as in the case of normal disciplinary proceedings.
87. Valuable expertise of suitable and talented Technical, Professional and Specialised Personnel may be used through Re-employment in appropriate fields – against Super numery posts – through a suitable mechanism of selection – as required – without impact of any favour or bias.
88. Contributions by the Pensioners / Retiring Employees RELHS (Railway Employees Liberated Health Scheme) be waived off or may be suitably reduced with adequate contribution by the Government / Railways – keeping in view the true spirit of Social Responsibility towards the Pensioners – as defined by the Apex Court in Nakra's Case.
89. Government may please be urged to reduce the age for consideration as Senior Citizen to 60 years instead of 65 years for availing the Income Tax Exemptions limit under the Income Tax Act.
90. All the Allowances (including DA / DR i.e Dearness Allowance / Dearness Relief, HRA i.e House Rent Allowance, CCA i.e. City Compensatory Allowance and other Compensatory Allowances) may please be Recommended for Exemption from the Income Tax and the

Tax thereon be paid by the respective Departments to the Income Tax Department (under section 197 of I.T. Act).

91. Recommendations of the Pay Commission in respect of Pay Scales, Service Conditions, and Retirement Benefits etc, may be made effective from 01.01.2006.
92. Fixation benefit to a tune of 50% of Pay + DA + DP be granted with Minimum fixation benefit of atleast Rs. 2500 per month to all Employees in Class IV (Group 'D') and Rs. 5000 to Rs. 15000 in case of those in Group 'C'.
93. Pending finalization of its recommendations, Pay Commission may please recommend an Interim Relief of at least 30% of the Pay + D.P + D.A of Central Government Employees w.e.f 01.01.2006, subject to a minimum of Rs. 1500 per month. *(This will at least partially neutralize the negative effects of abnormal delay in constituting the VI Central Pay Commission and the resultant un-easiness and un-rest which has gradually crept in the Central Government Employees).*
94. In the interest of equity and justice, proportionate Interim Relief may please be recommended for the existing Pensioners and 30% of Basic Pension + DP / DR + DA with a minimum of Rs.750 per month, may please be recommended to mitigate the sufferings of the existing Pensioners - to compensate them, at least partially, for the large-scale erosion of their meager Pensions due to heavy inflation – as already requested in our Memorandum for Interim Relief.
95. Sixth Pay Commission may please strongly recommend for a continual Revision of Wages, if not annually, then atleast whenever the Dearness Allowance rises above 25 per cent.
96. “**Stage-to-Stage**” or “**Point-to-Point**” fixation may please be allowed - giving due weightage for the length of service in the existing cadre.
97. Similarly as **Stage-to-Stage** or **Point-to-Point** notional fixation in the New Scales may also please be given for revision of Pension of existing Pensioners.