

## HIGHLIGHTS OF THE MEMORANDUM SUBMITTED BY IRTSA TO 7<sup>TH</sup> PAY COMMISSION

1. 3.96 times (rounded off to 4 times) rise of Basic Pay, Pay Band & Grade Pay, w.e.f. 1.1.2016 as per Rise of NNP at Constant Prices between 1.1.2006 to 1.1.2016
2. Pay scales based on Job evaluation by Classification Method.
3. Consideration for higher entry qualification, longer training period, higher duties & responsibilities for determining Pay Band & Grade Pay
4. Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
5. Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE/CMS/CDMA/Sr.Er(IT).
6. Annual increment 5% of Basic Pay.
7. 10% of Basic Pay as Fixation Benefit on promotion Or Entry Pay of the Grade – whichever is higher.
8. Merger of Rs.5400 PB 2 and Rs.5400 PB 3 and up-gradation to GP Rs.5400 PB 3.
9. Higher Pay scales / Pay Band & Grade Pay for Technocrats / Rail Engineers.
10. Classification of SSE, CMS, CDMS & Sr.Er/IT in Group B Gaz. as per orders of DOP
11. Combined cadre restructure of Group-A, B & C on Railways.
12. Increase in Number of posts in Group A & B on Railways – at par with %age of Posts in Group A & B to those of Group C, in other Departments
13. Career Planning and Time Bound Promotions after every 4 to 5 years of service to all Technical Supervisors (*on similar lines as to Group A Officers*).
14. Weightage for additional hours put in for exigency of work, by Technical Supervisors.
15. PLB on real wages. Removal of payment ceiling of Rs.3500
16. Group Incentive Scheme for Open Lines, Sheds, Depots for additional workload
17. All Group C employee upto the level of SSEs be included in the Incentive Scheme.
18. Dearness Allowance on realistic figures.
19. 40%, 20% & 10% HRA for X, Y & Z class of cities and revision of population criteria.
20. Restoration of CCA of 15%, 10% & 8% for X, Y & Z class of cities.
21. Transport allowance 10% of basic pay + DA.
22. Revision of NHA and payment thereof upto SSE for attending on National Holidays.
23. OTA (Over Time Allowance @ double the wages for Holidays and for extra hours
24. Withdrawal of New Pension Scheme (NPS)
25. Grant of 40% of Pay as interim relief w.e.f. 1-1-2014.
26. Merger of 100% DA with pay w.e.f. 1-1-2014.
27. Increase in exemption limit for Income Tax to Rs.5 Lakhs.
28. PROPOSED PAY IN PAY BAND & GRADE PAY FOR TECHNICAL SUPERVISORS

Designation	Existing		Proposed Replacement As per VI CPC		Proposed pay in VII CPC - 3.96 times of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay Band	Grade Pay	Entry Pay on Rectt. or Prom.
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS)	PB-2 9300-34800	4200	PB-2 9300-34800	4800	PB 37200-139200	19200	72600
SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT)	PB-2 9300-34800	4600	PB-3 15600-39100	5400	PB 62400-156400	21600	84000

- For details please see Summary and Memorandum placed on IRTSA Website [www.irtsa.net](http://www.irtsa.net)

**PAY SCALES - PAY BAND & GRADE PAY**  
**PROPOSED BY IRTSA TO 7<sup>TH</sup> PAY COMMISSION**

Sixth Pay Commission					Proposed to Seventh Pay Commission @ 3.96 times (figures rounded off)				
VI CPC Pay Band		Entry Pay in VI CPC Scale			Proposed Pay Band		Proposed Entry Pay (Existing EP x 3.96 Rounded off)		
		Grade Pay	Pay in Pay Band	Entry Pay Total			Grade Pay	Pay in Pay Band	Entry Pay on Rectt. Or Prom.
PB-1	5200-20200	1800	5200	7000	PB-1	20800-80800	7200	20800	28000
		1900	5830	7730			7600	23320	30920
		2000	6460	8460			8000	25840	33840
		2400	7510	9910			9600	30040	39640
		2800	8560	11360			11200	34240	45440
PB-2	9300 - 34800	4200	9300	13500	PB-2	37200-139200	16800	37200	54000
		4600	12540	17140			18400	50160	68560
		4800	13350	18150			19200	53400	72600
		5400					Proposed to be upgraded & merged with GP Rs.5400 in PB-3		
PB-3	15600 - 39100	5400	15600	21000	PB-3	62400-156400	21600	62400	84000
		6600	18750	25350			26400	75000	101400
		7600	21900	29500			30400	87600	118000
PB-4	37400 - 67000	8700	37400	46100	PB-4	149600-268000	34800	149600	184400
		8900	40200	49100			35600	160800	196400
		10000	43000	53000			40000	172000	212000
		12000	47100	59100			48000	188400	236400
	HAG + Scale			75500					302000
				75500					302000
	Apex scale			80000					320000
	Cab. Secy.			90000					356400