

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-3

Date:23.02.2026

## Director General (HR) Railway Board.

Respected Madam,

**Sub: Important issues of Technical Supervisors / Rail Engineers.**

**Ref: IRTSA memorandum No.IRTSA/Memo/3, dated 06.02.2026.**

IRTSA whole heartedly thank your goodself for receiving our memorandum on 06.02.2026 and giving us an opportunity to brief some of our important demands.

Detailed memorandums on the subjects placed before your goodself is attached herewith for your kind consideration and perusal please.

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Thank you in anticipation Yours' truly

Yours' truly

**K.V. RAMESH**

**General Secretary, IRTSA**

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No:IRTSA/Memo-3

Date:06.02.2026

**Director General (HR)**  
**Railway Board.**

(During visit to ICF)

Respected Madam,

**Sub: Important issues of Technical Supervisors / Rail Engineers.**

We bring the following important demands of Technical Supervisors / Rail Engineers for your kind pursual and favourable action.

- 1) Restoration of PCO allowance for SSEs promoted / upgraded to level-8** - Union Cabinet approved Terms of Reference for 8<sup>th</sup> CPC on 28<sup>th</sup> October 2025 and 8<sup>th</sup> CPC has been mandated to review the existing allowances and conditions of their admissibility and recommend their rationalization keeping in view the multiplicity of allowances. Railways order on 6<sup>th</sup> November 2025 withdrawing PCO allowance for SSEs working in level-8 and PCO allowance, NDA and NHA for staff receiving non-functional upgradation to level-9 which is unjust. Withdrawing existing allowances for Group-C staff after formation of 8<sup>th</sup> CPC is demotivating the vital category. Railway Board is requested to reconsider the decision and to restore the withdrawn allowances.
- 2) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B** – It is understood that Railway Board committee's recommendation (Railway Board Order No. ERB-I/2024/23/65, dated 20.11.2024) to examine issues relating to Supervisory Categories is under consideration by Railway Board. IRTSA demands for 100% upgradation of posts of SSE, CDMS, CMS & SE(IT) from level-7 to level-8 w.e.f. 01.01.2016 on par with accounts supervisors that will reestablish lost parity and do reasonable justice for removing the stagnation among SSEs. For improving the accountability in the system and to improve the status **all SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in L-6 & L-7 should be classified as Gr-B in first phase. In second phase of implementation, Indian Railways should follow the classification aligning with classification of DoPT.**
- 3) Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) for financial upgradation under MACPS** - The exclusion of the training period from financial upgradation under MACPS has resulted in discrimination against Technical Supervisors in the Railways, especially compared to their counterparts in other Central Government Departments, where the training period is considered for MACPS.
- 4) Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets:** To meet the requirement of higher supervision for manufacturing sophisticated, new technology train sets, **ICF has proposed to create 30 work charged SSE posts in Pay Level-8 (PCPO/ICF letter dated 25.09.2024). ICF proposed the creation with nil financial implication.** In the past ICF was permitted to create posts in the grades of Officers, Technical Supervisors and Technicians based on the job requirement. Present proposal was concurred by Finance department of ICF. Queries asked by Railway Board on this proposal were replied by ICF including those on 19.11.2024 and 20.02.2025. **We request your goodself to kindly intervene appropriately for the approval of proposal of ICF for creation of 30 work charged SSE posts in level-8 which will boost the morale and productivity of Engineers working in ICF.**

Thank you in anticipation

Copy for kind information

- 1) General Manager, ICF
- 2) PCPO, ICF

Yours' truly

**K.V. RAMESH**  
General Secretary, IRTSA

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No:IRTSA/Memo-41

Date:23.02.2026

**Director General (HR)  
Railway Board.**

Respected Madam,

- Sub: 1) Cessation of PCO allowance for SSEs upgraded to level-8.  
2) Cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.**

**Ref: Payment of allowances supervisors upgraded through RBE No.155/2022-Clarification reg. (Railway Board letter No. PC-VII/2023/1/7/5/8, dated 06.11.2025).**

- 1) We would like to convey severe heartburning created among SSEs and other senior supervisors due to Railway Board's arbitrary decision through their letter dated 06.11.2025 on cessation of PCO allowance for SSEs upgraded to level-8 through RBE No.155/2022 and unjust cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
- 2) This Railway Board letter dated 06.11.2025 actually reduced take home pay of SSEs who receive upgradation/promotion to level-8 and receiving non-functional upgradation to level-9 between Rs.5000 and Rs.10,000 per month.
- 3) This letter withdrawing already available allowance has taken away the motivational spirit of upgradation of SSEs to level-8 sanctioned by Railway Ministry w.e.f 01.12.2022.
- 4) It is also pertinent to note that Government has already formed 8<sup>th</sup> Central Pay Commission and it is about start its work. 8<sup>th</sup> CPC has been mandated to review the existing allowances and conditions of their admissibility and recommend their rationalization keeping in view the multiplicity of allowances. Now, it is not appropriate for Railways to withdraw existing allowances to particular category of safety category staff.
- 5) Your goodself is requested to draw the attention of Hon'ble Railway Minister to reverse the withdrawal of PCO allowance, Night Duty Allowance and National Holiday Allowance and bring normalcy in working of Railways.

Thank you in anticipation.

Yours' truly

**K.V.RAMESH  
General Secretary, IRTSA  
9003149578**

Enclosure  
Detailed Memorandum

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- Sub: 1) Cessation of PCO allowance for SSEs upgraded to level-8.**  
**2) Cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.**

**Ref: Payment of allowances supervisors upgraded through RBE No.155/2022-Clarification reg. (Railway Board letter No. PC-VII/2023/1/7/5/8, dated 06.11.2025).**

- 1) We would like to convey severe heartburning created among SSEs and other senior supervisors due to unjust Railway Board decision through their letter dated 06.11.2025 on cessation of PCO allowance for SSEs upgraded to level-8 through RBE No.155/2022 and unjust cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
- 2) This Railway Board letter dated 06.11.2025 actually reduced take home pay of SSEs who receive upgradation/promotion to level-8 and receiving non-functional upgradation to level-9.
- a) Take home pay forced to be forgone per month when promoted to level-8 and NFU to level-9 after 4 years of service, when compared to SSE working in level-7 in same basic pay is illustrated in tables below:

**Table-1**

|  | <b>Level-7</b> | <b>Upgraded pay to level-8</b> | <b>NFU to level-9 after 4 years</b> |
|--|----------------|--------------------------------|-------------------------------------|
|  | In Rs.         |                                |                                     |
| Basic Pay  | 76500          | 76500                          | 76500                               |
| DA @ 58%   | 44370          | 44370                          | 44370                               |
| PCO allowance @ 6%   | 4590           | Denied                         | Denied                              |
| NDA 12 days/month  | 5511           | 5511                           | Denied                              |
| NHA 1 day/month  | 788            | 788                            | Denied                              |
| <b>BP+DA+PCO Allowance +NDA+NHA</b>  | 131759         | 127169                         | 120870                              |
| <b>Take home pay forced to be forgone per month by SSEs working in level-8 &amp; 9 when compared to SSE in level-7 in same basic pay.</b><br>(Take home pay reduced for level-8 due to denial of PCO allowance and denial of PCO allowance, NDA and NHA for level-9) |                | <b>4590</b>                    | <b>10899</b>                        |

**Take home pay forced to be forgone will be much higher for SSEs who were already placed in level-9 through MACPS.**

- b) Value of promotional / upgradation pay fixation benefit will be nullified because of denial of PCO allowance for level-8 and PCO allowance, NDA and NAH for level-9.

- i. After receiving upgradation / promotion from level-7 to level-8, pay fixation benefit and its corresponding increase in DA will be around Rs.3500 per month. But for SSEs working in PCO organisation their take home pay will be reduced approximately by Rs.5000 per month due to unjust cessation of PCO allowance. **Hence net loss even after getting one promotional increment to level-8 will be around Rs.1500 per month.**
  - ii. SSEs receiving non-functional upgradation (NFU) to level-9 after completion of 4 years of service in level-8, will get pay fixation benefit and corresponding increase in DA of around Rs.3800 per month. But their take home pay will be reduced approximately by Rs.10000 per month due to unjust cessation of PCO allowance, NDA and NHA. **Hence net loss even after one promotional increment to level-9 (NFU) will be around Rs.6,200 per month.**
- 3) **Cessation of PCO allowance for SSEs upgraded to level-8 through RBE No.155/2022:**
- a) Upgradation to pay level-8 from pay level-7, appears to be progressive in terms of one promotional increment. Now it turned into punishment like situation for SSEs working in PCO organisation since their net take home pay will get reduced because of cessation of PCO Allowance.
  - b) Railway Board letter No.E(NG) I-78SR6/44 dated **09.06.1978** stated following two principles for staff working in PCO organisation,
    - i. Staff in Production Control Organisation (PCO) where holding the post in that organisation ex.cadre or otherwise, will not be entitled to incentive bonus in any form.
    - ii. However, if staff from the shop floor are posted to the Production Control Organisation (Progress, Inspection, Rate fixing and planning, Jig & Tool) in their existing scale of pay they will receive a special pay of 10% of the pay admissible to them in their posts in shop floor.
  - c) **Special Allowance for SSE & SE:** Railway Board through their letter No. PC-V No.205 (RBE No. 193/1999, dated **10.08.1999** on the subject, Recommendation of **Fifth Central Pay Commission** – “Decision relating to grant of PCO Allowance (known as special pay prior to IV CPC recommendations) to staff of Production Control Organisation” said that Senior Section Engineers and Section Engineers posted to Production Control Organisation on tenure basis will be eligible for a Special Allowance calculated at 7.5% of their basic pay w.e.f 01.09.1999.
  - d) Through Railway Board letter No. E(P&A)I-2008/SP-1/WS-4, Dated **06.02.2009**, pursuant to the **recommendations of the Sixth CPC**, Section Engineers and Senior Section Engineers drawing grade pay of Rs.4600 were granted PCO Allowance of 7.5%.
  - e) **7<sup>th</sup> CPC in para 8.17.102**, without studying details on the principles of Incentive system followed in PUs and workshops of Indian Railways, in line with its general approach of rationalizing the percentage based allowances by a factor of 0.8, 7<sup>th</sup> CPC revised the rates of PCO allowance for SSE in level-7 to 6% of basic pay.
  - f) **Incentive system having specific nature and purpose is self financing, hence other general allowance principles should not be applied;**

**It is pertinent to mention that during the time of introduction of incentive system (including special allowance/PCO allowance) and during subsequent every revision of incentive rates and revision of PCO allowance in line with incentive revisions, reduction in allowed time had been done across all production and maintenance operations for improving productivity. Man power reduction happened to the value much higher than value of incentive revision in all PUs and workshops following incentive system. Thus, incentive system is made self-financing within Railways. Hence denial of PCO allowance for SSEs in level-8 &9 who are discharging same duties and responsibilities is unjustified.**

- g) Production Control Organisation (PCO) Allowance is part of Incentive system paid in lieu of Incentive Bonus to Technicians, JEs & SSEs whenever they are required to work in PCO organizations. They

were already put to loss due to lower take home Pay than the Incentive on the Shop-Floor. SSEs after gaining good years of experience posted to PCO organization for administrative convenience. Most of them are working in pay level-8 and will be receiving NFU to level-9.

- h) **While implementing RBE No.155/2022 for upgradation of SSEs to level-8, it was stated that,**
- i. There will be no change in the nomenclature/designation, duties and responsibilities and classification of the posts after upgradation and they will remain classified as Group 'C'.
  - ii. Entire scheme of upgradation was made financially neutral proposition.
- i) It is to be noted that, even though matching surrender for the purpose of financial neutrality was done for entire upgraded posts, only around 15% of SSEs upgraded to level-8 from level-7 got the benefit of pay fixation, since all other were already placed in level-8 and level-9 through MACPS.
- j) SSEs who were already placed in level-8 and level-9 through MACPS are the worst sufferer, since they receive no fixation benefit while implementing RBE No.155/2022.
- k) **As such, cessation of PCO allowance for SSEs working in PCO Organisation upgraded to level-8 and receiving non-functional financial upgradation to level-9 will be a great injustice. SSEs who received upgradation to level-8 through RBE No.155/2022 will have net loss, since PCO allowance of 6% of basic pay will be more than promotional increment of around 3% + DA.**
- 4) **Night Duty Allowance (NDA)**
- a) **NDA was introduced on Railways on the recommendation of 2<sup>nd</sup> CPC as a compensation of night working and is in nature of overtime allowance.** The scheme of NDA has undergone numerous changes now it is admissible to all categories of non-gazetted employees classified as intensive, continuous, excluded and essentially intermittent categories.
- b) NDA was studied extensively by Justice Mia Bhoj tribunal in 1969 and 7<sup>th</sup> CPC recorded that present NDA is based on the recommendations of the tribunal.
- c) Based on the recommendations of the Tribunal, Railway Board vide letter No.PC-72/RLT-69/1 dated 09.03.1973, accepted the demand of Federations that night duty allowance should be granted to all Railway employees irrespective of their classification or irrespective of pay limit.
- d) Indian Railways is operating 24X7 through out the year, in all weather conditions and seasons across the country. Railwaymen including Technical Supervisors irrespective of their pay level are bound to perform night duty between 22.00 hrs and 06.00 hrs for safe and punctual train operation. It is unjustified to withdraw NDA for SSEs receiving NFU to level-9 who are part and partial of train operation during night. It will be difficult to segregate and exempt SSEs receiving level-9 from night shift.
- e) 7<sup>th</sup> CPC recommended continuing present prescribed hourly rate of NDA equal to (BP+DA)/200 and **extended it to all employees across all ministries/departments who were already in receipt of Night Duty Allowance. Discontinuing NDA for SSEs on roster for night shift receiving NFU to level-9 is against the accepted recommendations of 7<sup>th</sup> CPC is totally unjustified.**
- 5) **National Holiday Allowance**
- a) The Open line staffs and Technical Supervisors are essentially required to work even on the National Holidays sacrificing their domestic and social obligations and duties etc. During national holidays train operations have to be managed with around 50% of staff.
- b) It therefore imperative that the existing rates of National Holiday Allowance should be substantially enhanced to meet with the exigencies of the services on the Railways to **at least equal to double the normal rate** for Over Time Allowance. But Board's letter dated 06.11.2025 unjustifiedly denied NHA to SSEs receiving NUF to level-9

- c) 7<sup>th</sup> CPC in para 8.6.9 said that, NHA allowance is paid to non-gazetted Railway employees who are on roster to work on a "National Holiday" and granted National Holiday Allowance for all twelve days in a year due to operational constraints in Railways. Hence HNA should be paid to SSEs in level-9 if they are on roster to work on National Holiday.
- 6) **It is therefore requested that,**
- a) **PCO allowance may please be continued to be paid for SSEs upgraded / promoted to level-8 and working in PCO organization.**
- b) **NDA, NHA and PCO allowance may be paid for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.**

Thank you in anticipation.

Yours' truly



**K.V.RAMESH**  
**General Secretary, IRTSA**  
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No:IRTSA/Memo-5

Date:23.02.2026

## Director General (HR) Railway Board.

Respected Madam,

### Subject: Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.

- 1) IRTSA is thankful for the concern shown by Hon'ble Railway Minister and Railway Board towards resolving the issue of stagnation among Technical Supervisors/Rail Engineers. Upgradation of 50% of posts from level-7 to level-8 as per RBE No.155/2022 dated 17.11.2022 in Phase-I and further modifying the phase-II upgradation to the extent that, after completion of 4 years' of service in level-8, all incumbents in level-8 are to be upgraded to level-9 on non-functional basis. However, these two order has not cleared the stagnation of seniors who have already reached level-8 and level-9 through MACPS.
- 2) IRTSA hailed formation of Railway Board committee (Railway Board Order No. ERB-I/2024/23/65, dated 20.11.2024) to examine issues relating to Supervisory Categories. The committee was mandated to recommend modalities to improve the promotional prospects and allotting classification as Group-B.
- 3) IRTSA justified the demand of 100% upgradation of posts of SSE, CDMS, CMS & SE(IT) from level-7 to level-8 w.e.f. 01.01.2016 on par with accounts supervisors that will reestablish lost parity and do reasonable justice for removing the stagnation among SSEs.
- 4) On the demand for grant of Group-B status, IRTSA reiterates its genuine long pending demand of allotting Group-B status to SSE, CDMS & CMS upgraded to level-8 vide RBE No.155/2022, on the following justifications.

### i) Railways is continuously considering grant of Group-B status for SSEs for long time without taking concrete decision.

- a) One exhaustive exercise was done by Railway Board immediately after 5<sup>th</sup> CPC.
- b) During 6<sup>th</sup> CPC, in the meeting convened by Member Staff on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.
- c) Financial Commissioner Railway Board in principle concurred the proposal for Gr-B on 31.05.2007. Railway Board discussed the issue many times, but no decision taken.
- d) In 2018, Railway formed a high-level committee to study and recommend classification of posts as Group-B in level-7. The committee recommended for classification of level-7 posts as Group-B (non-gazetted). The recommendation was neither acceptable for staff side nor agreeable for Railways. Hence recommendations of the committee were not implemented.

### ii) Railways already classified posts in Level-8 (GP 4800) as Group B Gazetted, as per RBE No. 5/2010, dated 08.01.2010.

### iii) Need for classification is felt severely among Technical Supervisors / Rail Engineers because these categories are having entry grades in two consecutive grades in level-6 and level-7.

- a) Graduate Engineers recruited as SE/SSE are stagnated in their entry grade in Group-C for nearly 30 years. Moreover, many of the JEs recruited in level-6 reached level-9 and SSEs recruited in level-7 reached level-10 through MACPS.
- b) This massive stagnation is due to insufficient posts available in Group-B cadre in Railways. Group-B cadre starts from level-8, but even after reaching level-8, level-9 and level-10 SSEs are unreasonably continued in Group-C.
- c) Railway is also losing experienced technocrats in the management cadre even after placing them in the pay level available for Group-B cadre.

iv) **No major functional changes.**

SSE, CDMS & CMS who classified as Group-B will continue to carry on the function, duties and responsibilities shouldered by them now. In addition, Railways may entrust powers to manage contracts and some other independent responsibilities.

v) **No major inputs or expenditure need to be done by Railways**

- a) Classifying these posts as Group-B will have no financial implications, as they are already placed in functional Level-8 and level-9 & level-10 through MACPS. They continue to get same pay and allowances applicable to the post.
- b) There is no need to create new setup for office functioning. All SSE, CDMS & CMS are already having well established office setup, same will be continued to be used by them.
- c) There may be a requirement of minor inputs for rest houses. Even otherwise staff going on duty requires rest house facilities. Necessity for providing rest house facility should not be the reason to deny Group-B status for the deserving.

vi) **Department of Personnel and Training's (DoPT) OM F. No. 11012/10/2016-Estt.A-III, dated December 8, 2017, classified Central Civil Posts in Pay Levels 6, 7, 8 and 9 as Group B, but this has not been implemented in the Railways.**

vii) **Percentage of Group 'A' & group 'B' posts on Railways is the lowest vis-à-vis other central government departments:**

Sanctioned posts as on 31.03.2023

| Classification | Average all Central Government depts |            | Indian Railways |            |
|----------------|--------------------------------------|------------|-----------------|------------|
|                | Number                               | Percentage | Number          | Percentage |
| Group 'A'      | 141114                               | 3.6%       | 13153           | 0.9%       |
| Group 'B'      | 116881                               | 3%         | 5680            | 0.4%       |
| Group 'C'      | 3422312                              | 86.4%      | 1469925         | 98.7%      |
| Total          | 3960847                              | 100%       | 1489396         | 100%       |

*Ref: Annual report of pay & allowances of central Government civilian employees*

viii) **Number of Group 'B (Gazetted)' posts in Railways has significantly decreased between 2010 and 2023, severely impacting the promotional prospects of Technical Supervisors/Rail Engineers. Key statistics illustrate this trend:**

- a) Number of sanctioned Group-B posts in Railways declined from 7,652 in 2010 to 5680 in 2023, representing a negative growth.
- b) The total number of Group-A and Group-B gazetted posts in Railways has remained stagnant at around 1% of total sanctioned posts between 2010 and 2023.
- c) In contrast, Central Government departments have seen a growth in Group-B posts from 91,307 in 2010 to 1,16,881 in 2023.
- d) Additionally, Central Government departments witnessed increase in total Group-A and Group-B gazetted posts from 5.21% in 2010 to 6.51% in 2023 of out total sanctioned posts.

- e) Classifying 25,000 posts of SSE, CMS, and CDMS as Group-B would increase the percentage of total gazetted posts (Group-A and Group-B) in Railways to 2.1% of the total sanctioned strength. However, this would still be significantly lower than the 6.51% of total gazetted posts in Central Government departments, highlighting the need for further review and alignment."
- f) This disparity highlights the need to address the declining number of Group 'B (Gazetted)' posts in Railways and to ensure fair promotional opportunities for Technical Supervisors/Rail Engineers.

**ix) Railways huge capital expenditure & new initiative to augment capacity & efficiency requires more management cadre in Group-B.**

Capital expenditure for Indian Railways in 2026-27 budget is fixed as Rs 2,93,030 crore. Various new initiatives to augment capacity and efficiency, such as high-speed corridors, Vande Bharat semi-high speed train set variants, dedicated freight corridors, increasing speed & capacity of P.Ways and the implementation of Kavach-collision avoidance system, etc are being implemented. Hence, it is essential to strengthen the management cadre (Group-B) to improve accountability in implementing Government policies.

**x) Recommendations for upgrading rail engineers to Group 'B' Gazetted:**

Railway Accident Inquiry Committees (RAICs) and the Railway Reforms Committee (RRC) have consistently recommended upgrading Senior Technical Supervisors (SSEs) to Group 'B' Gazetted to ensure safety and discipline on the Railways. However, these recommendations have not been implemented, compromising safety on the Railways.

The RRC recommended that Diploma Holders (joining as Junior Engineers) should be able to reach the Junior Administrative (JA) Grade within 30 years, with 5 years to spare at the highest level. Unfortunately, the Railways have not implemented these recommendations, neglecting safety and efficiency while causing frustration among Engineers/Technical Supervisors due to limited promotion avenues.

**5) Considering the merits of the demand explained above, we request that,**

- i. **All SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in L-6 & L-7 should be classified as Gr-B in first phase.**
- ii. **In second phase implementation, Indian Railways should follow the classification aligning with classification of DoPT.**

Thank you for considering our request.

Yours' truly



**K.V.RAMESH**  
**General Secretary, IRTSA**  
**9003149578**

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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9003149578, 9444100842

No:IRTSA/Memo-9

Date:23.02.2026

## Director General (HR) Railway Board.

Respected Madam,

### Sub: Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other Technical non-gazetted staff for financial upgradation under MACPS.

- Ref:**
1. Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991, implementing DoPT OM no 16/16/89-Estt(Pay-I) dt 22.10.1990.
  2. DoPT OM no 16/16/89-Estt(Pay-I) dt 31.3.1992.
  3. Railway Board's letter No.E(NG)1-93/PM1/4 dated 18.01.1993.
  4. Ministry of Communications, Department of posts letter No. 44-2/2011-SPN-II, dated 24.04.2023.
  5. Judgment and order dated 03-01-2019 in WP(C) No. 6963/2018 passed by the Hon'ble High Court of Orissa.
  6. Hon'ble Supreme Court Order on Special leave petition (Civil) Diary No(s). 28896/2019.
  7. Hon'ble Supreme Court Order on Special leave petition (Civil) Diary No(s). 24399/2025 dated 29.08.2025.

1. IRTSA request your kind attention to the ongoing injustice faced by Technical Supervisors and urges its prompt resolution. **The exclusion of the training period from financial upgradation under MACPS has resulted in discrimination against Technical Supervisors in the Railways, especially compared to their counterparts in other Central Government Departments, where the training period is considered for MACPS.**
2. Persons selected for regular appointment in technical departments for the posts like Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA, CMS, DMS and CDMS are required to undergo training for a period of one year. **Training being essential part of service, there is no reason not to count the period spent on training for all purposes.**
3. Non-technical employees who are not required to undergo any training recruited on the same date along with the technical employees in the same pay level earn their financial upgradation through MACPS well before the Technical Staff. This put the technical employees in a disadvantageous position vis-a-vis the non-technical employees, since the period spent in the training by the technical employees are not counted for the purpose of financial upgradation, under MACPS.
4. Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991, implementing DoPT OM no 16/16/89-Estt(Pay-I) dt 22.10.1990 (Copy of letter in Annexure-I) on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Railway servant has been selected for regular appointment and before formally taking charge of the post for which selected, the Government servant is required to undergo training, the training period undergone by such Railway servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.
5. DoPT OM no 16/16/89-Estt(Pay-I) dt 31.3.1992 (Copy of OM in Annexure-II) allowed treating such training as duty for the purpose of increment, in case of the employees undergone such training on or after 01.01.1986.
6. These orders had been implemented for the purpose of drawing increments as otherwise the concerned employee, would be put to perpetual disadvantage vis-a-vis the staff in non-technical cadres who are recruited along with technical staff in the same scale of pay.

7. Moreover, Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as Junior Engineers (JEs), Senior Section Engineers (SSEs), etc on Railways is not pre-appointment training in nature (as that of the Apprentices recruited under the Apprentices Act).
8. Railway Board in their letter No.E(NG)1-93/PM1/4 dated 18.01.93 (Copy of letter in Annexure-III) states that time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing for departmental examination for promotion to Lower Gazetted Service (LGS) / Group-B.
9. Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their training period counted for annual increment, pensionary benefits, pass eligibility etc.
10. **Ministry of Communications, Department of posts through its letter No. 44-2/2011-SPN-II, dated 24.04.2023** (copy of letter in Annexure-IV) **clarified that training period is counted for all purpose i.e MACPS, Promotion, Pension, etc.**
11. MACP scheme is uniformly applied for all central Government employees. As such, the counting of training period for the purpose of financial upgradation under MACPS for Railway employees is quite genuine and just.
12. In its judgment & order dated 03-01-2019 in WP(C) No. 6963/2018 passed by the Hon'ble High Court of Orissa said that, since the Training period has to be treated as regular service for the purpose of ACP as has already been observed in earlier judicial pronouncement, the Respondents (Railways) are duty bound to honour such verdict and to grant such financial upgradation treating induction of the applicant as in-service Trainee. Copy of part of the Judgement is placed at Annexure-V.
13. Arising out of impugned final judgment and order dated 03-01-2019 in WP(C) No. 6963/2018 passed by the High Court of Orissa, Hon'ble Supreme Court in its order said that, ***"We find no ground to interfere with the impugned order(s) passed by the High Court on the ground that the petitioners were given the regular pay-scale and the increments were also given to them right from day one. Even during the training period, increments were given to them. We have considered the policy pertaining to ACP. On perusal of the same, we find no ground to deny the benefit of training period, which was after appointment"***. Copy of part of the Judgement is placed at Annexure-VI.
14. The Hon'ble CAT Cuttak in its order dated 15.11.2023 in OA 485/2021, held that applicants are entitled to count their qualifying service for the purpose of financial upgradation under MACP Scheme w.e.f. their respective date of joining the training after being selected through RRB. For the writ petition no 17872/2024 filed by Railways the Hon'ble High Court of Orissa cited observations made by the Court in various writ petitions and also by Hon'ble Supreme Court in the aforesaid special leave petitions and ruled that, it was not convinced to accept the submission made by Railways for not to include training period for the purpose of financial upgradation under MACP Scheme. Subsequently SLP(C) No.24399/2025 filed by Railways in Hon'ble Supreme Court was dismissed.
15. In O.A. No.2143/2021, judgement pronounced on 07.08.2025, CAT Principal bench New Delhi ruled that, **If the applicants are otherwise eligible under the Scheme, they shall be granted the benefit of MACP by counting the service rendered during the training period. All consequential benefits, including arrears, shall follow. The principal bench has cited various court orders including the following,**
  - a) **The Apex Court in the case between State of Karnataka Vs. C. Lalitha (2006) 2 SCC 747 and State of Uttar Pradesh Vs. Arvind Kumar Srivastava (2015) 1 SCC 347 has held that service jurisprudence evolved by it from time to time postulates that all persons similarly situated should be treated similarly; only because one person has approached the Court does not mean that persons similarly situated should be treated differently; justice demands that a person should not be allowed to derive any undue advantage over other employees; the normal rule is that when a particular set of employees is given relief by the Court, all other identically situated persons need**

to be treated alike by extending that benefit; not doing so would amount to discrimination and would be violative of Article 14 of the Constitution of India;

b) In “Union of India and Ors. vs. Tarsem Singh” (2008) 8 SCC 652, the Hon’ble Supreme Court summarized the settled principles and said that, if the issue relates to payment or refixation of pay or pension, relief may be granted in spite of delay as it does not affect the rights of third parties.

c) In Civil Appeal No. 1943 of 2022 (Lt. Col. Suprita Chandel versus Union of India and Ors.) decided on 09.12.2024, the Hon’ble Supreme Court held as under,

i. It is a well settled principle of law that where a citizen aggrieved by an action of the government department has approached the court and obtained a declaration of law in his/her favour, others similarly situated ought to be extended the benefit without the need for them to go to court.

ii. “.... Some of the excluded employees have not come to court. There is no justification to penalise them for not having litigated. They too shall be entitled to the same benefits as the petitioners. ....”

16. It is, therefore requested, that the training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other similarly placed technical employees in Chemical & Metallurgical Department and Stores on Railways be counted as regular service for the purpose of ACPS / MACPS.

Thank you in anticipation

**Copy for kind information and necessary action**  
Secretary, Railway Board

**Yours’ truly**



**K.V.RAMESH**  
**General Secretary, IRTSA**  
**9003149578**

Annexure-I

**Copy of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991**

**Subject: - Counting of training period for the purpose of drawing increments**

Please find enclosed a copy of Department of Personnel & Training's O.M. No. 16/16/89-Estt (Pay-I) dated 22.10.90 on the above subject for information and necessary action. The instructions contained in this O.M. will be applicable to non-gazetted railway employees mutatis – mutandis w.e.f. 1.10.1990.

2. This issue with the concurrence of the Finance directorate of Ministry of Railways.
3. Please acknowledge the receipt.

Director, Establishment (N)  
Railway Board

No.16/16/89-Estt (Pay-I)  
Government of India

**Ministry of Personnel, Public Grievances and Training  
(Department of Personnel & Training)**

New Delhi-110001, Dated the 22<sup>nd</sup> October-1990

**Office Memorandum**

**Subject: - Counting of training period for the purpose of drawing increments – Clarification regarding.**

The undersigned is directed to say that under FR 26 only duty in a post on time scale counts for increments in that time scale. As per FR 9 (6) (a) (i) the service as probationer or apprentice is treated as duty provided that service as such is followed by confirmation. As such, the training period during which a Government servant is not remunerated in the scale of pay attached to this post can not be treated as duty.

2. The staff side in the National Council (JCM) have raised a demand that the training period should be counted for the purpose of drawing increments as otherwise the concerned staff, particularly the non-gazetted in technical departments, where the training period is a long one is put to perpetual disadvantage vis-avis the staff in non-technical jobs who are recruited along with technical staff in the same scale of pay.
3. The matter has been considered in the National Council (JCM) and it has been decided that in case where a person has been selected for regular appointment and before formally taking over charge of the post for which selected, the person is required to undergo training, training period undergone by such Government servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.
4. These orders take effect from the 1<sup>st</sup> of the month in which this O.M.is issued.
5. Ministry of Finance etc, are requested to bring the above decision to the notice of all concerned.
6. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue with the concurrence of Comptroller & Auditor General of India.

---Sd---

(T.O.Thomas)

Under Secretary to Govt. of India.

Annexure-II

No. 16/16/92\_Estt. (Pay-I)  
Government of India  
Department of Personnel & Training.  
.....

New Delhi, the 31st March, 1992.

OFFICE MEMORANDUM

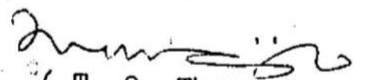
Subject:- Counting of training period for the purpose of  
drawing increments. clarification regarding.  
.....

The undersigned is directed to say that in accordance with the orders contained in this Ministry's O.M. No.16/16/89-Estt(Pay-I) dated 22.10.90 the period spent on training is treated as duty for the purpose of increment in cases where a person has been selected for regular appointment but before formally taking over charge of the post for which selected is required to undergo training. These orders take effect from 1.10.90. On the demand of the staff Side in the National Council(JCM) the matter has further been examined and the President is please to decide that the benefit of treatment of such training as duty for the purpose of increment may be allowed in the case of those Govt. servants also who had undergone such training on or after 1.1.86. However, in such cases the benefit of counting period for pay will be admissible on notional basis from 1.1.86 and actual basis from 1.10.90.

2. Ministry of Communications etc. are requested to bring these provisions to the notice of all concerned.

In so far as the persons serving in the Indian Audit and Accounts Department are concerned these orders issue with the concurrence of Comptroller & Auditor General of India.

( Hindi version will follow)

  
( T .O. Thomas)

Under Secretary to the Govt. of India.

To  
All Ministries /Deptts. to the Govt. of India  
( as per standard list) C&AG  
.....

**Copy of Railway Board's letter No.E(NG)1-93/PM1/4 dated 18.01.93.**

**Sub: Initial Training Period – counting towards eligibility for appearing in departmental examination.**

In terms of instructions contained in the Ministry's letter No.E(NG)I-81/ PM1/76 dated 25.4.81, the time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing in departmental examination.

2. It is clarified that the 'departmental examination' includes Limited Departmental Competitive Examination for promotion to Group 'B'.

*Continued – Please see Annexure IV to VI*

Annexure-IV

X-44/2/2011-SPN-II

1331/2023

No.44-2/2011-SPN-II  
Government of India  
Ministry of Communications  
Department of Posts  
(SPN-II Section)

Dak Bhavan, Sansad Marg  
New Delhi -110001,  
Dated the 24-April, 2023

To  
The Chief Postmaster General,  
Telangana Circle,  
Hyderabad

Subject: Subject: Revision of Date of joining and preponement of financial upgradation and MACP-I in respect of PAs (CO/RO)O/o CPMG Hyderabad duly taking into account the induction training period at PTC, Madhurai from 29.03.2010 to 15.05.1010 - regarding.

Madam/Sir,

I am directed to refer to Telangana Circle's letter No. Accts/CO/Service/2021 dated 28.03.2023 on the above-mentioned subject.

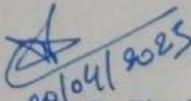
2. DOPT OM No. 16/16/89-Estt(Pay-I) dated 22.10.1990 provides that *In cases where a person has been selected for regular appointment and before formally taking over charge of the post for which selected the person is required to undergo training, training period undergone by such a Govt. servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.*

3. In view of the above OM, training period undertaken by person before taking charge of post formally for which they have selected, is to be counted for increment. For counting of this period for increment is tantamount that the date of appointment in government service is to be reckoned from the date of reporting for training. Further, training period is also to be counted for all purpose i.e. MACP, Promotion, Pension etc.

4. Circle is requested to take necessary action accordingly.



Yours faithfully,

  
29/04/2023  
(DILEEP SINGH SENGAR)  
सहायक महानिदेशक (एस.पी.एन.)  
Assistant Director General (SPN)  
डाक विभाग/Deptt. of Posts  
नई दिल्ली/New Delhi-110001

Annexure-V

**HIGH COURT OF ORISSA**  
**W.P. (C) No. 6963 of 2018**

03.01.2019

Heard Mr. A.K. Mishra, learned counsel for the petitioner-East Coast Railway and Mr. N.R. Routray, learned counsel for the opposite party.

2. By way of this writ petition, the petitioner has challenged the judgment and order dated 14.11.2017 passed by the learned Central Administrative Tribunal, Cuttack Bench, Cuttack in O.A. No.260/00763 of 2014 whereby the learned Tribunal has allowed the original application.

3. Having heard learned counsel for the parties, we are in complete agreement with the view taken by the Tribunal at paragraphs-7 and 8 of its order dated 14.11.2017, which reads as under:

“7. Before delving into the merit of this case, some factual/legal matrix needs to be stated to make the dispute straight and transparent.

(a) Under Annexure-R/2 appointment letter was issued to the applicant stating that he has been selected to undergo training in Painting for a period of six months. Admittedly, the Railways did not extend the training period at any point of time though the Skilled Artisans continued under the training.

(b) As per the Railway Board Estt. Sl. No. 109/1992 (Annexure-R/4) there was direction for counting of training period before regular appointment for the purpose of drawing increments and, accordingly, Skilled Artisans were granted annual increments.

(c) Since the applicant and other similarly situated Artisans were not regularized, they approached this Tribunal in various O.As. for regularization of their service in 1989 wherein there was order for regularization of their services and, accordingly, subsequently the Respondents have regularized different employees undergoing Artisan Training.

(d) Since the department did not consider the period of training as regular service, the affected employees moved before this Tribunal in various O.As. in connection with grant of ACP. This Tribunal in O.A.No. 192/2010 vide order dated 22.03.2012 directed the Respondents to count the period of service of the applicant from 29.03.1988 for the purpose of grant of ACP and to allow the applicant financial benefit under ACP thereby recognizing the period spent by the applicant as a Trainee Artisan on notional basis from 01.01.1986 and on actual basis from 01.10.1990.

(e) Being aggrieved by the said order passed in O.A. No. 192/2010, the Respondents filed W.P.(C) No. 12425/2012 before the Hon'ble High Court of Orissa. The Hon'ble High Court vide judgment dated 06.02.2013 not only dismissed the Writ Petition but also observed that the employees on being appointed as Direct Recruits were sent for training. Therefore, the period for which the opposite party was under training has to be calculated for the purpose of grant of ACP. The Railways instead of complying with the said order of the Tribunal, affirmed by the Hon'ble High Court, approached the Hon'ble Supreme Court in Special Leave to Appeal (Civil) 11010/2013. Their Lordships of the Hon'ble Apex Court after hearing both the parties, vide order dated 02.08.2013 categorically observed that they did not find any reason to interfere with the impugned order and, accordingly, dismissed the SLP. Thereafter, the Department complied with the order.

(f) Subsequently, the other similarly situated persons, who were not granted the benefit of ACP counting from training period, approached this Tribunal and as the Tribunal passed favourable order against them, Railways preferred a bunch of Writ Petitions (W.P.(C)Nos. 16565, 7958, 7961, 16965, 17482, 17484, 18035 of 2016 and 18879 and 6749 of 2015) challenging the order of this Tribunal. The Hon'ble High Court disposed of all the bunch of Writ Petitions vide judgment dated 01.05.2017 categorically observing that the said training period is in-service training and since the applicants have been absorbed under regular establishment the said period of training has to be counted for the purpose of ACP. Hon'ble High Court have also taken into consideration earlier judgment of the Hon'ble High Court of Orissa so also the Hon'ble Apex Court.

8. The moot question that comes for consideration is when by way of catena of judicial pronouncements, similarly placed persons undergoing Artisan Training have been treated as in-service training, this Bench is not competent or empowered to take a different view and is rather bound by the aforesaid authoritative pronouncements of the Hon'ble High Court and Hon'ble Supreme Court. There is nothing left to be adjudicated in the present O.A. as the Respondents intentionally delayed the training period and there was inordinate delay in regularizing the service of the Artisan Training Holders. If there was no necessity of continuance of the training period, the Railways could have dispensed with their services but once the Railways utilized their services regularly, denying them service benefit amounts to unfair trade practice. That apart, had they been only granted stipend, the matter would have been different. Since regular increments were granted to the Trainees, it cannot be treated as a stipend as they were getting the same pay scale, which were available to regular appointees. In any view of the matter, since the Training period has to be treated as regular service for the purpose of ACP as has already been observed in earlier judicial pronouncement, the Respondents are duty bound to honour such verdict and to grant such financial upgradation treating induction of the applicant as in service Trainee.

4. In that view of the matter, the order of the Tribunal dated 14.11.2017 passed by the learned Central Administrative Tribunal, Cuttack Bench, Cuttack in O.A. No.260/00763 of 2014 is required to be affirmed and the same is affirmed. Even otherwise, we do not find any good ground to entertain the writ petition. The writ petition being devoid of merit deserves to be dismissed and the same is accordingly dismissed. All the connected Misc. Cases/I.A. stand disposed of.

.....  
( K.S. Jhaveri )  
Chief Justice

.....  
(K.R. Mohapatra)  
Judge

**S U P R E M E C O U R T O F I N D I A  
R E C O R D O F P R O C E E D I N G S**

**SPECIAL LEAVE PETITION (CIVIL) Diary No(s). 28896/2019**

**(Arising out of impugned final judgment and order dated 03-01-2019 in WP(C) No. 6963/2018 passed by the High Court of Orissa At Cuttack)**

**UNION OF INDIA & ORS.**

**Petitioner(s)**

**VERSUS**

**ASHOK KUMAR BARIK**

**Respondent(s)**

**O R D E R**

**SLP (C) D. No. 28896/2019, SLP(C) No. 32999/2014, SLP(C) No.33184/2016, SLP(C) No. 851/2017, SLP(C) No. 10820/2017, SLP(C) No.34915-34923/2017, SLP(C) No. 824/2018, SLP(C) No. 8102/2018, SLP(C) No. 22186-22188/2018**

**Delay condoned.**

**We find no ground to interfere with the impugned order(s) passed by the High Court on the ground that the petitioners were given the regular pay-scale and the increments were also given to them right from day one. Even during the training period, increments were given to them. We have considered the policy pertaining to ACP. On perusal of the same, we find no ground to deny the benefit of training period, which was after appointment.**

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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9003149578, 9444100842

No:IRTSA/Memo/4-ICF

Date:23.02.2026

**Director General (HR)**  
Railway Board

Respected Madam,

**Sub: Creation of work charged Senior Section Engineer (SSE) posts in Integral Coach Factory for manufacturing "Vande Bharat" train sets.**

- 1) Senior Section Engineers (SSEs) and Junior Engineers (JEs) working in Integral Coach Factory (ICF) are enthusiastic to bring Hon'ble Prime Minister's vision to reality by running semi high speed "Vande Bharat" express train sets. ICF Engineers fulfilled PM's initiative of "Make in India" to transform India into a global design and manufacturing hub. Concept, design, manufacturing, testing and commissioning of "Vande Bharat" train sets are done indigenously primarily by Officers, Technical Supervisors and Technicians of ICF. We are thankful to our Hon'ble Railway Minister for affirming confidence on ICF technocrats by entrusting production of other variants of "Vande Bharat" train sets at ICF.
- 2) ICF and Indian Railways made India glorified by manufacturing "Vande Bharat" train sets at the **cost of Rs.105 crore per 16 car train set**, which might have costed Rs.250 crore if it was imported.
- 3) To meet the requirement of higher supervision for manufacturing sophisticated, new technology train sets, **ICF has proposed to create 30 work charged SSE posts in Pay Level-8** (PCPO/ICF letter dated 25.09.2024). **ICF proposed the creation with nil financial implication.** In the past ICF was permitted to create posts in the grades of Officers, Technical Supervisors and Technicians based on the job requirement.
- 4) This proposal was concurred by Finance department of ICF. Queries asked by Railway Board on this proposal were replied by ICF on 19.11.2024 and 20.02.2025.
- 5) **We request your goodself to kindly intervene appropriately to approve the proposal of Integral Coach Factory for creation of 30 work charged SSE posts in level-8 which will boost the morale and productivity of Engineers working in ICF.**

Thank you very much in anticipation

Annexure  
Copy of PCPO/ICF letter dated 25.09.2024

Yours' truly

**K.V.RAMESH**  
General Secretary, IRTSA

## Annexure

दूरभाषण नं. Telephone Nos. : 20203091, 20203041



01 83 05 7611 01 01  
ब. वि. नं. / I. C. F. 233  
भारतीय रेल / INDIAN RAILWAYS  
इंटीग्रल कोच फैक्टरी  
INTEGRAL COACH FACTORY  
चेन्नई / CHENNAI-600 038.

No.PB/ICF/S2/Creation/WC

Dated: 25.09.2024.

**The Secretary,  
Railway Board,  
New Delhi.**

(For the kind attn.: Shri Shatrughna Behera, ED/MPP)

Sub: Creation of work charged posts of SSE in Level-8 in  
Mechanical Department – reg.

\*\*\*\*\*

Integral Coach Factory's annual production Target has been enhanced to **3,957 Coaches for the year 2024-25** from 3,002 of previous year, with the Product Mix of 1012 EMU/MEMU coaches, 692 numbers of Vande Bharat Train set coaches, 152 Kolkata Metro coaches and 1882 LHB Type Coaches.

The technologically advanced coaches like Vande Bharat and Kolkata Metro involve heavy work contents. Exclusive coordination works are required for completion of Load / AC and sequence tests, Basic Unit formation, rake formation, commissioning activities, Movement & placement of coaches.

From the assessment of work load for different LHB & DPRS coaches planned in 2024-25, it is noted that the work load of Vande Bharat is 5 times that of LHB/AC coach in terms of berthing time for complete furnishing.

Besides, ICF has been nominated by Railway Board for centralised procurement & supply of spares to VB trains operated in IR by providing RSP provision. ICF has also set-up **ICC (Integrated Command Centre)** to address day to day issues being faced by the train operators as these trains are newly introduced all over India. As such, the supervisory load is enormous for VB compared to conventional LHB coaches.

Present strength of Supervisors at ICF is not adequate to meet stage-wise / Activity wise monitoring and the quality issue needs to be addressed to avoid customer complaints. Moreover, ICF Supervisors have to supervise both ICF in-house staff and also coaches offered by contract staff including supply and installation/Turnkey contract works.

In addition to the above works, a substantial number of ICF supervisors are deputed for Commissioning and various works for VB/DPRS and LHB Coaches regularly throughout the year which warrants additional Supervisory manpower at higher senior levels.

To meet the Production target as per schedule, the present Supervisor strength in higher level (Level-8) is inadequate. The recruitment and deployment of additional supervisors is likely to take long time and there will not be any immediate posting of supervisors to meet the enhanced demand as brought out above.

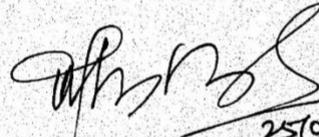
Contd. ...

By considering the workload involved, it is proposed to create 30 work-charged posts in Level-8 for SSE/Mechanical. Detailed justification is enclosed herewith.

Associate Finance has accorded concurrence for this proposal.

Railway Board are requested to kindly accord approval to create 30 work-charged posts in Level-8 for SSE/Mechanical.

This has the approval of General Manager.

  
(R. MOHANRAJA) 25/09/2024  
Principal Chief Personnel Officer

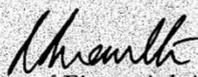
Encl.: As above (11 sheets)

### Check list for creation of Posts

| Sl.No.               | Particulars   |  |
|----------------------|---|--|
| Details of the Posts |   |  |
| 1                    | Name /Designation of the post                               | Sr.Section Engineer/Mechanical   |
| 2                    | No.of posts   | Thirty (30)  |
| 3                    | Pay level of the post in Pay Matrix (7th CPC)               | Level-8  |
| 4                    | Nature of posts (Scientific/Technical/Admin/Faculty/Others) | Technical  |
| 5                    | Duties and responsibilities of the post                     | Direct Supervision of the work done by Technicians involving production of Rail Coaches and inspection of the work done by the in-house staff as well as contract staff.   |
| 6                    | Functional justification for creation                       | <p>The production Target of ICF is enhanced to 3957 Coaches for the year 2024-25 with the Product Mix of 1012 EME/MEMU coaches, 692 numbers of Vande Bharat Train set coaches, 152 Kolkata Metro coaches and 1882 LHB Type Coaches.</p> <p>In view of technologically advanced coaches and heavy work contents in Vande Bharat and Kolkata Metro, work load in ICF is getting increased in manifold. Also, numbers of Assembly lines, Painting lines and Stabling lines have been increased in addition to new shed at Anna Nagar yard (for BPC &amp; commissioning activities) for new Vande Bharat train sets, which all requires additional Supervisors to achieve scheduled Production target with better Quality standards. VB is a self-propelled train with motorized coaches provided alternatively in a train formation. The VB coaches carry additional equipment, cabling, communication, complex circuits to manage Train control which are not in the conventional coaches. As such, the manufacturing lead time of a VB coach is 5 times that of a conventional coach. In addition, the amount of post-manufacture follow-up/maintenance support for VB coaches is significant compared to conventional coaches. ICF has been nominated by Rly. Board for centralized procurement &amp; supply of spares to VB trains operated in IR by providing RSP provision. ICF also has set-up ICC (Integrated Command Centre) to address day to day issues being faced by the train operators as these trains are newly introduced all over India. As such, the supervisory load is enormous for VB compared to conventional LHB coaches.</p> <p>Exclusive coordination works are required for completion of Load / AC and sequence tests, Basic Unit formation, rake formation, commissioning activities, Movement &amp; placement of coaches. From the assessment of work load for different LHB &amp; DPRS coaches planned in 2024-25, it is noted that the work load of Vande Bharat is 5 times that of LHB/AC coach in terms of berthing time for complete furnishing.</p> |

|    |  |   |
|----|--|---|
|    |  | <p>Increased number of LHB AC coaches with additional features such as PFS, CCTV, Bio-Tank, RFID, FIBA and Fire deduction (FDS/FDSS) etc., necessitated additional Supervisors for coordination and follow up with Suppliers.</p> <p>Moreover, quality has to be maintained to avoid customer complaints. ICF Supervisors have to supervise both ICF in-house staff and also coaches offered by contract staff including supply and installation/Turnkey contract works.</p> <p>In addition to the above works, a substantial number of ICF supervisors from Shop-30 (Furnishing Assembly) and Shop-37 (Brake shop) are deputed for Commissioning and various works for VB/DPRS and LHB Coaches regularly throughout the year which warrants additional Supervisory manpower at higher senior levels.</p> |
| 7a | Does this post exist with same level of pay in the organization?<br>If no, how the level of pay and nomenclature of the post has been derived              | Yes. Already exist  |
| 7b | Does the same scale of pay exist in analogous organization?  | Yes   |
| 8  | How the work is being managed in the absence of the post (If the proposal is for existing organization)  | Shortage of supervision is likely to delay in target set for production. Quality issues are also arising  |
| 9  | Mode of recruitment as per RRs (enclose copy of RRs)(In case of existing organization for the post(s) is proposed). Promotion/DR/Deputation/Any other mode | By Promotion  |
| 10 | Whether it is a new or existing organization?  | Existing Organization   |
| 11 | Whether the concurrence of cadre controlling authority has been obtained (In case of cadre posts)?   | Yes.  |
| 12 | In case of Group "A" posts of Organized Group A cadre, prior approval of DoPT is required. Whether approval of DoPT is obtained?                           | Creation in Group C cadre.<br>Not applicable  |
| 13 | No. of existing posts along with pay level in the grades where posts are proposed to be created.   | 305 posts in Level-8  |
| 14 | Hierarchy of the cadre in which the posts proposed to be created.  | SSE in Level-8<br>SSE in Level-7<br>JE in Level-6   |
| 15 | Whether any norms exist for the proposed posts. If yes, copy of the norms may be provided.   | No prescribed norms as Sixty-five different types of coaches having different specifications and different requirements are produced every year.  |
| 16 | Possibility of outsourcing or appointing persons on contract for the work for which posts are proposed.  | The work cannot be outsourced as higher level of specialized man power supervision is required.   |

|   |  |  |
|---|--|--|
| 17  | Financial implications   | Financial implication for creation of 30 work charged post of SSE in Level-8 is as under :-  |
|   |  | Mean pay = Rs.54900<br>(47600+62200)/2   |
|   |  | DA Rs.27450  |
|   |  | HRA Rs.16470   |
|   |  | TA Rs. 5400  |
|   |  | Total money value for one post for one month Rs.104220/-   |
|   |  | Financial implication for creation of one post 12 months Rs. 12, 50,640/-  |
| Financial implication for creation of 30 posts for one year Rs. 3,75,19,200/- |  |  |
| 18  | Possibility of providing matching savings (Specific posts with level of pay) (FA may certify the posts offered for matching savings are live and not surrendered earlier or abolished) | Creation sought on Work charged basis. Estimate and availability of fund is furnished in the justification.  |
| 19  | Recruitment plan for the proposed post may be provided   | Level-8 by Promotion.<br>Action taken to fill up the resultant vacancies in JE.<br>(Indent placed-53, GDCE proposed- 30, LDCE selection under process- 10) |
| Organization Details  |  |  |
| 1   | Name of the organization   | Integral Coach Factory   |
| 2   | Hierarchy of different cadres in the organization  | Junior Engineer to Senior Section Engineer   |
| 3   | Status of organization (HQ of Ministry or Department/ Attached office/Subordinate Office/Statutory Body/Autonomous Institution)  | Production Unit Under the Ministry of Railways   |
| 4   | Detailed sanctioned strength of Organization (Category-wise) with Level of pay and vacancy Position ( With date of Vacancy) as per format enclosed ( SS/PIP/Vacancy)                   | Attached as Annexure   |
| 5   | Any Other Relevant Information   | NIL  |



Signature of Financial Advisor

आर. अनंत आई.आर.ए.एस  
R. ANANTH, IRAS  
वित्त सलाहकार एवं मुख्य लेखा अधिकारी / सामान्य  
Financial Advisor & Chief Accounts Officer / General  
सवारी विद्या कारखाना / Integral Coach Factory  
चेन्ने - 600 038. Chennai-600 038.



Signature of concerned JS

जगदीश अलगर  
Jagdish Alagar  
मुख्य कार्मिक अधिकारी / प्रशा.  
Chief Personnel Officer / Admin.  
सवारी विद्या कारखाना / Integral Coach Factory  
चेन्ने - 600 038. Chennai-600 038.

## Format

| Sl. No | Name of Posts and Designation | Sanctioned Strength | Person in Position | Vacancy Position (Date-wise) as on 25/09/2024 |
|--------|-------------------------------|---------------------|--------------------|---|
| 1      | Sr.Section Engineer (Level-8) | 305                 | 305                | NIL   |
| 2      | Sr.Section Engineer (Level-7) | 305                 | 230                | 75  |
| 3      | Junior Engineer (Level-6)     | 264                 | 273                | 9 (Excess)                                    |
|        | Total                         | 874                 | 808                | 66  |

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-9(Design)

Date:23.02.2026

**Director General (HR)**

Railway Board

Respected Madam,

**Subject: Parity in benefits of MACP Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers appointed on or after 01.09.1998.**

**Ref: PCPO/ICF letter No.PB/S1A/Misc./MACP, dated 02.08.2025.**

In Design cadre recruitment of Graduate Engineers was happening in the scale of Rs.5500-9000, subsequently it was revised to Rs.6500-10500 w.e.f.1.9.1998. (Ref: Railway Board's letter No. PC-V/97/II/11/3, dated 28.09.1998). As per recommendations of 6<sup>th</sup> CPC posts of JE-II & JE-I were merged as JE and granted GP Rs.4200 and the posts of SE & SSE were merged as SSE and granted GP Rs.4600. In 7<sup>th</sup> CPC Diploma holders are recruited as JEs in level-6 and Graduate Engineers are recruited as SSEs in level-7. On financial upgradation under MACP Scheme JEs recruited in level-6 progress up to level-9 and SSEs recruited in level-7 progress up to level-10.

After revision of direct recruitment grade of Graduate Engineers (Design) from scale Rs.5500-9000 (level-6) to scale Rs.6500-10500 (level-7) effective from 01.09.1998, Graduate Engineers recruited prior to 01.09.1998 have been inadvertently placed in a disadvantageous position. Under MACPS these Graduate Engineers progress upto level-9, whereas their graduate engineering colleagues appointed after 01.09.1998 progress up to level-10.

**This has created a situation of Graduate Engineers recruited in higher grade (Rs.5500-9000) has been equated with JEs recruited in lower grade (Rs.5000-8000) for the purpose of MACPS.**

Railway Board's clarification (RBE No.93/2011), graduate Engineers initially recruited in scale Rs.5500-9000 and later promoted to scale Rs.6500-10500 against DR quota on the basis of LDCE, has to be consider at par with directly recruited in scale Rs.6500-10500 w.e.f. the date they were promoted to the scale Rs.6500-10500, has not given them relief, since they have spent 6 to 11 years as head design assistant, now designated as JE with diploma entry qualification.

Explaining the case in detail, PCPO/ICF through his letter dated 02.08.2025, highlighted the inequity between senior and junior employees with identical qualifications and recruitment routes, solely caused by shift in policy post-1998 and requested Railway Board the following,

**Grant of level-7 as entry grade for graduate Engineers appointed prior to 01.09.1998 for the purpose of granting MACPS by considering their post service from the date their initial absorption as Graduate Engineers to avoid disparity between Engineering Graduates appointed pre-1998 and post-1998.**

**It is therefore requested that Railway Board may please approve MACPS benefit for Graduate Engineers recruited prior to 01.09.1998 treating their entry as level-7, to uphold equal treatment for equal qualification and merit shouldering same responsibilities in same post.**

Thank you in anticipation

Annexure

Copy of PCPO/ICF letter No.PB/S1A/Misc./MACP, dated 02.08.2025

**K.V.RAMESH**  
General Secretary, IRTSA  
9003149578

## Annexure

टेलीफोन नं.: Telephone Nos. : 26260041, 26147700



01 83 05 7511 01 01  
स. डि. का. / I. C. F. 233  
भारतीय रेल / INDIAN RAILWAYS  
सचारी विभा कारखाना  
INTEGRAL COACH FACTORY  
चेन्नई / CHENNAI-600 038.

No.PB/S1A/Misc./MACP

Office of the PCPO,  
Date: 02.08.2025.

The Secretary,  
Railway Board,  
New Delhi – 110 001.

**(Kind Attention: Shri Sandeep Pal, ED(PC), Railway Board)**

Sub: Grievance of Graduate Engineers of Designs Cadre recruited through RRB prior to 01.09.1998 – reg.

\*\*\*\*\*

Nine Engineering Graduates of the Design Cadre at Integral Coach Factory, who were initially recruited against the Direct Recruitment Quota through RRB prior to 01.09.1998 and appointed as **Head Design Assistants (now re-designated as Senior Section Engineer/Design)**, have submitted a representation seeking equitable treatment in terms of entry Grade Pay for the purpose of **Modified Assured Career Progression Scheme (MACPS)** on par with those **Engineering Graduates, who were appointed on or after 01.09.1998.**

1.0 **BRIEF HISTORY OF THE CASE:**

- 1.1 **Shri Christopher, SSE/Design (Mech.), and eight others** were recruited for the post of **Head Design Assistant (HDA)** in the Pay Scale of ₹1600–2660 (RS/86) during 1990–1997 through RRB, with the mandatory qualification of a "Bachelor's Degree in Engineering".
- 1.2 Under the 4<sup>th</sup> CPC, the initial Pay Scale for "Diploma holders", called as **Design Assistants**, was ₹1400–2300, whereas the "Engineering Graduates" were appointed in the higher scale of ₹1600–2660, designated as **Head Design Assistants (HDA)**.
- 1.3 Following the 5<sup>th</sup> CPC recommendations effective from 01.01.1996, the Diploma Holders and Engineering Graduates were placed in the revised Pay Scales of ₹5000–8000 and ₹5500–9000 (RSRP/97) respectively.
- 1.4 Subsequently, Railway Board, vide letter No. PC-V/97/II/11/3 dated 28.09.1998 (RBE No.223/1998), had revised the entry scale for Engineering Graduates in the Design Cadre to ₹6500–10500, with effect from 01.09.1998, thereby elevating their appointment Grade from Level-6 to Level-7.
- 1.5 Post implementation of the 6<sup>th</sup> and 7<sup>th</sup> CPCs, the earlier pay scales were restructured as indicated below:

- 1.5.1 Pay Scales ₹5000–8000 (entry Grade of Diploma Holders) and ₹5500–9000 (entry Grade of Engineering Graduates) were merged under Grade Pay ₹4200 (Level-6) for the post of Junior Engineer.
- 1.5.2 Pay Scales ₹6500–10500 and ₹7450–11500 were merged under the common Grade Pay ₹4600 (Level-7) for the post of Senior Section Engineer.
- 1.6 **Issue of Disparity:** Due to the revision in the Direct Recruitment Grade Scale from ₹5500–9000 (Level-6) to ₹6500–10500 (Level-7) effective 01.09.1998, Engineering Graduates, who were recruited **prior** to this date, have been inadvertently placed in a disadvantageous position. Under MACPS, they can progress only up to **Level-9**, whereas their counterparts, who were appointed **after 01.09.1998**, are eligible for progression **up to Level-10**, as illustrated below:

| Stage               | Engineering Graduates<br>(Appointed Pre-01.09.1998) | Engineering Graduates<br>(Appointed Post-01.09.1998) |
|---------------------|---|--|
| Initial Appointment | ₹5500–9000 (Level-6)                                | ₹6500–10500 (Level-7)                                |
| MACP-I              | Level-7   | Level-8  |
| MACP-II             | Level-8   | Level-9  |
| MACP-III            | Level-9   | Level-10   |

| Qualification for direct recruitment in Design cadre   | Entry grade                     | Entry Grade scale / Grade Pay / Level |
|--|---------------------------------|---------------------------------------|
| Diploma in Engineering                                 | <u>1400-2300</u><br>5000-8000   | 4200/Level-6                          |
| Degree in Engineering<br>(Recruited before 01.09.1998) | <u>1600-2660</u><br>5500-9000   | 4200/Level-6                          |
| Degree in Engineering<br>(Recruited after 01.09.1998)  | <u>6500-10500</u><br>7450-11500 | 4600/Level-7                          |

2.0 **RULES POSITION:**

- 2.1 Railway Board, vide RBE 93/2011, have clarified that Engineering Graduates initially appointed in ₹5500–9000 and later promoted to ₹6500–10500 against the 20% Direct Recruitment Quota (DRQ) on the basis of LDCE, are to be considered at par with those directly recruited in ₹6500–10500 w.e.f. the date they were promoted to the pay scale of Rs. 6500-10500. However, this rule is not beneficial to all of them as all Graduate engineers who have represented were promoted to the grade of Section Engineer in scale Rs. 6500-10500 after a lapse of 6- 11 years from the date of their absorption as Head design Assistant (now called as Junior Engineer). Thus, they were deprived of MACP to the extent of service rendered by them ranging from 6-11 years from the date of their initial appointment as Graduate Engineers till their promotion as Section Engineer.

2.2 Besides, it is imperative to distinguish this case from that of Pharmacists, where the demand for revising the entry Grade from GP ₹2800 (PB-1) to ₹4200 (PB-2), under MACPS was turned down by Railway Board, vide letter No. PC-V/2011/M/4/NFIR dated 25.09.2013, on the grounds that no change in entry Grade recruitment had occurred. In contrast, the present case involves a **definitive change in the Direct Recruitment pay scale**, vide Railway Board's letter dated 28.09.1998, thereby constituting a justifiable exception.

2.3 **Illustrative Comparison:** A side-by-side comparison between a senior Engineering Graduate, who was appointed prior to 01.09.1998, and a junior Engineering Graduate, who was appointed after 01.09.1998, in the same SSE/Design cadre underscores the disparity:

| <b>Shri Christopher, Emp.No.714943, SSE/Design (L-9 MACP)</b>          |                                  |            |  |
|--|----------------------------------|------------|--|
| <b>Date of Birth: 31.07.1966 &amp; Date of Appointment: 25.10.1990</b> |                                  |            |  |
| Appointment / Promotions   |                                  |            | Nature/ Remarks  |
| Designation  | Pay Band + Grade Pay / Level     | w.e.f      |  |
| Head Design Asst. (Trainee)  | 1600-2660<br>5500-9000 (4200 GP) | 25.10.1990 | Appointment through by RRB against Graduate Engineer Quota |
| Head Design Asst.  | 1600-2660<br>5500-9000(4200 GP)  | 25.10.1991 | Absorption   |
| Asst. Supdt  | 6500-10500 (4600 GP)<br>Level-7  | 09.02.1996 | Promotion I  |
| SSE/ Design  | 7450-11500(4600 GP)<br>Level-7   | 22.01.2004 | Promotion in the merged grade Nullified                    |
| SSE/Design   | 9300-34800(4800 GP)<br>Level 8   | 01.09.2008 | Granted MACP-2 in Level-8                                  |
| SSE/Design   | 9300-34800(4800 GP)<br>Level 8   | 01.09.2018 | Granted MACP-3 in Level 9                                  |

| <b>Shri C.Anu, Emp.No.877443, SSE/Design (L-7)</b>                     |                                 |            |  |
|--|---------------------------------|------------|--|
| <b>Date of Birth: 16.01.1988 &amp; Date of Appointment: 16.11.2016</b> |                                 |            |  |
| Appointment / Promotions   |                                 |            | Nature/ Remarks  |
| Designation  | Pay Band + Grade Pay / Level    | w.e.f.     |  |
| Graduate Apprentice  | Level-7 (4600 GP)               | 16.11.2016 | Appointment through by RRB against Graduate Engineer Quota |
| Absorbed as SSE  | Level-7 (4600 GP)               | 16.11.2017 | Absorption on completion of training                       |
| SSE/Design   | 6500-10500 (4600 GP)<br>Level-7 | 16.11.2027 | Due for MACP- 1 in Level-8                                 |
| SSE/Design   | 7450-11500(4600 GP)<br>Level 7  | 16.11.2037 | Due for MACP-2 in Level-9                                  |
| SSE/Design   | 9300-34800(4800 GP)<br>Level 8  | 16.11.2047 | Due for MACP-3 in Level-10                                 |

- 2.4 This comparison highlights the inequity between senior and junior employees with identical qualifications and recruitment routes, caused solely by a shift in policy post-1998.

In view of the reasons that the entry grade of Engineering Graduates in the Design cadre had already been revised by Railway Board from Rs. 5500-9000 (Level 6) to Rs. 6500-10500 (Level 7) w.e.f. 01.09.1998, Railway Board are requested to kindly grant Level 7 as the entry Grade for the Engineers appointed prior to 01.09.1998 for the purpose of granting of MACP by considering their past service from the date of their initial absorption as Graduate Engineers to avoid disparity between Engineering Graduates appointed pre-1998 and post-1998 and also for upholding the principle of equal treatment for equal qualification and merit.

  
(R. MOHANRAJA) 02/08/2025  
Principal Chief Personnel Officer  
For General Manager