

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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

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No:IRTSA/CHQ/Memo/2023-3

Date: 12.04.2023

**Principal Executive Director (Staff) &  
Chairperson CRC (Cadre Restructuring Committee),  
Railway Board,  
Rail Bhavan, New Delhi.**

Respected Madam,

**Sub: Cadre Restructuring of Group-C categories – Reg. Category of C & M Engineers (CMA & CMS).**

**Ref: Railway Board order No. ERB-I/2022/23/22, dated 25.04.2022.**

We submit the following for your kind and favourable consideration of CRC (*Cadre Restructuring Committee*) in reference to Railway Board order cited above.

**The term of reference for the committee** is “*To deliberate upon the requirements of cadre restructuring of such Group-C cadre in the Zonal Railways/Production Units/ZTIs, keeping in mind the functional, operational and administrative requirements of the cadres with a view to strengthen and rationalize the staffing pattern of Railways.*”

1) Chemical and Metallurgical (C & M) Engineers ensure effective quality control and safety on the Railways. Management Services of Railway Board have considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments on Railways.

**2) Need for Combined Cadre Restructuring of Group A, B and C on the Railways:**

- a) Out of the entire Cadre of C & M Staff (entering with Bachelor's Degree in Science or Engineering / Masters' Degree in Science), - only a few of Chemical & Metallurgical Engineers / CMS reach Group B level - that too at the fag end of their career and only very few of them reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C and non-implementation of DoPT's orders on the Railways regarding Classification of Posts – issued by DoPT. Most of the CMS (Chemical & Metallurgical Superintendents) do not get any promotion. Even after long years of experience and expertise, they remain and mostly retire in the Supervisory cadre itself.
- b) It is therefore requested that necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of C & M Staff on the Railways.
- c) **Number of Group-B posts in technical departments of Railways had witnessed negative growth. It was reduced from 4274 to 2942 between the year 2009 and 2021 and these were usurped towards creation of Group “A” posts. Thus strength of Group-B posts was reduced by 31.2% in a period of ten years.**
- d) **As on 31<sup>st</sup> March 2021 ratio of Group-B posts to total Group-C employees in all central Government departments is 10%, which is 27 times more than Railways having only ratio of 0.37%.**

- e) In the present scenario of huge investments and fast & prompt completion of new projects, a greater number of posts in gazetted cadre is essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.
- f) Railway Board made a principal decision for combined cadre restructuring long back, since Group 'B' officers constitute only 0.5% of its total workforce whereas, the average in respect of Group 'B' officers for All India Central Government employees comes to 5.6% i.e. 10.6 times higher as compared to Railway Group 'B' officers.
- g) Railway Board's orders, issued vide their letter dated 17-11-2022 Reg. "upgradation of Pay Structure of certain cadres" for improving the promotional avenues of Supervisory staff on the Railways, fall much short of announcement made by the Hon'ble Minister of the Railways as it provides only upgrading of 50% posts in Level 7 to Level 8 in Phase 1 and upgrading of 50% posts thereof from Level 8 to Level 9 as Non-Functional promotion after 4 years in Phase 2, without change of designation and without change of classification from the existing one in Group 'C' phase-I w.e.f. 1-12-2022 and phase 2 after four years. Those joined the service in early 90s do not have a chance towards this benefit.
- h) **The Railway Board's order no RBE/155-2022 dated 17/11/2022 doesn't meet the objective of Government since many of C&M Supervisors will remain stagnated and will not get a chance for promotion to Group 'B' & Group 'A' in their entire career.**
- i) It is therefore requested that, combined cadre strength of Technical Departments including all posts in Group- A, B and C on Indian Railways may please be restructured equal to Group wise distribution of all Central Government departments.
- j) **Railways may please increase number of Group-B (Gaz) posts from present 0.37% of its total strength to 2.9% Group-B (Gaz) posts on par with all Central Government departments. Therefore, strength of Group-B (Gaz) posts may please be increased to 40,000 from the present 5000. The CRC is mandated to give its recommendations based on functional, operational and administrative requirements of the cadres with a view to strengthen and rationalize the staffing pattern of Railways.**

### 3.1) Duties & Responsibilities of CMAs & CMSs:

- a) The C & M Organization of Indian Railways is primarily responsible for quality control & consequential safety on Indian Railways. Their duties include checking & testing the Raw materials used in the manufacture of Rolling stocks to exact specifications to avoid the use of substandard materials in the production repair & maintenance of Railway Coaches, Wagons and Locomotives. Safety items like Wheels, Axles, Rails, Bogie Frames and Springs etc. supplied by the Production & Repair Shops, Firms & Suppliers etc. are tested and certified by CMT Staff.
- b) All the testing has to be done on a time bound basis to ensure productivity and efficiency in production, repair and maintenance of Rolling Stock and punctuality of Train services – even while ensuring optimum safety & quality control. The C & M Engineers (CMA & CMS) conduct Failure Investigation of Railway components involved in derailment and accidents and making suitable recommendations for preventing further failures & deficiencies. The C & M Engineers use the NDE (Non-Destructive Evaluation) of critical components and save crores of Rupees for Indian Railways.

### 3.2) Main Functions of CMA & CMS:

- a) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.
- b) Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.

- c) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
- d) Suggest remedial methods/process to avoid further failure of components.
- e) Assess the quality of welder and welding and suggest the suitable improved welding techniques.
- f) Check the quality of paints to avoid corrosion, safety, durability & required finish.
- g) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
- h) Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

#### 4) **Cadre Restructuring of Chemical & Metallurgical Engineers:**

- a) Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. For this purpose, continuous induction of new technology is resorted to and improvements are being made in the existing systems & technology.

##### **b) Sanctioned strength of CMA & CMS**

Designation	% distribution	Pay Level	Sanctioned Strength	As per 7 <sup>th</sup> CPC recommendations	From 01.12.2022	From 01.12.2026
CMA	20 %	PL-6	257		257	257
CMS	80 %	PL-7	1027	257	513	513
		PL-8		1027	514	257
		PL-9				257
<b>Total</b>	<b>100%</b>		<b>1284</b>	<b>1284</b>	<b>1284</b>	<b>1284</b>

- c) There is no functional advancement for Chemical and Metallurgical Engineers in the normal course beyond the present apex post of CMS which is a matter of concern. Promotion beyond the CMS is to Group-B gazetted through normal promotional channel of written examination and viva. Considering that the promotional vacancies arising in Group-B every year are limited in number, it is clear that promotional opportunity to Group-B existing as of now cannot be construed as the solution for stagnation at CMS level.
- d) **Vide para11.40.124, 7<sup>th</sup> CPC recommended that, Chemical and Metallurgical Assistants should be upgraded to GP 4600, Chemical and Metallurgical Superintendents to GP 4800, and Assistant Chemist and Metallurgist to GP 5400 (PB-2). This recommendation of 7<sup>th</sup> CPC was not implemented by the Government.**
- e) Railway Board's orders, issued vide RBE No.155/2022 dated 17-11-2022 Reg. "upgradation of Pay Structure of certain cadres" for improving the promotional avenues of Supervisory staff on the Railways, fall much short of clearing the stagnation of Chemical and Metallurgical Engineers. It provides only upgrading of 50% posts in Level 7 to Level 8 in Phase-1 and upgrading of 50% posts thereof from Level 8 to Level 9 as Non-Functional upgradation after 4 years in Phase-2, without change of designation and without change of Classification from the existing one in Group 'C' phase-I w.e.f. 1-12-2022 and phase-II after four years, i.e, 01.12.2026.
- f) **A committee consisting of EDPC-II (convener) and EDE(GC) and ED/Tranf cell (Mech) (Members) was constituted by Railway Board.** The committee was tasked with the assignment to assess the need for additional levels between Level-6 to Level-9 with the objective of having more periodic promotional avenues during the career of employees. Some of the para of the committee's report has been reproduced below,

## Para. 2. Background of the matter

- i. The genesis of the stagnation in the Supervisory staff is primarily due to merger of grades by various Pay Commission especially 6<sup>th</sup> CPC and frequent cadre restructuring exercises. Comparative position across various Pay Commissions is as below:-

Table-1

4 <sup>th</sup> CPC Scale & Designation	5 <sup>th</sup> CPC scale & Designation	6 <sup>th</sup> CPC scale & Designation	7 <sup>th</sup> CPC scale & Designation
Rs.1400-2300/- Rs.1600-2660/- Chargeman-B	Rs.5000-8000 Junior Engineer-II	PB-2 (9300-34800) with GP 4200/- Junior Engineer	Level-6 Junior Engineer
Rs.1600-2660/- Rs.1640-2660/- Chargeman-A	Rs.5500-9000 Junior Engineer-I		
Rs.2000-3200 Asst Foreman	Rs.6500-9000 Section Engineer-I	PB-2 (9300-34800) with GP 4600/- Senior Section Engineer	Level-7 Senior Section Engineer
Rs.2375-3500 Foreman	Rs.7450-11500 Senior Section Engineer		

- ii. Para. 2.1. It is therefore seen that the four level Supervisory structure that existed upto 5<sup>th</sup> CPC got changed to 2 level post 6<sup>th</sup> CPC. As a result, a supervisor joining in Level 6 (GP-4200) has only one promotion from L-7 is for limited vacancies in Group "B" through written examination-based scheme, where seniority and a good service record will alone not suffice. This has led to stagnation in the cadre and MACPS non-functional upgradation to L-8 and L-9 has failed to suffice. This has led to stagnation in the cadre and MACPS non-functional upgradation to L-8 and L-9 has failed to satisfy Supervisory staff.
- iii. **Para 4.3.** As regards this proposal (for upgradation of Sr.SOs of Accounts Department) that is presently under consideration in DoPT, the M/o Railways' stand is clear. As communicated to DoPT (Annex-K), **Railway Board has pointed out that post 6<sup>th</sup> CPC, the relativity between the Accounts and non-Accounts Supervisors has already been upset, with the former now occupying a higher pay grade (GP 4800/L-8) as compared to the later (GP 4600/L-7). Further upgradation of the former, in isolation, would accentuate this disparity and could lead to problems at the operational/field level.** Accordingly, Railway Board had suggested that upgradation of Sr.SOs of Accounts Supervisors in Level-7 to at least Level-8, in terms of the pending proposal with MoF. This would prevent exacerbation of the already existing disparity between Accounts and non-Accounts Supervisors.
- iv. **Para 5.2.C)** In terms of Committee's recommendations now;
- i) Posts in GP 5400 (L-9) = 17500 (25% of the posts)**
- ii) Posts in GP 4800 (L-8) = 35500 (50% of the posts)**
- iii) Posts in GP 4600 (L-7) = 17500 (remaining 25% of the posts)**
- v. **Para 5.3.3.** Another option is to distribute the number of posts to be surrendered for financial neutrality among various grades, instead of effecting it exclusively in any one grade. On merits also, while JEs and other Junior Supervisors would, of course, be more immediately benefited by the proposed upgradation as compared to lower level employees, it is nevertheless true that even Technicians and erstwhile Group-D (L-1) employees would also be benefited over the medium and long-term due to increase in promotional avenues. Also, future manpower requirements are increasingly likely to be for more skilled and supervisory categories vis-à-vis relatively unskilled categories. The cadre strength of posts below GP 4200/L-6 is also much more as compared to GP 4200 & above. (less than 3 lakh employees in GP 4200/L-6 & above vs, almost 10 lakh in grades below L-6).

- vi. **Para 5.6.3. Non-conferment of gazette Group-B status will likely be a sore point with supervisors.** However, dissemination of the positive spin-offs of continuing to remain in Group-C such as RRs remaining under the purview of M/o Railways, and their amendment being done in-house to cater the upgraded posts; DopT conditions of minimum residency period for promotions not being applicable; all existing Allowances continuing to be drawn; and transfers continuing to be confined mainly to the administrative unit concerned (instead of across Divisions as for Group-B gazetted) will help in assuaging sentiments. It can also be pointed that the smaller number of Apex Group supervisors (in L-9) as compared to present Apex group supervisors (in L-7) should help in restoring the traditional importance accorded to Senior Supervisors in the field.
- vii. **Para 5.6.5.** While framing the RRs for the upgraded posts, the question of their designation will also have to be decided. A simple way of designating the posts could be in terms of Gr-III, Gr-II and Gr-I. For example, SSEs in GP 4600/PL-7 would be designated as SSE-III, those in GP 4800/L-8 as SSE-II and those in GP 5400/L-9 as SSE-I. **Use of prefixes such as “Chief” or “Head” could be another way of distinguishing the upgraded L-8 and L-9 Supervisory posts from the existing L-7 designation. This, of course; is an issue that needs to be taken up only after the proposal is finally approved.**
- viii. While 7<sup>th</sup> CPC recommended for 100% upgradation of CMS to level-8, committee recommended the following as regular cadre posts
- Posts in GP 5400/(L-9) = 25% of posts**  
**Posts in GP 4800/(L-8) = 50% of posts**  
**Posts in GP 4600/(L-7) = 25% of posts**
- Committee also recommended for use of prefixes such as “Chief” or “Head” for distinguishing the upgraded L-8 and L-9 SSE posts.**
- ix. But, RBE No.155/2022 provides only following upgrading which is much short of giving relief to stagnant Technical Supervisors, even short of recommendation of the Committee.
- Posts in GP 5400/(L-9) = 25% of posts w.e.f. 01.12.2026 (Non-functional)**  
**Posts in GP 4800/(L-8) = 50% / 25% of posts**  
**(50% w.e.f. 01.12.2022 & 25% of posts w.e.f. 01.12.2026)**  
**Posts in GP 4600/(L-7) = 50% of posts**

5) It is therefore, CRC is requested consider the following favourably,

a) Necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” or for considering the issue separately and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on the Railways.

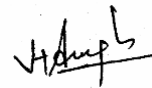
b) **PROPOSED CADRE DISTRIBUTION AND SANCTIONED STRENGTH**

Designation		Pay Level	Existing After implementation of RBE No.155/2022	Proposed percentage distribution
Existing	Proposed			
CMA	CMA	6	20 %	10 %
CMS	CMS	7	40 %	30 %
CMS	Head CMS (Gaz)	8	40 %	30 %
	Principal CMS	9		30 %
	Principal CMS (NF) as personal post	10		Non-Functional upgradation on completion of 4 years in Level-9
			100	

- c) In the present changed scenario, after the introduction of 50% of posts in Level-8 for apex grade w.e.f.01.12.2022, Railways may please upgrade all the posts of CMA to Level-7 and CMS to Level-8 as recommended by 7<sup>th</sup> CPC Vide para11.40.124.

Thanking You

Yours faithfully,



(Harchandan Singh),  
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. PED/IR & Member CRC, Railway Board, New Delhi
2. EDF(E) & Member CRC, Railway Board, New Delhi
3. EDPC-I & Member CRC, Railway Board, New Delhi
4. EDE(N) & Member CRC, Railway Board, New Delhi
5. EDPC-II & Member CRC, Railway Board, New Delhi