

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/Memo – MR / 2016-10

Date: 20th July, 2016

1. **Chairman, Railway Board**, Room No 236, Rail Bhavan, New Delhi – 110001
2. **Member Staff, Railway Board**, Room No 214, Rail Bhavan, New Delhi – 110001

Respected Sir,

Subject: Classification of posts on Railways

Regarding: Classification of posts of Railway Engineers (in Grade Pay Rs. 4600) in Group 'B' Gazetted.

Reference: i) DOP S.O. 946(E), dated 9th April, 2009.

ii) RBE No. 5/2010, No. PC/VI/2009/II/RSRP/4, dated 08/01/2010.

In continuation of our numerous representations to the Ministry of Railways, on the subject cited above, we once again seek your benign intervention for classification of Railway Engineers in Group 'B' Gazetted, as they are being unjustly classified in Group C – causing setback to railway working and serious frustration amongst them.

1) DENIAL OF GROUP 'B' GAZETTED STATUS TO RAIL ENGINEERS - IS ADVERSELY AFFECTING THE EFFICIENCY OF THE RAILWAYS:

Railway Engineers – (working as Senior Section Engineers (SSE), Chemical and Metallurgical Superintendent (CMS), Chief Depot Material Superintendent (CDMS) and Senior Engineer / IT (SE/IT) – are classified in Group 'C' even though they have to manage a large strength of work for force of Technicians, Senior Technicians and other staff working under them (including those who have unjustly been placed in the same grade as theirs) in various Departments of Indian Railways.

The denial of Gazetted status to them, is adversely affecting the efficiency of this junior management cadre on the Railways.

2) LACK OF GAZETTED STATUS DEPRIVES RAILWAY ENGINEERS, OF THE POWERS TO GET THE WORK EXECUTED OR TO ENSURE DISCIPLINE AMONG THE STAFF UNDER THEM:

The said Railway Engineers play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture, repair, maintenance of Locomotives, Coaches, Wagons, P-Way Track, Signal & Telecommunication, Engineering Works, Bridges, Over-Head Electrification and related spare parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, Depots, C&M Laboratories and IT Centers on Railways.

Undermining of their role by denying them the Group 'B' status – has deprived them the powers to effectively execute their work and to get the same executed from the staff working under them.

3 a) PERCENTAGE OF GROUP 'A' & GROUP 'B' POSTS VIS-À-VIS GROUP 'C' IS THE LOWEST ON THE RAILWAYS:

Percentage of Group 'A' & Group 'B' Posts vis-à-vis Group 'C' is the Lowest on the Railways as compared to all other Central Government Departments. This has resulted in a lower level of

management personnel i.e. Railway Engineers who are all working in Group 'C' (as SSE, CMS, CDMS & SE/IT) even though modernization, higher speeds and sophisticated technology require more intensive on site management to ensure effective quality control, productivity and safety on the Railways.

3 b) PERCENTAGE OF AE TO JE & SSE IS ALSO THE LOWEST ON THE RAILWAYS:

Percentage of Group 'B' posts of AE/AEE/AWM (Assistant Engineer) to JE (Junior Engineer) & SSE (Senior Section Engineers) is also the lowest on the Railways as compared to all other departments;

3 c) Both the above said factors are mainly responsible for the lower efficiency on the Railways, besides causing extreme stagnation & lack of Avenues of promotion among the SSE, CMS, CDMS& SE/IT.

4) GRANT OF GROUP 'B' GAZETTED STATUS TO RAIL ENGINEERS WILL IMPROVE EFFICIENCY, SAFETY & DISCIPLINE ON RAILWAYS:

Grant of Group 'B' status to Railway Engineers will improve the efficiency and productivity on the Railways and will also ensure better discipline among over 8 lakh staff working under them and ensure safety of train services through improved quality of products and services – as had been held by various "Railway Accident Inquiry Committees" (RAICs).

4) RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC) HAD RECOMMENDED FOR UPGRADING OF RAIL ENGINEERS TO GROUP 'B' GAZETTED:

All the Railway Accident Inquiry Committees (RAICs) had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B' Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. Extracts of recommendations of RAIC headed by Justice K.N. Wanchoo, are placed as an **Annexure. But this had not been implemented, thereby, adversely affecting the safety on the Railways.**

RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service within span of 30 years – with 5 years to spare at the highest level.

But it is unfortunate that the Railways did not implement either of the said recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee – ignoring the safety and efficiency of the system and breeding much frustration among the Engineers / Technical Supervisors due to absolute lack of avenues of promotion for them.

5) ALL PREVIOUS PAY COMMISSIONS RECOMMENDED GROUP 'B' CLASSIFICATION FOR THE POSTS CARRYING THE PAY SCALES GRANTED TO TECHNICAL SUPERVISORS:

All the previous Pay Commissions had recommended Group 'B' classification for the posts carrying the pay scales granted to SSE, CMS, CDMS & SE/IT. Government accepted the same and DOP&T issued the orders accordingly. All Departments (i.e. CPWD, MES & Telecom etc.) implemented the same and granted Group 'B' Gazetted Status to their counterparts but not the Railways.

6) NEED FOR HIGHER RATIO OF ASSISTANT ENGINEERS TO THAT OF JE & SSE ON RAILWAYS THAN IN ANY OTHER DEPARTMENT

In all other departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted.

There is urgent need for intensive management on Railways through higher ratio of Junior Management Cadre (AEs) to that of JE & SSEs on Railways than in any other Department due to higher element of technology and safety involved on the Railways.

7 a) RAILWAY BOARD HAD LONG BACK AGREED TO UPGRADE THE POSTS IN THE GRADE PAY RS.4600 TO GROUP B GAZETTED BUT DID NOT IMPLEMENT IT

Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and had agreed to the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

7 b) FINANCIAL ADVANTAGE TO INDIAN RAILWAYS BY INCREASING JUNIOR LEVEL MANAGEMENT CADRE:

Financial Commissioner Railway Board had long back given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board.

8) EXTREME STAGNATION AND ABSOLUTE LACK OF PROMOTIONS FOR RAIL ENGINEERS:

8.a) There is extreme stagnation and absolute lack of promotion for Rail Engineers

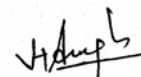
There is virtually no career planning and hardly any avenues of promotion till retirement even for Graduate Engineers – recruited as SSE, CMS & CDMS on the Railways. They are frustrated and disgruntled. This is adversely affecting safety and efficiency on the Railways.

8.b) Majority of Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / Information Technology (SE/IT) retire in the initial grade itself with just one promotion (from JE to SSE) and not even one promotion in the entire career in case of Direct recruited Graduate Engineers inducted as SSE on the Railways - in spite of vast experience and expertise due to which they can be valuable assets to the administration as Gazetted officers. .

9) It is, therefore, requested that, keeping in view the foregoing submissions, the posts of *Senior Section Engineers (SSEs), Chief Depot Material Superintendents (CDMS), Senior Engineer/IT and Chemical & Metallurgical Superintendents (CMS)* may please be classified in Group 'B' Gazetted (instead of Group 'C') especially for more intensive on site management, greater efficiency, higher productivity and safety on the Railways.

Thanking you in anticipation, with kind regards,

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Encl: One

EXTRACTS FROM THE
REPORT OF THE RAILWAY ACCIDENT INQUIRY COMMITTEE – 1968 Part-II
Chapter – II

Status and grade of Supervisors

96. Loss of self confidence among Supervisors:

During our tour of the various Railways and the discussions with the heads of the administrations and other senior officers it was repeatedly pointed out to us that while supervisors have a vital role to play in the efficient and smooth functioning of Railways, their status, prestige and authority have suffered greatly in recent years; they have generally become ineffective and a feeling of helplessness and frustration has overcome most of them. They feel that they are not able to take work from the staff or to enforce discipline. Cases of manhandling, assaults, or intimidation of supervisors at the hands of employees themselves or their agents were related to us and the evidence pointed to the fact that the administration had not been able to provide adequate security or legal assistance.

97. A retired Chairman of Railway Board, in his evidence before us, pointed out that among the most unfortunate things which have happened in recent years one is that the quality of supervisors has greatly deteriorated and that today the weakest link in the administration chain is the senior supervisor. A retired member of Railway Board stated that the supervisory staff have lost heart and that they find it extremely difficult to pull up the staff.

98. The Railways, in their reply to the questionnaire, stated that the authority of senior supervisors has greatly weakened. Some stated that they do not possess adequate powers for taking disciplinary actions against the staff. Others held the view that they are reluctant to exercise whatever disciplinary powers are already delegated to them. Some railways pointed out that supervisors have a feeling that they would not get adequate support from those above them because of their anxiety to get work done. One Railway stated that supervisors' inability to enforce discipline is primarily because of spirit of indiscipline fostered among the workers by the unions. By and large, according to this Railway, supervisors are still a disciplined force on the Railways and that it is not too late to rebuild their authority and rehabilitate their position.

105. We are entirely in agreement with the Railway Administrations that to strengthen the measure and quality of supervision over the working of staff, it is essential that the position and authority of senior supervisors should be restored. Earlier in this chapter we have already recommended that senior supervisors should be recognised as junior members of management and that their organisation should be fostered. We would offer following suggestions for consideration:.....

iii) To improve the status of senior supervisors, to impart them greater self-confidence and to broaden their channels of promotion, we consider that wherever there is a large concentration of staff working under a senior supervisor, the post should be upgraded to gazetted status Class-II. ...

Similar views have also been Expressed by the subsequent Accident Inquiry Committees headed by Justice Sikri and Justice Khanna. But the same have not been implemented so far.