

SUMMARY OF MEMORANDUM BY IRTSA SUBMITTED TO 7TH CPC BY IRTSA

➤ CHAPTER 1 - PRINCIPLES OF DETERMINATION OF PAY

1. Government should play the role of the “Model Employer” and pay a “Fair Wage” to keep employees efficient for their term of service and to adequately meet their personal and social needs.
2. Job evaluation for fixation of Pay at all levels - as per Recommendation of Third CPC
3. Determine of pay at all levels based on percentage rise in NNP at constant prices for the last 10 years as adopted by Fifth Pay Commission to determine the Minimum Pay.
4. Common Multiple Factor (CMF) for determining Pay at Maximum, Minimum and Intermediate levels based on Pay in Pay Band + Grade Pay + % DA (including anticipated DA increase up to 31-12-2015) + Compensation factor based on rise in NNP at factor Cost on constant prices.
5. Pay Band & Grade Pay of each category be decided by Job evaluation based on Classification Method (as in vogue in USA & some other countries) as per qualifications, training, experience, workload and responsibilities etc. shouldered by each group of Employees and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector.
6. Wages of Technocrats, especially those on the Railways, should be fixed separately from those of the Non-technocrat employees – in view of additional job difficulties.
7. Rate of annual increment should be equal to 5% of basic pay (PB + GP).

➤ CHAPTER 2 - DETERMINATION OF MINIMUM & MAXIMUM WAGES, OVERALL WAGE STRUCTURE AND OTHER SERVICE CONDITIONS

8. Dynamic minimum wage and social security measures which systematically take account of economic growth and rising living cost.
9. Proposed Minimum Salary w.e.f. 1.1.2016 on %age increase of NNP at factor cost at Constant Price between 1.1.2006 to 1.1.2016 Rs.27720.
10. Intermediate grades be decided based on the said CMF with a rise of 3.96 times over the existing pay scales implemented after Sixth Pay Commission.
11. Grade Pay Rs.5400 PB 2 and Rs.5400 PB 3 need to be merged and upgraded to GP Rs.5400 PB 3 - as per doctrine of “equal pay for equal work” – since they are doing strictly the same job by rotation, but are unjustly placed in different Pay Bands and Grade Pay.
12. Uniform increase for all the Pay Scales / Pay Bands & Grade Pay – as proposed in the Table below – Based on the Common Multiple Factor (CMF) of 3.96 as per Rise of NNP (National Net Product) in 10 years 2005-06 to 2015-16.
13. Higher upgraded Pay scales / Pay Band & Grade Pay may please be recommended for specific categories with functional justifications particularly for Technocrats in Government Service.

➤ CHAPTER 3 - DETERMINATION OF PAY SCALES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS ON RAILWAYS (JE/SSE AND CMA/CMS, DMS/CDMS, JE/Sr.Er(IT))

14. Higher duties, responsibility and accountability that are directly linked to the safe operation of trains & performance of Railways were not considered while deciding their pay scales by Fifth & Sixth CPC.
15. Technical Supervisors shoulder direct responsibility of safe, efficient & ‘Failure-proof’ production, repair, maintenance and operation of Rolling Stock, Loco, P-Way, Bridges, S&T, OHE and other assets and equipment on the Railways.
16. Humiliation of continuous erosion of real wages of Technical Supervisors - (especially after 5th & 6th CPC) and lack of adequate avenues of promotion have caused much frustration and discontentment. Redressal of their genuine problems need to be effectively addressed
17. Horizontal parity and vertical relativity need to be maintained in respect to categories working under the Technical Supervisors / Supervising Engineers on Railways.

18. Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.
19. Fifth CPC had denied application of multiple factor of 3.25 only to S-13 scale. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay Scale of Rs.8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs.5400 after the Sixth CPC.
20. Ratio between Minimum Pay of Group “D” to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after 6th CPC.
21. Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise Senior Technicians/MCM.
22. Multifaceted duties & responsibilities of Technical Supervisors, and their accountability, tough selection procedure - which requires knowledge in all the fields of Railways - were not considered by the last two Pay Commissions.
23. While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.
24. a) Railway Board violated Sixth Pay Commissions recommendations on the Pay Scale for JEs (Junior Engineers on Railways) by placing the MCM/ Senior Technician in the same Grade Pay as that of JE i.e. Rs.4200 – without upgrading the JEs, even though MCM work under the JEs – even though 6th CPC place JEs in higher Grade Pay.
 b) Fifth Pay Commission Recommendation of Rs.4500-7000 scale to Senior Technicians and Rs.5000-8000 scale to JEs violated by Government by upgrading the scale of Senior Technician to the scale of Rs.5000-8000.
 c) Junior Engineers (JEs) supervise the Senior Technicians placed in the same Grade Pay, is totally in violation on principle of natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India.
25. Many categories including Nurse, Loco Inspector, Power Controller, Police Inspector and Teacher who were in the pay scale of Rs.425-700 in the Third Pay Commission Scales were now placed in the Grade Pay of Rs.4600/4800, while the JEs who were in the Third Pay Commission Scale of Rs.425-700 / Rs.550-750 are now placed in the Grade Pay of Rs.4200 only thus seriously disturbing the Horizontal Parity.
26. a) Chief Office Superintendents working under SSE, have been placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard of the settled law that an equal should not be over an equal & Supervisor should be in a scale higher than Supervised.
 b) After the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors i.e. Senior Section Engineer (then Foreman). Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted).
 c) Teachers, Nurses and Accounts Staff who were two or three grades below SSE are now placed in the Grade Pay of Rs.4800/5400, while SSE are placed in the Grade Pay of Rs.4600 only altogether ignoring their Qualifications, Duties & responsibilities,
 d) Highest Recruitment Qualification among Group-C - Direct recruitment in the Accounts cadre is in PB-1 with the Grade pay of Rs.2800 and in the clerical & Station Master Cadre it is also the same. In the case of Junior Engineers the recruitment (Diploma + one year training) is in the Grade Pay Rs.4200. Senior Section Engineers are recruited with the educational qualification of Graduate in Engineering with a training of one year and granted PB-2 with the Grade Pay of Rs.4600.

32. Proposed Pay in Pay Band & Grade Pay for Technical Supervisors

| Designation | Existing | | Proposed replacement As per VI CPC PB GP | | Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay | | |
|--|--------------------|-----------|--|-----------|--|-----------|-------|
| | Pay Band | Grade Pay | Pay Band | Grade Pay | Min Pay in Pay Band | Grade Pay | Total |
| JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS) | PB-2 9300-34800 | 4200 | PB-2 9300-34800 | 4800 | 53400 | 19200 | 72600 |
| SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT) | PB-2 9300-34800 | 4600 | PB-3 15600-39100 | 5400 | 62400 | 21600 | 84000 |

➤ **CHAPTER 4 - AVENUE OF PROMOTION, CLASSIFICATION OF POSTS & ANOMALIES IN MODIFIED ASSURED PROGRESSION SCHEME (MACPS)**

33. Career Progression should be consistent with the functional needs & responsibilities.
34. Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) on the Railways never got the benefit of cadre restructure exercise (in 1984, 1993, 2003 or 2013).
35. Railways never followed the Classification of posts (Group-B gazetted status to SSE, CMS, CDMS & Sr.Er(IT) recommended by all previous Pay Commissions and the orders of DoPT issued after each ay Commission.
36. Better Career prospects be granted by adopting following methods on the Railways:
 - i) Number of Gazetted posts in Group A & B should be increased – at par with other Department or rather more on the Railways – in view of higher nature of work and responsibilities.
 - ii) Combined cadre restructure of Group-A, B & C.
 - iii) All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - *including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Stores Engineers Chief Depot Material Superintendents (CDMS) & Senior Engineer/IT of all technical departments* - be classified in Group B (Gazetted) as per orders of DOP&T and at par with their counterparts in other Departments;
 - iv) All posts of Junior Engineers (JE), CMA and DMS - in the Grade Pay of Rs.4200 be classified in Group B (Non-Gazetted).
37. Grant of financial up-gradation under MACP scheme on promotional hierarchy - (*instead of Grade Pay hierarchy*) – as per judgment of various Courts and The Supreme Court of India.
38. Three financial upgradations under MACPS may be granted after 8, 16 and 24 years of regular service (instead of 10,20 & 30 years at present).
39. Counting of Training Period of JEs as regular service for MACPS – as it is counted for Increment and seniority for LGS etc.
40. Junior Engineers, CMAs & DMAs on the Railways be granted the 3rd Financial up-grading under MACPS to the Grade Pay of Rs.6600 after 30 years of regular service – at par with their counterparts in CPWD etc.
41. Direct Recruit Senior Section Engineers, CMS & CDMS on the Railways be granted the 3rd Financial up-grading under MACPS to Grade Pay of Rs.7600 after 30 years of regular service at par with their counterparts in CPWD etc..
42. Three time bound promotions after 4, 8 & 12 years of service to all Government employees.
43. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.
- **CHAPTER 5 - CONDITIONS OF SERVICE – INCLUDING HOURS OF WORK, LEAVE, HOLIDAYS AND HEALTH CARE ETC.**
44. 45 hours per week working may be adopted for all Industrial Workers on the Railways to remove discrimination in various Workshops & Production Units.
45. Government should be asked to reduce the working hours for the Industrial Workers to 40 hours a week (*in about a period of say 10 years*) as recommended by the National Commission on Labour.
46. Lunch Break should be counted for computing maximum number of working hours in a week, as provided in the Factories Act.
47. Additional weightage for additional working hours required to be put in for the exigency of work, by the Technical Supervisors - while deciding the pay scale /Grade Pay & Pay Band etc.
48. Technical Supervisors / Technical Staff be also granted at least two Restricted Holidays at par with Ministerial / Secretarial Staff, to attend the Religious Functions / Festivals etc.
49. “5-Days a Week” be implemented for the Industrial Workers / Technical Staff and Technical Supervisors.
50. Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sunset to Sunrise (i.e. *from 6 PM to 6 AM*) instead of *from 10 pm to 6 am* at present.
51. Additional Transport Allowance for Night Duties may please be granted to the concerned staff who have to attend the night duty or the same be added in the NDA.

52. All the staff contributing directly for train operation & industrial employees may please be made eligible for Over Time Allowance (OTA) in the interest of work.
53. Senior Section Engineers (SSE) who work have to put in extra hours in the interest of work, may please be made eligible for Over Time Allowance.
54. Employees may please be allowed to encash at least 50% of leave available to their credit, subject to the minimum credit availability of 30 days after the encashment.
55. Cash equivalent for leave encashment may please be calculated based on actual emoluments (Basic Pay + DA)/30 X number of days of leave encashed.
56. Leave Encashment may please be allowed once in a year instead of once in 2 years.
57. Conditions like availing Pass / P.T.O/LTC and availing equal duration of LAP may please be removed for encashment of leave.
58. Grant of Half Day earned leave.
59. Commutation of Half Pay Leave without production of Medical Certificate.
60. Restoration of Casual Leaves to 12 days every year – as in many States & PSUs.
61. Crediting un-availed Casual Leave in Earned Leave Account.
62. CL may be permitted to be prefixed or suffixed with any other type of Leave.
63. Child Care Leave may be allowed on continuous half days equivalent to 730 full days.
64. Enhancement of paternity Leave & Extension of Child Care Leave to male Employees.
65. cashless Specialized Advice and Treatment in Super Specialty Hospitals
66. Supply of uniforms or grant of “Uniform Allowance”
67. Amount of Insurance Cover be enhanced at least Rs.15 lakhs
68. Classification of JEs, & SSEs on Railways in Group ‘B’ for G.I.S as per orders of DOP on Classification of Posts.
69. Inclusion of both father & mother as dependant parents on privilege pass of Railways – as in the case of LTC.
- **CHAPTER 6 - BOUNS & INCENTIVE SCHEME TO REWARD EXCELLENCE IN PRODUCTIVITY, PERFORMANCE AND INTEGRITY**
70. PLB be made more meaningful and realistic by paying it based on real wages (including Pay plus DA).
71. Wage ceiling of Rs.3500 pm for payment of Bonus / PLB may please be removed.
72. a) Suitable Group Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots to meet with additional workload and to improve productivity as exiting in some Workshops & Production Units.
- b) Special conditions of Service in the Railways, Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature etc. should be kept in mind while finalising the Scheme.
73. All Group C employee upto the level of SSEs be included in the Incentive Scheme.
- **CHAPTER 7 - ALLOWANCES & OTHER FACILITIES**
74. In Dearness Allowance calculation weightage given to various items for compilation of Consumer Price Index, are disproportionate and not in accordance to the existing pattern of consumption – need to be made realistic.
75. DA (Dearness Allowance) be counted as Pay/Pension whenever the Cost of Living Index exceeds 25%.
76. **House Rent Allowance:** HRA may please be revised as under:

| Sl. No. | Class of City | Existing Population criteria | Existing rates as percentage of Basic Pay | Proposed Population criteria | Proposed Rates of H.R.A. |
|---------|---------------|------------------------------|---|------------------------------|--------------------------|
| a | “x” Class | 50 Lakhs & above | 30% | “A1” 25 Lakhs & above | 40% of Pay + D.A. |

| | | | | | |
|---|-----------|---------------|-----|----------------------------------|-------------------|
| b | 'y' Class | 50 -5 Lakhs | 20% | "A " 5 to 25 Lakhs | 30% of Pay + D.A. |
| c | "Z" Class | Below 5 lakhs | 10% | "C" & Unclassified Below 5 Lakhs | 20% of Pay + D.A. |

77. Restoration of CCA: It is requested that CCA may be restored at the following rates

78.

| Sl. No. | Class of City | Proposed Rates of C.C.A. |
|---------|---------------|--------------------------|
| a | "x" Class | 15% of Pay + D.A |
| b | "y" Class | 10% of Pay + D.A |
| c | "Z" Class | 8% of Pay + D.A |

79. Transport Allowance may please be revised as under

| Employees drawing Grade Pay of | Existing Rate of Transport Allowance per month | | Proposed Rate of Transport Allowance per month | |
|---|--|----------------------|--|-----------------|
| | In 13 cities classified as A-1/A earlier | Other places | Cities classified as A-1/A earlier | Other places |
| Grade pay of Rs.5400 & above | Rs.3200 + DA thereon | Rs.1600 + DA thereon | 10% of Pay + DA | 10% of Pay + DA |
| [i] Grade pay of Rs.4200, 4600 and Rs.4800 [ii] those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above | Rs.1600 + DA thereon | Rs.800+ DA thereon | | |
| Grade pay below 4200 and pay in the pay band below Rs.7440 | Rs.600+ DA thereon | Rs.400+ DA thereon | | |

80. Travelling Allowance / Daily Allowance (TA/DA) - Since TA/DA is basically linked with the cost of living, it is requested to increase the TA/DA at the rate equal to the increase given to the Basic Pay. (Example – For employees in the Grade Pay of Rs.4200, Rs.4600 & Rs.4800 the new rate of TA/DA shall be Rs.750 X number of times increase given from VI CPC pay to VII CPC Pay.
81. In addition to the above, actual expenses incurred for journey by road or by other means may please be granted.
82. T.A. on transfer may please be granted equal to two months' Basic Pay + Dearness Allowance along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
83. T.A. on retirement may be granted equal to two months' Basic Pay + Dearness Pay along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
84. T.A on transfer be granted without any distance restriction
85. 10% of basic pay as arduous duty allowance to all Open line staff and supervisors
86. Risk Allowance at the rate of 10% of Basic Pay and it may be extended to Semi-skilled, skilled, supervisors and officers working in situation where the risk is inherent and continuous in the occupational itself with adverse effects on health.
87. Technical Supervisors / Supervising Engineers shall also be granted uniform allowance & washing allowance.
88. Grant of Design Allowance to the JEs & SSEs in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.
89. 25% of Basic Pay be granted as Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.
90. To attract intelligent and knowledgeable persons to the training institutions, the Training allowance should be restored to 30 % of basic pay.
91. Non-Practicing Allowance of 10% of Pay for Engineers.
92. Incentive for Additional qualification -System of 2+4=6 advance increments respectively after Section 'A' and Section 'B' of AMIE etc be restored.

93. **Grant of Children Education Assistance and Reimbursement of Tuition Fee – Extension of the scheme**
94. **Actual expenses incurred towards Children Education shall be reimbursed.**
95. **The scheme may please be extended to college education also.**
96. **Children Education Allowance & Hostel Subsidy shall be allowed to avail concurrently.**
97. **Technical Supervisors / Supervising Engineers of Railways may please be provided with CUG SIM cards & Mobile phones to have effective communications within the department and outside or they may be provided with suitable communication Allowance**
98. **Family Planning Allowance at least equal to one increment in the revised scale.**
99. **All the Allowances may please be made inflation proof - the rates shall automatically increased by 25% whenever the Dearness Allowance goes up by 25%.**
100. **Limit of House Building Advance should be increased to 100 Months of Pay + DA or Rs. 50 Lakhs whichever is less.**
101. **Government may enter into agreement with leading PSU Banks to extend the loans to Government employees. Interest rates being charged by Banks over and above 5% may be subsidised by Government.**

➤ **CHAPTER 8 - PENSIONERY BENEFITS**

102. **New Pension Scheme (NPS) should be withdrawn for Post 2004 appointee Central Government / Railway employees and they should be covered under the existing Pension Scheme.**
103. **Post 2004 appointees should be given the option to continue with the NPS as an additional Pensionery Benefit to supplement their post retirement income.**
104. **As for the amount already on the credit of the Post 2004 appointees, if they opt out of the NPS, they should be given the option to either withdraw the same or to deposit it in their Provident Fund Account.**
105. **Minimum Pension may please be fixed as per Ratio of 1:9 between Minimum and Maximum of Pay & Pension - to uphold the Directive Principles of Social justice enshrined in Indian Constitution of India**
106. **Full Pension may please be fixed as 65 % and Family Pension may please be fixed as 45% of last Pay Drawn or 10 months average Pay whichever is higher.**
107. **Qualifying service for pension - Full Pension on pay plus D.A. last drawn or average of last 10 months – whichever is higher – after 20 years service – with proportionate Pension for less than 20 years of service for both Pre & Post 2006 Pensioners**
108. **Additional Pension / Family Pension**
 - i. **10% additional Pension/Family Pension after 65 years of age**
 - ii. **20% Additional Pension/Family Pension after 70 years of age**
 - iii. **30 % additional Pension/Family Pension after 75 years of age**
 - iv. **50% additional Pension/Family Pension after 80 years of age**
 - v. **70% additional Pension/Family Pension after 85 years of age**
 - vi. **100% additional Pension/Family Pension after 90 years of age**
109. **Alternatively, Additional Pension be given in the shape of an Annual rise of 3% (like the Increment to the employees) to meet with ever rising requirements of Medicines and other similar exigencies which increase with every day of ageing**
110. **Full Parity of Pension to Pre 2006, Pre 2016 Pensioners with Post 2016 Pensioners – retiring from the same post.**
111. **Notional Fixation of pay of every retired person as if he had not retired and then his pension be computed under the revised rules. This alone will protect the value of pension of a retired person.**
112. **Application of principle of “One Rank One Pension” to both Civilian and Defence Personnel - i.e. persons retired from same rank, same seniority & equal length of service should get equal pension irrespective of date of retirement.**
113. **Additional Increment to employees retiring on 30th June to compensate for loss of increment falling due on 1st July.**

114. Pension of Existing Pensioners be refixed on the same pattern and formula as for the serving employees - at 3.9.6 times of Basic Pension
115. Restoration of commuted value of Pension after 12 years
116. Rates of Family Pension

| Proposed Amount of Family Pension Per Month | | |
|---|--|--|
| On death in Harness | On death between 60 to 67 years of age. | After limits indicated in columns 2 and 3 |
| 80% of last pay drawn as Family Pension for 10 years (if the Employee had survived) | Full Pension as Family Pension for 10 years (if the Employee had survived) | 80% of Normal Pension if the Employee had survived |

117. Gratuity: One month's pay plus D.A. last drawn or average of last 10 months – whichever is higher as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund
118. Ex-gratia Pension of at least Minimum Pension to the surviving PF Optees be granted.
119. Pensioners may please be granted House Rent Allowance as granted to serving employees.

➤ **MEDICAL FACILITIES & HEALTH CARE OF PENSIONERS**

120. Grant of adequate FMA (Fixed Medical Allowance) and periodical revision thereof for day-to-day Medical Treatment to employees & Pensioners residing in far flung areas – away from CGHS Dispensaries & Railway Hospitals.
121. Fixed Medical Allowance (FMA) to Pensioners and Family Pensioners be increased to at least Rs.2500 per month (with periodic revision thereof) for outdoor treatment – where no such facility is available nearby.
122. Waiver of Contribution for CGHS & RELHS
123. Free / Cashless Treatment of Central Government / Railway Employees
124. Empanelment of more specialised Private Hospitals.

➤ **CHAPTER 10 - MISCELLANIOUS ISSUES – INCOME TAX, INTERIM RELIEF & PERIODICITY OF PAY REVISION**

125. All the Allowances including DA/ DR i.e. Dearness Allowance / Dearness Relief, HRA,, CCA, and other Compensatory Allowances may be Exempted from the Income Tax to avoid erosion of Real Wages
126. Continued machinery for Pay Revision.
127. The recommendations of the Pay Commission in respect of Pay Scales, Service Conditions, and Retirement Benefits etc, may be made 01.01.2016, to mitigate the sufferings of the Employees concerned as well as to give some relief to the Retired / Retiring Employees.
128. Grant of Interim Relief
129. 50% of basic pay (Pay in Pay Band + Grade Pay) based on rise of per capita NNP on constant prices may please be granted as Interim Relief w.e.f. 1.1.2014, to all serving employees.
130. 50% of Pension & family pension may please be granted as Interim Relief to all Pensioners w.e.f. 1.1.2014.
131. 100% DA may please be merged with basic pay & pension for all purposes w.e.f. 1.1.2014.