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CAT Chennai referees O.A 1568/2017 Pleading Pay Level-7 for JEs and Pay Level-8 for SSEs to 8th CPC

26th Feb 2026: Arising out of anomaly created after changes done in the GP of senior technicians, disturbance of relativity of SSEs with other cadres who received upgradation and pleading for implementation of Railway's OM dated 11.06.2010 upgrading JE from GP Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800, IRTSA filed a case at Central Administrative Tribunal, Chennai in the year 2013. In its order dated 21.07.2016 CAT Chennai directed Finance Ministry to consider OM dated 11.06.2010 within a period of three months.

Ministry of Finance through its OM dated 29.11.2016 conveyed its decision against the direction of CAT. IRTSA again filed OA 1568/2017 appealing against the OM of Finance Ministry.

Among many justifications, IRTSA is demanding higher GP / pay level, based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by JEs & SSEs on Railways for efficient train operation and based on decision taken and the proposal made by the Railway Ministry to upgrade the grade pay of JEs (Junior Engineers) from Rs.4200 to Rs.4600 in 6th CPC and level-7 in 7th CPC; & upgrade the grade pay of SSE (Senior Section Engineers) on Railway from Rs.4600 to Rs.4800 in 6th CPC and level-8 in 7th CPC.

6th CPC recommendation of, in future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 (4500-7000), Government's decision for upward revision of Pay scale of Senior Technician (Master Craftsman) from Rs.4500-7000 to Rs.5000-8000 in GP Rs.4200, creating anomaly.

Railways decision to upgrade GP of JE from Rs.4200 to Rs.4600 and GP of SSE from Rs.4600 to Rs.4800 vide its OM in the year 2010, seeking the approval of Finance Ministry, which was denied by Finance Ministry.

Based on 7th CPC recommendations, when the employee receives a promotion, he/she progresses one level ahead on the horizontal range. (between senior technician and Junior Engineer).

The historical edge in the pay scales enjoyed by the SSE lost due to grant of replacement scales to these cadres by the subsequent CPCs whereas upgradation have been granted to the other categories of employees and all other merits of the appeal has been placed in detail.

IRTSA CALLS FOR MASS DHARNA AT JANTAR MANTAR, NEW DELHI ON 2nd APRIL 2026

Main Demands

- 1) Justified Pay level for Technical Supervisors / Rail Engineers.
- 2) Group-B (Gaz) status to SSE, CMS, CDMS & SE(IT).
- 3) Inclusion of training period for the purpose of financial upgradation under MACP Scheme.
- 4) Restoration of PCO allowance for SSEs upgraded to pay level-8 working in PCO wings of PUs & Workshops.
- 5) Payment of NDA, NHA & PCO allowance for SSEs receiving NFU to level-9 after completing four years of service in level-8.
- 6) Earlier decision & implementation of CRC.
- 7) Creation of Technical Supervisors post for new assets, introduction of new trains and increased out turn.
- 8) Creation of Group-B posts in technical departments.
- 9) Risk and hardship allowance for Technical Supervisors.
- 10) Reckoning basic pay earned through MACPS for the purpose of 15% incentive to SSE.
- 11) Grant of Incentive to the open line Engineers & Staff.
- 12) PCO Allowance to C&M/Store Engineers.
- 13) Design allowance/PCO allowance to Design Engineers.
- 14) Extending the benefit of RBE No.155/2022 to SE(IT).
- 15) Filling all direct recruitment vacancies including SSE.
- 16) Promoting JE/CMA/DMS in the existing DR quota vacancies of SSE/CMS/CDMS.
- 17) Remove unjustified comparison of grades of running staff at lower level with Technical Supervisors in Mechanical and Electrical departments.

OA was listed for 54th time on 26th Feb 2026, Senior Counsel for IRTSA placed the arguments in the presence of Government counsel. After hearing the argument and cross-questioning CAT Chennai bench decided to refer the issue to 8th CPC. CAT bench said Pay Commission is the expert body to decide on the issues relating to Pay and since 8th CPC is already formed, referring issue of pay level of JE & SSE to 8th CPC will be appropriate. ■

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**Unjustified withdrawal PCO allowance, NDA & HNA****Motivation of upgradation to level-8 and further to level-9 is defeated.**

Unjust decision of Railway Board 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 has created severe heartburns among Technical Supervisors. This results in reduction in take home pay of SSEs who receive upgradation/promotion to level-8 and receiving non-functional upgradation to level-9.

Cabinet headed by Hon'ble Prime Minister approved formation of 8th Central Pay Commission on 16th Jan 2025. Union Cabinet approved Terms of Reference for 8th CPC on 28th Oct 2025. Gazette Notification for 8th CPC and ToR was issued on 3rd Dec.

But Railways issued order on 6th November withdrawing abruptly PCO allowance for SSEs working in level-8 and PCO allowance, NDA & NHA for SSEs receiving NFU to level-9 which is unjust and an attempt to overstep or mislead 8th CPC.

PCO allowance was stated from 09.06.1978 for staff working in PCO organization basically following the principle, 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 the pay admissible to them in their posts in shop floor.

Special Allowance for SSE & SE was granted vide Railway Board letter dated 10.08.1999 (RBE No. 193/1999, 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”. 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.

Incentive system having specific nature and purpose is self financing, hence principal followed for other general allowance should not be applied. 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.

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.

While implementing RBE No.155/2022 for upgradation of SSEs to level-8, it was stated that, there will be no change in the nomenclature/designation, duties and responsibilities and classification of the posts after upgradation and entire scheme of upgradation was made financially neutral.

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.

.... **Continued on page-10**

Railway Board issues three letters within three weeks for Group-B 30% LDCE CBT

Railway Board letter No. E(GP)2024/2/37 (3477173) New Delhi, dated 05.02.2026

Sub.: Group 'B' 30% LDCE Centralized CBT scheduled on 08.03.2026.

Ref.: Board's letter of even number dated 12.12.2025.

Considering the requests received from various Zones for postponing the cited examination in view of the operational difficulties likely to arise on account of sparing a large number of employees during last quarter of the financial year, it has been decided to re-schedule the 30% LDCE Centralized CBT any time after March, 2026. The revised date(s) for the examination shall be notified at short notice. Accordingly, the Zones/PUs are advised to complete the Pre-Selection Training in time and be in readiness for participating in the CBT on the revised date(s) that would be notified as above.

Railway Board letter No. E(GP)2024/2/37 (3477173) New Delhi, dated 19.02.2026

Sub.: Promotions to Group 'B' posts on Indian Railways through Centralized Computer Based Objective Type examination (CBT) - Conduct of 30% LDCE for the vacancy cycle 01.01.2025 - 31.12.2026 (including anticipated vacancies upto 30.06.2027).

Ref.: Board's letter of even no. dated 18.02.2026.

In continuation to Board's above mentioned letter, it is further advised that the 30% LDCE CBT shall be conducted on 12.04.2026 and 19.04.2026, with 50% of the candidates from each Department appearing on each date. Therefore, all zones/PUs are advised to bifurcate the candidates to appear in the Examination on the said two dates and intimate their details to RRB/Ajmer within 15 days of the issue of this letter so that centers/logistics can be arranged accordingly.

Railway Board letter No. E(GP)2024/2/37 (3477173), New Delhi, dated 26.02.2026.

Sub.: Group 'B' 30% LDCE Centralized CBT scheduled on 12.04.2026 and 19.04.2026.

Ref.: Board's letters of even number dated 18.02.2026 & 19.02.2026.

Considering the requests from various Zonal Railways for postponement of the cited examination on account of Financial Year closing and operation of Holi Special trains, it has been decided with the approval of the Competent Authority, to extend the time period for completion of Pre-Selection Training and consequently, re-schedule the 30% LDCE Centralized CBT to a suitable date beyond April, 2026. The Pre-Selection Training should positively be completed by April end. Further. the revised date(s) for CBT shall be notified at short notice. Accordingly, the Zones/PUs are advised to plan the Pre-Selection Training and be in readiness for participating in the CBT on the revised date(s) that would be notified in due course.

IRTSA represents withdrawal of PCO allowance, NDA & NHA to Sri.C.M.Ramesh, Chairperson and Members of Railway Standing Committee

6th Jan 2026: M.Shanmugam Central President and K.V.Ramesh General Secretary IRTSA represented heartburning issue of withdrawal of PCO allowance for SSEs upgraded to level-8 and PCO allowance, Night Duty Allowance and National Holiday Allowance to SSEs receiving non-functional upgradation to level-9 to Parliament Standing Committee for Railways.

During the visit of Parliamentary standing committee on Railways to ICF, Central President briefed to Sri.C.M.Ramesh Chairperson Railway Standing Committee that, as per convention followed no department of Government modify existing orders in allowances available to certain group of employees after announcing formation of Central Pay Commission. When 8th 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, withdrawal of existing allowances is unjust and an attempt to overstep or mislead 8th CPC appointed by Government of India.

Earlier, in the morning K.V.Ramesh General Secretary IRTSA met Sri.C.M.Ramesh Chairperson Railway Standing Committee along with IRTSA office bearers Jagadeeshkumar and Loganathan. He informed the Chairperson that, the 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. This action of 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.



Team IRTSA with Sri.C.M.Ramesh, Chairperson Railway Standing Committee

GS IRTSA briefed and submitted following suggestions for additional Railway earnings and infrastructure improvement in Southern Railway and ICF to the Chairperson.

1. Suggestions for additional Railway earnings approximately Rs.2600 crores. Design for introduction of private cabins in sleeper trains. – having scope for Rs.2600 crore additional earning.

2. New Rail Terminals for Chennai & Madurai in Southern Railways

2.1. Two new Rail terminals at Avadi and Sripermbudur for Chennai

2.2. Second terminal for Madurai at Tirumangalam

3. Infrastructure requirements for ICF

3.1. Attachment of part of Loco works (empty land) with ICF shell division through GSD without affecting existing setup of Loco Works.

3.2. Construction of fly over by extending existing Perambur loco bridge to connect Kolathur & Perambur with Villivakkam, Ayanavaram and Anna Nagar at multiple points.

3.3. Construction of fly overs at Avadi High Road and K.H.Road near ICF signal.

Sri.C.M.Ramesh Chairperson keenly took note of IRTSA's submissions as IRTSA requested him to bring the issue to the knowledge of Hon'ble Railway Minister for justified action.

IRTSA delegates also submitted same memorandum and suggestions to Dr.Sumer Singh Solanki and Sri.Vijay Vasanth Members of Parliament.



Central President IRTSA with Sri.C.M.Ramesh, Chairperson, Railway Standing Committee



Team IRTSA with Dr.Sumer Singh Solanki, MP & Member, Railway Standing Committee



Team IRTSA with Sri.Vijay Vasanth, MP & Member, Railway Standing Committee

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GS IRTSA submits memorandum on withdrawal of PCO allowance, NDA and HNA to MPs with a request for forwarding them to Railway Minister

11th Jan 2026: K.V.Ramesh General Secretary IRTSA met Shri. V. Vaithilingam Former Chief Minister of Puducherry and Hon'ble Member of Parliament and Sri.S.Selvaganapathy Hon'ble Member of Parliament at their respective office at Puducherry and submitted memorandum on withdrawal of PCO allowance for SSEs upgraded to level-8 and Cessation of NDA, NHA and PCO allowance for SSEs receiving non-functional upgradation to level-9 with the request to forward the demands to Railway Minister.



GS IRTSA briefed to MPs that, 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 and 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.

It is also pertinent to note that Government has already formed 8th Central Pay Commission and it is about start its work. 8th 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, said GS IRTSA.

GS IRTSA also submitted report contains suggestions to increase the Railway earnings by Rs.2600 crore per year by introducing private cabins in sleeper trains, Additional space for ICF, additional passenger terminals at Avadi and Sriperumbudur for Chennai and new passenger terminal for Madurai at Tirumangalam, etc. Both the leaders heard the demands of IRTSA and suggestions keenly and agreed to bring them to the notice of Railway Minister. ❏

IRTSA continuous its efforts for restoration of withdrawn PCO Allowance



15th Jan 2026: Continuing the efforts of restoration of PCO allowance for SSEs working in level-8 and extension of PCO allowance, Night Duty Allowance and National Holiday Allowance for SSEs receiving NFU to level-9, K.V.Ramesh General Secretary IRTSA met Sri.G.K.Vasan Former Union Minister and Member of Parliament with a request to forward IRTSA's memorandum to Railway Minister for immediate restoration of withdrawn allowances. He also submitted suggestions for improved Railway earnings, expansion of ICF and Southern Railway. Sri.G.K.Vasan MP listened to GS IRTSA patiently and agreed to forward the memorandum and suggestions to Railway Minister.

Hon'ble MP also glanced through "Foot Prints" of IRTSA published during Diamond Jubilee Conference of IRTSA in November 2025.

Sri. G.K.Vasan MP promised to take the issue of PCO allowance to Railway Minister.



26th Jan, GS IRTSA again met Sri.G.K.Vasan Hon'ble MP at his party office and requested him to raise the issue of withdrawal of PCO allowance for SSEs working in level-8 & cessation PCO allowance, NDA & NHA for SSEs receiving NFU to level-9.

Sri.G.K.Vasan said he is remembering the issue from our last meeting on 15th and promised to bring the issue for the notice of Hon'ble Railway Minister. ❏

All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)

IRTSA meeting with DG HR

6th Feb, 2026: M.Shanmugam Central President, K.V.Ramesh General Secretary IRTSA along with office bearers of IRTSA met Smt. Aruna Nair Director General (HR) today at General Manager ICF chamber.



Following issues of the category was briefed to DG (HR) and memorandums were submitted.

- 1) Restoration of PCO allowance for SSEs promoted / upgraded to level-8.
- 2) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B.
- 3) Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) for financial upgradation under MACPS.
- 4) Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets.
- 5) Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers recruited on or after 01.09.1998.

DG (HR) received brief submissions of IRTSA on the issues well and promised to take positive action. ❏

Follow up memorandums submitted to DG (HR)

23rd Feb 2026: In continuances of memorandum submitted to DG (HR) on important issues on 6th February 2026, IRTSA submitted detailed memorandums to DG (HR) on the following subject.

- 1) Restoration of PCO allowance for SSEs promoted / upgraded to level-8.
- 2) Eligibility for NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.
- 3) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B
- 4) Counting of training period of Technical Supervisors / Rail Engineers for financial upgradation under MACPS.
- 5) Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets.
- 6) Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers appointed on or after 01.09.1998.

New office bearers of IRTSA Kalka, NR

IRTSA Kalka sub unit of Northern Railway elected its new office bearers in the meeting held on 7th February 2026.



IRTSA meeting with Dr. Kalanidhi

Veeraswamy Hon'ble Member of Parliament

15th Feb 2026: K.V.Ramesh, General Secretary IRTSA along with Er.Anantharaman, Er.Sooraj and Er.Kavin met Dr.Kalanidhi Veeraswamy Hon'ble Member of Parliament at his office.



GS IRTSA submitted memorandum on withdrawal of PCO allowance for SSEs upgraded to level-8 and Cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8.

Dr.Kalanidhi MP was apprised of the following facts,

a) 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.

b) 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.

c) Government has already formed 8th Central Pay Commission and it is about start its work. 8th 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.

Hon'ble MP agreed to raise the issue with Hon'ble Railway Minister immediately.

Dr.Kalanidhi MP also agreed to forward suggestion for additional Railway earnings and infrastructure improvement in Southern Railway and ICF submitted by IRTSA to Railway Minister. ❏

1. President - Sh. Satish Kanaujia
2. Sr. Vice President - Sh. Inderjit Singh
3. Vice President - Sh. Vijay Saxena
4. Secretary - Sh. Gurdeep Singh
5. Jt. Secretary - Sh. Vipin Joshi
6. Asst. Secretary - Sh. Ankit Chahal
7. Treasurer - Sh. Rajinder Saini
8. Asst. Treasurer - Sh. Ajay Ahlawat

GS IRTSA addresses Trainee JEs

12th Jan 2026: K.V.Ramesh General Secretary Indian Railways Technical Supervisors Association (IRTSA) addressed trainee Junior Engineers of ICF (Design) and RCF Kapurthala. Er.N.Ravikumar and Er.Janarthana Babu were present during the meeting. Similarly on 30th January GS IRTSA addressed another set of Trainee JEs (Workshop).



Meeting held on 12th January 2026



Meeting held on 30th January 2026

GS IRTSA briefed history and major achievements of IRTSA right from its inception in 1965. He listed the achievements like 1st class for all JEs, uniform Engineer designation for shop floor supervisors, open line supervisors and Design & Drawing, uniform training period of one year for all JEs and SSEs, counting of training period for the purpose of annual increment, pension and retirement benefits etc, introduction of level-8 and level-9 in the cadre structure which will ensure an employee recruited as JE reaching level-9 in around 15 years, revision of incentive rates and continuance of 15% incentive for SSEs and other achievements.

He said demand of Group-B (Gaz) status for SSEs, particularly for SSEs working in level-8 is being denied by Railway Board for long time. In the committee formed by Railway Board in the year 2024, IRTSA argued for grant of Group-B (Gaz) for all SSEs working in level-8 he said and added that, IRTSA's repeated attempts has brought a small improvement, Railway Board has agreed to create 2000 posts in Group-B cadre as part of cadre restructure exercise (CRC). GS IRTSA further said that Cadre Restructure which is due on October 2023 is getting delayed. Not extending Cader restructure for the categories received 50% upgradation to level-8, has been countered by IRTSA stating that Junior Engineers have not received any promotional benefits out of level-8 upgradation order. IRTSA's argument of doing the CRC without surrender of posts and creation of posts in the category of Technical Supervisors is considered positively by Railway Board. A proposal for creation of 5000 posts in Group-C supervisory categories is sent by Railways to Finance Ministry for approval.

GS IRTSA further briefed about IRTSA's presentation made to all pay commissions from 3rd Pay Commission and said IRTSA will submit elaborate memorandum to 8th CPC to get justified pay level, allowances, service conditions, classification of posts, retirement and pensionary benefits, etc. He also briefed about legal battle being fought by IRTSA for placing JE in level-7 and SSE in level-8.

General Secretary IRTSA said that IRTSA is enjoying the confidence of both recognised federations and work in cooperation with them. He appealed to all trainees to become members of IRTSA on completion of their training and to be part of all activities of IRTSA. ■

ACTION TAKEN STATEMENT ON THE MINUTES OF THE DC/JCM MEETING HELD ON 15TH AND 16TH FEBRUARY, 2024

Position as on 10.02.2026

(108 items listed. Issues pertaining to Technical Supervisory category listed below)

23) 04/2024: Payment of Incentive Bonus to the SSEs working in Level-8 (GP4800) in the Workshops of Zonal Railways and Production Units-reg.

Latest Minutes in which this Item was discussed - Agreed to consider.

Action Taken Statement

Railway Board vide its letter no. PC-V/98/1/7/4/1 dated 21.06.1999 had decided that Section Engineers in Rs. 6500-10500 and Senior Section Engineers in Rs. 7450-11500 directly supervising work of staff working on the shop-floor will henceforth be entitled to monthly payment of Incentive Bonus calculated at a flat rate of 15% of their Basic Pay per month.

Vide Railway Board letter no.2008/M(W)/814/38 dated 29.10.2009, it has also been decided that SSE/SE(s) in PB-2 Grade Pay Rs. 4600 supervising the work of staff working on the shop floor will get monthly payment of incentive bonus calculated at flat rate of 15% of their Basic Pay. Railway Board, vide its letter no.2008/M(W)/814/38 dated 27.7.10, further clarified that "Eligible SSE/SEs are to be paid incentive at a flat rate of 15% of the substantive basic pay of the regular post held by them and not the basic pay granted to them on financial up-gradation under ACP."

The following up-gradations of pay structure of certain Group 'C' cadres of Ministry of Railways were approved & notified by Railway Board vide its Letter No. PC-VII/2019/RSRP/3 dated 17.11.2022. (a) Up-gradation of 50% posts from Level-7 (PB-2/GP-4600)/ Group 'C' to Level-8 (PB-2/GP-4800)/ Group 'C'. (b) Further up-gradation of these 50% posts in Level-8 (PB-2/GP-4800)/ Group 'C' to Level-9 (PB-2/GP-5400)/ Group 'C' on non-functional basis after 4 years of service in Level-8 (PB-2/GP-4800) However, since SSE/SEs are already being paid an incentive at a flat rate of 15% of the substantive basic pay of the regular post held by them and not the basic pay granted to them on financial up-gradation under MACP, vide Railway Board letter no. 2008/M(W)/814/38 dated 27.7.10, continuation of payment of incentive bonus or PCO allowance to SSEs upgraded to level-8 may be examined at basic pay of Level-7 only. It is highlighted that even after up-gradation of SSEs from Level-7 to Level-8 vide Railway Board Letter No. PC-VII/2019/RSRP/3 dated 17.11.2022, the designation & category held by upgraded SSEs still remains the same.

36) 29/2009: Grant of recognition to the Divisional training centres of the Railways and payment of Training Allowance to the Instructors.

Latest Minutes in which this Item was discussed - A separate meeting will be conducted.

Action Taken Statement (position as on 10.02.2026)

Over 300 Indian Railway Training Institutes that existed have been re-organized to develop Multi-Disciplinary Zonal Training Institutes, Multi-Disciplinary Divisional Training Institutes, Workshop/Basic Training Institutes and Specialized Training Institutes vide Board's letter dtd 04.03.2020.

(..... continued on page-7)

Action taken statement on the minutes of the NC JCM Meeting, continued from page - 6

With regard to training allowance, instructions have been issued vide Board's letter No. E(MPP)2012/3/28 dated 06.10.2017 (RBE No. 145/2017), wherein it has been stipulated that National/Central Training Academies and Institutes for Group 'A' officers will be eligible for a training allowance of 24% of Basic Pay, while in other training establishments, a training allowance of 12% of Basic Pay shall be admissible.

37) 19/2010: Upward revision of the Training Allowance to the Instructors of the Zonal Railways Training Institutes (ZRTIs) and STIs– reg.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

Pursuant to the recommendation of 7th CPC as per Ministry of Finance, DoE Resolution no.1/1/2013-E.III(A) dtd 06.07.2017 and in consonance with DoPT's letter no. 13024/01/2016-Trg Ref dtd 24.10.2017, the rates of training allowance to the instructors have been revised vide Board's letter No. E(MPP)2012/3/28 dated 06.10.2017, RBE No. 145/2017 wherein it has been stipulated that National/Central Training Academies and Institutes for Group 'A' officers will be eligible for a training allowance of 24% of Basic Pay, while in other training establishments, a training allowance of 12% of Basic Pay shall be admissible.

These recommendations of 7th CPC are applicable to all the Training Institutes/ Centres under Central Govt.

52) 11/2010: Rates of Stipend to Trainees/Apprentices on the Railways.

Latest Minutes in which this Item was discussed –

Reminder will be issued for collecting the data regarding affected employees.

The pay scales recommended by Pay Commission are implemented from the date of implementation of the RSRP Rules, whereas in the case of the categories where the Pay Commission has made no recommendation and if it is decided at a later date, the pay scales are implemented prospectively. Therefore, the rates of stipend which are decided and revised based on the revised/upgraded pay scales/GradePay allotted to the different categories, have been revised prospectively as there is neither any precedent nor any justification for altering the date of effect.

With a view to review the matter, requisite data regarding data of number of apprentices/trainees who were under training during the period 01.01.2006 to 01.09.2008 and 01.01.2016 and 01.07.2016 had been called for from EMPP Branch who have expressed their inability to provide the same. Thus, the data was called for from the zonal Railways vide Board's letter dated 04-10-2021. Reply from Modern Coach Factory (MCF) only has been received. Further reminders dated 20.12.2023 and 25.06.2025 have also been sent.

53) 03/2011: Denial of overtime payment to the Supervisors (excluded) when called out in connection with accidents/ breakdowns.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

The issue involved in the item is to grant of Overtime Allowance and other concessions to the supervisory staff of GPRs.4600 when they called out in connection with accidents/breakdowns. A similar demand has also been raised by AIRF in PNM Forum as item No.18/2012, which is also pending to finalize.

The matter has been examined in consultation with E(LL) Dte., the nodal for HOER and they have stated that classification of Supervisors under statutory rules i.e Railway Servants (Hours of Work and Period of Rest) Rules, 2005 is based on pay grade/designation of post. List of Supervisory Staff was revised in 1972. No change has been carried out in the list of Supervisory Staff since 1972 even after issue of the Railway Servants (Hours of Works and Period of Rest) Rules, 2005. Revision of list of Supervisory Staff is under consideration on File No. E(LL)2001/HER/9(Vol.I). This position has been conveyed to Staff Side vide Board's letter No.E(P&A)II /2011/DC/JCM/1, dt. 26.05.2022.

54) 04/2011: (b) Implementation of MACPS in the category of Sr. Supervisors/P.Way in PB 2 with GP ₹4200.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

As per the Record Note of Discussions it was stated by EDPC-I that it is not feasible to allow MACPS to P.Way Mistries / P.Way Supervisors to bring Grade Pay 4200 as the entry grade. It was however, impressed by the Staff Side that restricting the upgradation and merger of P Way Mistries with JE-II to the limit of 17.26% of their cadre strength in the year 2003 restructuring was not fair and demanded for all the posts of P.Way to be upgraded and merged with JE-II w.e.f. 01-11-2003 as decided in the case of Mistries of other Departments.

However, on the demand raised by NFIR vide their letter dated 17-4-2023, the issue had been examined and it had been observed that the modifications in cadre structure effected as a result of cadre restructuring exercise is given prospective effect only. The past exercises are not reopened as it is done after a long-drawn process. It is understood that the cadre of P Way Mistries is no more in existence and hence such a cadre will not be covered under the CRC but only the cadre of JEs will be considered under this exercise. The same has been conveyed to the NFIR vide Board's letter dated 23-8-2023.

The demand of the federation is against the policy of MACP Scheme where in it has been stated in para 9 of Board's letter dated 10-06-2009 (RBE No. 101/2009) that MACP shall commence from the date of joining of a post in direct entry grade on a regular basis. The post of JE-II (Rs. 1400-2300/Rs. 5000-8000) cannot be treated as direct entry grade for PW Mistry (Rs. 1400-2300/Rs. 4500-7000). Meeting of the Federation with AM(Staff) was held on 20.07.2023 and with DG(HR) was held on 09.08.2023 and another meeting with DG(HR) was held on 15.09.23 and it was decided to put up the Note to Full Board. Thereafter, Note in File No. PC-V/2018/M/2(AIRF) had been processed and it was directed by the then DG(HR) on 22.09.2023 to close the issue. Further a separate meeting was held on 20.03.2025 on old PNM/AIRF items wherein it was minuted that the matter is under consideration (Item No. 25/2021).

58) 10/2021: Grant of financial upgradation under MACPS to SSE/ JE(Drawing/Design) appointed as Jr. Draftsman/ Design Asst. under Direct Recruitment Quota.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

(..... continued on page-8)

Action taken statement on the minutes of the NC JCM Meeting, continued from page – 7

The matter has been re-viewed again and a reply dated 09-3-2022 has been issued to the Federation (NFIR & AIRF) stating that the incumbents of the lower post cannot be treated as initially appointed in the upgraded post just because the lower rung of the promotional hierarchy have been abolished under the cadre restructuring as the posts have been upgraded, but the incumbents' appointment to the upgraded post is by way of promotion only. Further, reply on the issue has also been given to NFIR vide Board's letter dated 28-11-2023.

59) 13/2021: Treating GP 4200/Level-6 as entry grade pay for the purpose of granting financial upgradation under MACPS to the IT Cadre staff over Indian Railways.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

The issue has been examined in consultation with DoP&T who vide their IDNotedated20-07-2016 has advised to examine the issue in light of Item No. 35 of their OMdated18-07-2001, adopted in Ministry of Railways as Item no. 31 of Board's letter dated19-02-2002, which states that if existing incumbents in the pre-rationalised grades who do not possess the said qualification/experience are considered for placement in the corresponding rationalised grades only after completion of specified length of service in the existing grade, then such a placement will be taken as promotion/upgradation.

60) 15/2021: Cases of promotions in the pre-revised pay structure between01.01.2006andthe date of notification of RS(RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade-fixation of pay.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

The matter has been examined in consultation with DoP&T and accordingly instructions in this regard has been issued with the concurrence of Finance Dte. of Railway Board vide letter No. PC-V/2020/M/1(NFIR)(E) dated 11.03.2025. The item may be treated as finalised.

63) 09/2024: Pay fixation during training period of the staff selected as Jr. Engineer against 25% Intermediate Apprentice Quota.

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

Separate meeting could not be convened. The matter is currently subjudice.

68) 27/2024: Payment of Night Duty Allowance to the Railway Employees upgradedtoGPRs.4800 (Pay Level-8 of the 7th CPC).

Latest Minutes in which this Item was discussed –

A separate meeting will be conducted.

Action Taken Statemen (position as on 10.02.2026)

Proposal regarding grant of Night Duty Allowance National Holiday Allowance, Breakdown Allowance, PCO Allowance and Tough Location Allowance to supervisors upgraded to Level-8 vide Board's orders bearing RBE 155/2022 dated 17.11.2022hasbeen sent to Ministry of Finance vide DG(HR)'s D.O letter No. PC-VII/2023//7/5/8 dated 22.05.2025. Reply of MoF on the same is awaited.

IRTSA Loco works, Southern Railway conducts meeting

26th February 2026: IRTSA Loco Works sub unit of Southern Railway conducted its meeting in the evening with large participation. Er.Singaravelan Zonal Secretary IRTSA Southern Railway welcomed the gathering. He briefed about activities of IRTSA in Loco Works sub unit. He said unity shown by Technical Supervisors in Loco works enabled resolving issues of JEs and SSEs working in Loco Works. Er.Sunil Kumar Zonal President IRTSA Southern Railway briefed about achievements of IRTSA including 1st class pass for all JEs, improving the promotional avenues, introduction of pay level-8 and 9 in the pay structure of the category, etc. He said IRTSA is on intensive preparation of submission of answers to the questionaries given by 8th CPC and further preparation for submission of detailed memorandum to 8th CPC. He appealed to the members to actively participate in the all activities of IRTSA and give their suggestions for demands to be placed before 8th CPC. Er.G.Aranganathan Jt Secy CEC IRTSA explained continuous efforts made by IRTSA for achieving 50% upgradation of SSEs from level-7 to level-8 and non-functional upgradation to level-9 after completing four years of service in level-8. Er.Gomathi Shankar advised all the members to actively participate in all the activities of IRTSA.



K.V.Ramesh General Secretary IRTSA in his speech briefed about judgement of CAT Chennai in OA 1568/2017 pleading pay level-7 for JEs and pay level-8 for SSEs and said CAT Chennai has referred the case to 8th CPC since pay commission is the expert body appropriate to study and recommend pay level. GS IRTSA briefed about issues of Technical Supervisors & Rail Engineers including justified pay levels, Grant of Group-B Status, Inclusion of training period for the purpose of MACPS, withdrawal of PCO allowance for SSEs working in level-8, cessation of NDA, NHA and PCO allowance for SSEs receiving NFU to level-9, cadre restructure which is due on November 2023, creation of posts for new assets, reckoning basic pay earned through MACPS for the purpose of 15% incentive to SSE, extension of risk and hardship allowance, etc.

General Secretary called for mass participation of JEs and SSEs in the Mass Dharna organized by IRTSA to highlight above mentioned demands to Railways and Government on 2nd April 2026 at New Delhi.

Railway Board letters

Railway Board letter No. E(NG)/2020/PMI/9, dated 10.02.2026

Sub: General Departmental Competitive Examination (GDCE) for filling up of 25% net direct recruitment quota vacancies in Group 'C'; categories- Extension of currency upto 31. 03. 2028.

Since the introduction of the scheme of General Departmental Competitive Examination (GDCE) vide Board's letter No. E(NG)/92/PM2/16 dated 20.08.1993 for a period of one year, the currency of the same, is being extended from time to time, and the same was last extended upto 31.03.2026 vide this Ministry's letter No. E(NG)- 2020/PMI/9 dated 04.03.2024.

The matter regarding continuity of the GDCE scheme has been under consideration of the Board for quite some time. It has now been decided that the currency of the GDCE scheme may be extended for another period of two years from 31/03/2026 i.e. upto 31.03.2028.

The other instructions and the clarification/modification related with the GDCE scheme and its procedures as issued from time to time separately shall also continue up to the time this scheme is valid as above.

Railway Board letter No. E(NG)/2020/PMI/9, dated 10.02.2026.

Sub: Information associated with post creation in level 6 and 7.

A proposal for creation of posts at level 6 and level 7 in various departments of Indian Railways is under consideration at Ministry of Finance. In this regard, following information is required:

The number of Electrical Assets (i.e. Electric Locomotives, RRs etc) introduced in Indian Railways in last five years.

Whether posts/work of level-6 and level 7 posts has been outsourced. If yes, number of manpower outsourced at level 6 and level 7 in each wing, along with the date of deployment in chronological order. Justification that why such outsourced arrangements at level 6 and level 7 cannot be continued, may also be provided.

Outsourcing at other level (level 1 to level 5) and corresponding requirements of level 6 and level 7 for supervision, may also be provided.

Zonal Railways are advised to submit compliance by 18th Feb 2026, for further consideration and onward communication.

Railway Board letter No. 2026/H- 1/2/2/Medical Facilities, Dated 12.02.2026.

Sub: Inhuman stoppage of medical treatment during intervening period in cases of voluntary retirement till issue of Medical Card under RELHS-reg.

Ref: Railway Board's letter no. 2003/H/JCM-DC dated 13.10.2003.

Railway Board vide letter cited under reference above advised to adopt humanitarian attitude to provide medical treatment to the family members of Railway employees expired while in service till issue of Medical Card under RELHS.

It is advised to adopt humanitarian attitude to provide medical treatment to the employees and their family members also opting for voluntary retirement till issue of Medical Card under RELHS after obtaining competent authority's sanction. if necessary.

Railway Board letter No. 2025/E(Trg.)/41/39 (RBE No.01/2026) dated 02.01.2026.

Sub: Committee for selection of Instructors/Trainers in Training Institutions.

Instructions issued vide Railway Board's letter No. -

E(MPP)/2018/3/5 dated 19.06.2018(RBE 93/2018) lays down the guidelines on constitution of committee for selection of instructors at ZRTI and DTI. Some of the CTIs have made a reference for laying down the guidelines for selection of Chief Instructors on the CTIs. It has been decided that

(i) For Centralized Training Institutes (CTIs)- Selection Committee for 3 JAG-level officers may be constituted by DG/ADG of the institute, and DG/ADG will approve the recommendation of the selection committee.

(ii) For Zonal Training Institutes level- Selection Committee of 3 JAG officers will be constituted with the approval of PCPO concerned. Head of the Training Centre will also be co-opted as fourth member.

(iii) For Divisional Training Institutes level Selection Committee for 3 Sr. Scale Officers will be constituted with the approval of DRM/ADRM, concerned. Head of the Training Centre will also be co-opted as fourth member.

2. Accordingly, Ministry of Railways have decided that the Manual on Management of Training may be amended as per attached Advance Correction Slip No. 01/2026 (copy enclosed).

Railway Board letter No. 2025/E(Trg.)/41/39 (RBE No.04/2026) dated 13.01.2026.

CORRIGENDUM

Sub: Committee for selection of Instructors/Trainers in Training Institutions.

Kindly refer to Board's letter of even number dated 02.01.2026 (RBE.No.01/2026) wherein following has been replaced:

(i) For Centralized Training Institutes (CTIs)- Selection Committee for 3 JAG-level officers may be constituted by DG/ADG of the institute, and DG/ADG will approve the recommendation of the selection committee.

(iii) For Divisional Training Institutes level - Selection Committee for 3 Sr.Scale Officers will be constituted with the approval of DRM/ADRM, concerned. Head of the Training Centre will also be co-opted as fourth member.

may be read as

(i) For Centralized Training Institutes (CTIs)- Selection Committee of 3 JAG-level officers may be constituted by DG/ADG of the institute, and DG/ADG will approve the recommendation of the selection committee.

(iii) For Divisional Training Institutes level - Selection Committee of 3 Sr. Scale Officers will be constituted with the approval of DRM/ADRM, concerned. Head of the Training Centre will also be co-opted as fourth member.

2. Accordingly, Ministry of Railways have decided that the Manual on Management of Training may be amended as per attached Advance Correction Slip No. 02/2026

No. 2025/H-1/19/1/DC(JCM), Date 27.02.2026

Sub: Medical treatment to infants of the Railway medical beneficiaries in the absence of the UMID Card.

In recently held DC/JCM staff side raised the issue of provision of medical facility to infants of the Railway medical beneficiaries in the absence of UMID Card.

In order to avoid the hardships being faced by Railway medical beneficiaries in getting medical treatment to their newborns in the absence of UMID Card, it is advised that provisions are available in HMIS for urgent generation of UMID cards for newborn babies of railway beneficiaries. However, all concerned may be instructed to adopt humanitarian attitude to ensure that there is no delay in provision of required medical facilities to the newborns of the Railway medical beneficiaries in emergency, for want of UMID card.

BLW seeks clarification to Railway Board on payment of PCO allowance for SSEs upgraded to level-8 and subsequent NFU to level-9

Ref: No-WP /S/GM/P(W) /PCO /Incentive/Mech.-Sup.
Dated 01.12.2025.

Sub: Payment of PCO Allowance to supervisors upgraded to Level-8 & subsequent to Level-9.

Ref: Railway Board letter No PC-VII/2023/1/7/5/8, dated 06.11.2025.

1. In terms of Railway Board's letter No. E(P&A) I-2017/SP-1/WS-1, Dated 30.08.2017, first row of the table Section Engineers and Sr. Section engineer in level-7 in the pay matrix (VII CPC)-6% of Basic Pay....'As per this, Section Engineers and Sr. Section engineers are entitled for PCO allowance at the rate of 6% of Basic Pay.

2. Railway Board vide its letter No.-E(P&A)I-2017/SP-1/WS-1, Dated 30.07.2018 has clarified in Para 2 '.....that MACPS provides for grant of financial Upgradation to the employees on personal basis and the concerned employees continue to discharge the duties and responsibilities of the post held by them. In view of this, it is clarified that JEs/SSEs of Production Control Organizations though drawing pay in higher pay level under MACPS, are entitled for PCO Allowance at the rates prescribed for the respective, post held by them with reference to their substantive basic pay drawn by the concerned JEs/SSEs in level-6 and level-7 respectively'

In view of Board's above letter dated 30.07.2018, SSEs of Production Control Organization financially upgraded in level-8 & 9 under MACPS are entitled for PCO Allowance at the Rate of 6% of their substantive pay in Level-7. As such SSEs who have been granted financial Upgradation in Level-8 & 9 under MACPS are also given PCO Allowance on their substantive Basic Pay in Level-7.

3. In terms of Board's letter No.PC-VII/2019/RSRP/3, dated 17.11.2022 in Para (i), '....50% Posts of SSEs Level-7 have been upgraded to Level-8 posts. Accordingly, ...Nos. (Mechanical-53, Electrical-10). SSEs on level-7 posts who were financially upgraded in Level-8 & 9 under MACPS scheme were promoted/upgraded to Level-8 posts.

4. A reference had been sent to Railway Board vide this office letter No.WP/S/GM/P(W)/PCO/Incentive/Mech.sup., dated 21.08.2023 for seeking the guidance whether SSEs upgraded/promoted from Level-7 post to Level-8 post are entitled for incentive & PCO Allowance or not.

5. Railway Board's vide its letter No. PC-VII/2023/1/7/5/8, dated 06.11.2025 directed vide para 3(b) '....Personnel upgraded to level-8 through provisions of RBE No. 155/2022 shall cease to be eligible for Production Control Organization (PCO) allowance. In compliance of Railway Board's directive, PCO Allowance to the Supervisors who are posted on upgraded level-8 posts has been stopped since November 2025.

6. Recently, a lot of representations have been received from Staff, Staff Council and Association etc. wherein they have demanded to restore the PCO Allowance to the supervisors, and details may be perused vide enclosed their representations.

7. A writ petition No-1184 of 2025, Srikant Yadav & 56 Others v/s UOI & others has also been filed before Hon'ble CAT, Allahabad on this issue. Copy of the same is enclosed herewith.

8. In view of above, it is requested that may kindly provide the directive(s) in this regard.

This has the approval of Competent Authority.



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CEC office bearers

- **All the CEC communications are being done through WhatsApp group "CEC IRTSA" as well as through other groups.**
- **A separate record will be maintained for CEC IRTSA office bearers for recording their presence in the meetings, agitations, seminars, etc organised by CEC IRTSA.**
- **All the CEC office bearers are requested to remit their annual membership subscription, struggle fund and subscription for "Voice of Rail Engineers" immediately and inform respective Zonal Treasurers and Central Treasurer.**
- **All are requested to mobilize 100% annual membership subscription from their zones & sub units.**

Editorial continued from page-2

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.

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.

Railways should reverse the withdrawal of PCO allowance, Night Duty Allowance and National Holiday Allowance and bring normalcy in working of Railways.

Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of

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