

Supplementary Memorandum to Seventh Central Pay Commission



Submitted by
**INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION**

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

C. Hq. 32, Phase 6, Mohali, Chandigarh – 160055

Email: gsirtsa@yahoo.com

JUNE-2015

Supplementary Memorandum to Seventh Central Pay Commission



Submitted by
**INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION**
(Estd. 1965, Regd. No.1329, Website: <http://www.irtsa.net>
C. Hq. 32, Phase 6, Mohali, Chandigarh – 160055
Email:gsirtsa@yahoo.com
JUNE-2015

CHAPTER INDEX

S.N	Chapter No	Subject	Page No
13		Foreword	3
14	Chapter-13	Benefits & Drawbacks of Pay Band & Grade Pay system introduced by Sixth Central Pay Commission	4
15	Chapter-14	Grade pay of JEs& SSEs working in Railways – <i>- Additional justification& Data Received under RTI for higher GP</i>	7
16	Chapter-15	Classification of posts in Railways <i>– Additional justification for Classification of Posts of Senior Technical Supervisors in Group B instead of Group C</i> <i>– based on information received under RTI.</i>	10
17	Chapter - 16	Oral evidence and PPP (Power Point Presentation) before the 7th CPC on 12th Dec, 2015	21
18	Chapter - 17	Clarifications sought by Chairman & Members of 7th CPC during & after presentation by IRTSA	36
19	Annexure-14/1	Extract of Recommendations of 3rd Pay Commission on the Pay Scales of Technical Supervisors <i>– indicating reasons for recommending higher Pay Scales for Technical Supervisors</i>	39
20	Annexure-14/2	Departmental Anomaly Committee of Ministry of Railways – Recommendations (Received under RTI Act) <i>On Implementation of the recommendations of VI Central Pay Commission –</i>	46

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar, Padi,
Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



Harchandan Singh,
General Secretary, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
Email-gsirtsa@yahoo.com
(Ph:0172-2228306, 9316131598)

No: IRTSA/7th CPC Supplementary Memo

17.06.2015

**CHAIRMAN,
SEVENTH CENTRAL PAY COMMISSION,
NEW DELHI.**

(Through: Secretary, Seventh CPC by Email to secy-7cpc@nic.in)

Subject: Supplementary Memorandum to 7th Central Pay Commission on behalf of IRTSA

**Reference:- 1. Memorandum submitted by IRTSA to 7th CPC on 26th May 2014.
2. Oral evidence & Power Point Presentation by IRTSA on 12th December 2014 at Jodhpur.**

In continuation of our memorandum submitted on 26th May 2014 and oral evidence and PPP (Power Point Presentation) before the 7th CPC on 12th Dec, 2015, we submit herewith, this Supplementary Memorandum or Rejoinder - for the kind consideration of the Pay Commission – with additional justification submitted herewith, on the demands of Higher Grade Pay & Classification of posts of Technical Supervisors in Railways.

Some vital facts have come to light on the basis of the information received by us from various sources – especially under the RTI Act etc, which are very essentially need to be placed before the Pay Commission for its kind consideration - in the interest of justice on the related issues in addition to the submissions made by IRTSA in our main memorandum submitted in May, 2014 as well as during the Oral Evidence & Presentation before the Hon'ble 7th Pay Commission on 12th Dec 2014 at Jodhpur.

IRTSA (Indian Railways Technical Supervisors Association) represents about 70,000 Technical Supervisors / Supervising Engineers on the Indian Railways. IRTSA was established nearly 50 years back (in 1965) and is one of the oldest and most widely represented Association of middle management cadre of Technical Supervisors on Railways.

We earnestly request that the submissions made in this **Supplementary Memorandum** may please be considered by the Pay Commission in conjunction with our main Memorandum dated 26-6-2015.

Thanking you,

Copy by Post to:-

Secretary,
Seventh Central Pay Commission,
Chatrapati Shivaji Bhawan,
1st Floor, B-14/A,
Qutab Institutional Area,
New Delhi 110016

Yours faithfully,

**Harchandan Singh
General Secretary / IRTSA**

**SUPPLEMENTARY MEMORANDUM SUBMITTED BY IRTSA
TO SEVENTH CENTRAL PAY COMMISSION**

Chapter – 13

**BENEFITS & DRAWBACKS OF PAY BAND & GRADE PAY SYSTEM
INTRODUCED BY SIXTH CENTRAL PAY COMMISSION**

13.1. Benefits & Drawbacks of Pay Band

and Grade Pay system introduced by 6th CPC

- i. **Problem of stagnation in pay is eliminated**, since pay bands are having long spans.
- ii. If employees are stagnated at the maximum of any pay band for more than one year, continuously, he/she shall be placed in the immediate next higher pay band without change in the Grade Pay.
- iii. **Point to point fixation was facilitated** by the pay band system, (with one increment in the revised pay scale for every three increments in the pre-revised scale)
 - But the employees with more years of service were placed in a disadvantageous position.
- iv. **Quantum of increment increases exponentially**, instead of fixed rate of increment attached to every pay scale
 - But the difference became very large at higher levels – thus causing discrimination with those at middle & lower levels.
- v. Grade Pay decides hierarchy / seniority of the post.

13.2. Main Draw backs of Pay Band and Grade Pay system introduced by 6th CPC

- i. Increase between minimum basic pay of pre-revised scale and minimum of every Revised Pay Band is not uniform. There is much greater increase in favour of PB-3 & PB-4.
- ii. Arbitrary adoption of formula of 40% of maximum of the merged scales for deciding the Grade Pay – instead of progressive and proportionate rise of Grade Pay from one scale to the next.

Benefits & Drawbacks of Pay Band & Grade Pay System

- > **Problem of Pay stagnation eliminated**
- > **Quantum of increment increases exponentially, but the difference is too large at higher levels.**
- > **Grade Pay decides the hierarchy.**
- > **Increase of Pay in Pay Band & Grade Pay is not uniform – in favour of higher scales.**
- > **Arbitrary adoption of formula of 40% of maximum of the merged scales for deciding the Grade Pay.**
- > **Inadequate rate on annual increment & increment during promotion.**
- > **Situation of senior promotes getting less pay than Junior direct recruits, is in violation of basic principle of Pay Band system.**

- iii. Disproportionate rise of pay after Sixth Pay commission – due to grant of disproportionate Higher Grade pays in higher scales (S-24 & above) as compared to S-4 to S-23 (Please see details in the following Table and also the table in next page)

Pay Band	Minimum of V CPC scale	Minimum of pay band	No. of times increase of Pay after 6 th CPC
1	2	3	4 (Col. 3 / 2)
S-1	2550	4440	1.74
PB-1	2750	5200	1.89
PB-2	5000	9300	1.86
PB-3	8000	15600	1.95
PB-4	14300	37400	2.62
			<u>Rise is 3 to 3.37 times at higher levels. (Please see Table at the end of this Chapter)</u>

- iv. Rate of annual increment (3% of basic pay) is inadequate.
- v. Increment on promotion (difference in grade pay + one additional increment) is inadequate.
- vi. Situation of senior promotes getting less pay than Junior direct recruits, is in violation of basic principle of Pay Band system. For example,
- A JE with five years of service while getting regular promotion from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4600 as SSE is fixed at a Basic pay of Rs. 16120 compared to the Direct recruit's basic pay of Rs.17140.
 - A JE with five years of service while getting promotion (through LDCE) from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4800 as AWM/AME/AE is fixed a Basic pay of Rs. 16120 compared to the Direct recruit's basic pay of Rs.18150.
 - Pay on Promotion should be fixed at least at par with Entry Pay in the Revised Pay Structure for direct recruits.**

Table for Para – 13.2.iii

DISPROPORTIONATE RISE OF PAY AFTER SIXTH PAY COMMISSION						
Pay Band	Pay + GP	V CPC minimum pay	Sixth CPC Scale			No. of times increase from V CPC to VI CPC
			Starting pay in Pay band	Grade Pay	Revised Basic pay	
PB-1	5200-20200+1800	2750	5200	1800	7000	2.55
PB-1	5200-20200+1900	3050	5880	1900	7780	2.55
PB-1	5200-20200+2000	3200	6060	2000	8060	2.52
PB-1	5200-20200+2400	4000	7440	2400	9840	2.46
PB-1	5200-20200+2800	4500	8370	2800	11170	2.48
PB-2	9300-34800+4200	5000	9300	4200	13500	2.70
PB-2	9300-34800+4200	5500	10230	4200	14430	2.62
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4600	7450	13860	4600	18460	2.48
PB-2	9300-34800+4800	7500	13950	4800	18750	2.50
PB-2	9300-34800+5400	8000	14880	5400	20280	2.54
PB-3	15600-39100+5400	8000	15600	5400	21000	2.63
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+6600	10325	19210	6600	25810	2.50
PB-3	15600-39100+6600	10000	18600	6600	25200	2.52
PB-3	15600-39100+6600	10650	19810	6600	26410	2.48
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-3	15600-39100+7600	12750	23720	7600	29920	2.35
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-4	37400-67000+8700	14300	37400	8700	46100	3.22
PB-4	37400-67000+8700	15100	39690	8700	48390	3.20
PB-4	37400-67000+8900	15400	39690	8900	48590	3.16
PB-4	37400-67000+8900	16400	39690	8900	48590	2.96
PB-4	37400-67000+10000	14300	37400	10000	47400	3.31
PB-4	37400-67000+10000	18400	44700	10000	54700	2.97
HAG	67000-79000	22400			67000	2.99
HAG+ Scale	775500-80000	22400			75500	3.37
HAG+ Scale	775500-80000	24050			75500	3.14
Apex	80000 (Fixed)	26000			80000	3.08
Cab. Sec.	90000 (Fixed)	30000			90000	3.00

Chapter-14

GRANT OF HIGHER GRADE PAY TO JE & SSE WORKING IN RAILWAYS **Additional Arguments in conjunction with Chapter-3 of main Memorandum of IRTSA**

14.1. **Basic Principles of “Equal can’t be over an Equal” and “Supervisor should be paid more than those being Supervised”** as held by Courts of Law & 3rd CPC, had been ignored by the Railways while modifying the Recommendations of Sixth CPC, by placing the Senior Technicians at par with the JEs who supervised by them. This violated the settled law of natural justice.

i) **Supreme Court observation in the case between State of WB Vs HariNaryanan (1994(4)SCC 78)**

“The degree of skill, strain of work, experience involved, training required, responsibility undertaken, mental and physical requirements, disagreeableness of the task, hazard attendant on work and fatigue involved are, according to third pay commission, some of the relevant factors which should be taken into consideration in fixing pay scales. The method of recruitment, the level of which the initial recruitment is made in the hierarchy of service or cadre, minimum educational and technical qualification prescribed for the post, the nature dealing with the public, avenues of promotion available and horizontal and vertical relativities with other jobs in same service or outside are also relevant factors.”

ii) 3rd CPC had recommended scales for Technicians & Technical Supervisors in Railways, in which Pay scale of MCM (Master Craftsman - now called Senior Technician) of Rs.425-640, was placed below the pay scale of Chargeman ‘B’ (Junior Engineer) Rs.425-700.

Foremen ‘A’ & Assistant Shop Superintendent & Special Grade of Principal Foreman were granted the pay scale of Rs.840-1040 & Rs.840-1200 respectively above the pay scale of Gazetted cadre with the pay scale of Rs.700 – 1250. *(Copy of Extract of Report of 3rd CPC is enclosed as Annexure-14/1)*

PAY SCALES OF TECHNICIAN, TECHNICAL SUPERVISORS & GAZETTED OFFICERS GRANTED BY 3RD CPC

Pay Scales for Artisans	
Skilled Artisan	260-400
Highly Skilled – II	330-480
Highly Skilled – I	380-560
Master Craftsman <i>(New scale created as incentive to highly skilled artisans to remain in their own line and not try to become Supervisors where their special skills cannot be productively utilised – allowed only as personal post)</i>	425-640
Pay Scales for Technical Supervisors	
Chargeman ‘B’	425-700
Chargeman ‘A’	550-750
Foremen ‘B’ & Assistant Shop Superintendent	700-900
Foremen ‘A’ & Assistant Shop Superintendent	840-1040
Special Grade of Principal Foreman	840-1200
Pay Scales for Class I & Class II posts	
	700 - 1250
	1300-1600
	1600-1800

14.2 Railway Board agreed to the Demand for grant of Higher Grade Pay to Technical Supervisors /Supervising Engineers.

Demand for higher Grade Pay to Technical Supervisors is accepted by Railway Board as recorded in item-3 of minutes of the Departmental Anomalies Committee (Railways) held on 01.06.2010, which had agreed for higher Grade Pay for Technical Supervisors (JE & SSE)

“Staff side stated that the 6th Central Pay Commission has not done justice to Technical Supervisors keeping their recruitment conditions, duties and multifarious responsibilities of ensuring out-turn targets, optimum productivity, quality control, safety, material management, optimum utilisation of man-power, machinery, equipment, rolling stock and other resources for efficient train operation. The staff side stated that the allotment of higher Grade Pay to Technical Supervisors is justified on the basis of their duties, job content, and recruitment qualifications. Official side explained that the 6th CPC had allotted specific revised pay structure to these categories as per general principals of the Commission and horizontal / vertical relativities with other categories have to be kept in view. Staff side emphasized that apart from the job content and higher responsibilities etc already brought out for these categories, the existing relativity has been disturbed due to allotment of higher grade pay to Accounts staff and anomalous situation has been created as the 6th CPC has placed this category in GP Rs.4600 due to merger of 5th CPC scales Rs.6500-10500 and Rs.7450-11500 but placed Accounts staff in same 5th CPC scales, in GP Rs.4800 and Accounts Officers in PB-2 GP Rs.5400. They further stated that it would be necessary to have the grade structure for Technical Supervisors as GP Rs.4600 (this being entry grade pay) and GP Rs.4800 keeping in view the initial recruitment qualifications of Engineering diploma, post induction training etc. Official side explained that 6th CPC had allotted specific revised pay structure to these categories and horizontal / vertical relativities with other categories have to be kept in view. Staff side reiterated that the higher job content and responsibilities as well as duties of the Junior Engineer (Technical Supervisors) in GP Rs.4200 cannot be denied and that their placement in lower GP than that of Nurses, teachers has created enormous resentment. They urged that this be taken up for rectification with Ministry of Finance.

After discussion it was recommended that the issue be pressed in a consolidated manner in consultation with Ministry of Finance for improvement in pay structure of posts in pre-revised Rs.6500-10500 / Rs.7450-11500 to Grade Pay Rs.4800.

(Copy of Ministry of Railways office memorandum No. PC.VI/2009/DAC/I(P12) dated 11.6.2010 on Departmental anomaly committee of the Ministry of Railways enclosed as Annexure- 14/2)

14.2 Proposal by Railway Board not accepted by Finance Ministry

Railway Board & Finance Ministry accepted the disturbance of existing relativity, (as pointed out in proposals sent by Railway Ministry to Finance Ministry) and recorded that:

“ -as a consequence of implementation of recommendations of Sixth CPC, while the various categories of Supervisors in the pre-revised scales of Rs.6500-10500 and Rs.7450-11500 in non-Accounts departments have generally been placed in PB-2 with Grade Pay of Rs. 4600, Supervisors of Accounts Department, viz., Section Officers (Accounts) & Sr. Section Officers (Accounts) in the pre-revised scale of Rs.6500-10500

& Rs.7450 - 11500 respectively have been placed in PB-2 with Grade pay of Rs.4800.

“In the case of the Sr. Supervisors of non-Accounts departments, Grade Pay Rs. 4800 will now be available only when they get another promotion viz. to Group 'B' Gazetted posts. This has disturbed the existing relativity among the Supervisors of Accounts departments vis-a-vis Supervisors of non-Accounts departments on Indian Railways. In fact, traditionally, the pay scales allotted to Supervisors of other operational & technical departments have remained higher than the pay scales of Supervisors of the Accounts department. Accordingly, this Ministry had sent the proposal for allotment of Grade Pay of Rs.4800 in PB-2 (Rs.9300-34800) for Supervisors in the Railways who were in the pre-revised scale of Rs.6500-10500 & 7450-11500. In this context, it needs to be re-emphasized that the basic objective of the proposal sent by this- Ministry vide above referred OM was to rectify the disturbance of relativities which was existing among all Group `C' Supervisors on Indian Railways prior to implementation of the recommendations of the 6th CPC.

The proposal of Railway Ministry for allotment of Grade Pay of Rs.4800 in PB-2 (Rs.9300-34800) for Supervisors in the Railways who were in the pre-revised scale of Rs.6500-10500 & 7450-11500 had been examined by this department. However it is found not feasible by this department to agree to a blanket proposal of Ministry of Railways for grant of Grade Pay of Rs.4800 in PB-2 (Rs.9300-34800) for Supervisors in the Railways who were in the pre-revised scale of Rs.6500-10500 & 7450-11500.

14.3 The above decision of the Ministry of Finance was totally unjust as it failed to uphold the existing parities and relativities as well as the job requirement of Technical Supervisors on the Railways.

PROPOSED PAY IN PAY BAND & GRADE PAY FOR TECHNICAL SUPERVISORS ON INDIAN RAILWAYS

Designation	Existing		Proposed Replacement As per VI CPC		Proposed pay in VII CPC - 3.96 times of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay Band	Grade Pay	Entry Pay <i>Existing BPx3.96</i>
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS)	PB-2 9300- 34800	4200	PB-2 9300- 34800	4800	PB 37200- 139200	19200	72600
SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT)	PB-2 9300- 34800	4600	PB-3 15600- 39100	5400	PB 62400- 156400	21600	84000
Principle SSE	Proposed New		PB-3 15600 - 39100	6600	PB 62400- 156400	26400	101400

Chapter-15

CLASSIFICATION OF POSTS ON RAILWAYS

- *Additional Arguments & data* in conjunction with Chapter-4 of main Memorandum of IRTSA
– *justifying Classification of Posts of Senior Technical Supervisors in Group B
instead of Group C on the Railways*
Based on the internal noting & views of the Railway Board
- (Received under RTI ACT)

15.1. Unjust Classification of posts of SSE, CDMS, CMS &Sr.Er(IT) in Group ‘C’ instead of Group ‘B’ Gazetted like all other Departments and as per orders of DOP.

i) Indian Railways is a multi-disciplinary operational system involving safety consideration in operation of trains. This is all the more the reason that due to these functional, operational and administrative requirements and to ensure safe, effective and efficient train operation all of which require higher number of Gazetted posts on the Railways (as mentioned by us in detail in the main Memorandum submitted to the Pay Commission).

ii) As per information received under RTI and copy placed herewith, the Members of the Railway Board have repeatedly proposed and placed their views on record that the posts of Senior Supervisors - presently in Group ‘C’ on Railways - should be upgraded and classified in Group ‘B’, but no final decision on the issue had been taken over the years – thus ignoring the Recommendations of all the Pay Commissions and orders of the Government thereon, issued by the nodal Ministry of Personnel and Training (DOP&T) as well as ignoring the following related facts:

- a. Railways by Pay Scales, Pension & Family Pension recommended by Central Pay Commissions which are adopted by DoPT thereafter.
- b. Railways cannot follow separate Pay Scales - as followed by PSUs, State Governments, etc.
- c. National Pension Scheme (NPS) is applicable to all Railway employees appointed on or after 1.1.2004 in exactly the same as all Central Government employees.
- d. All Allowances like Dearness Allowance, House Rent Allowance, Transport Allowance, Travelling Allowance, Non-Practicing Allowance, Child Education Allowance, Night Duty Allowance etc, are all common for all Central Government Employees including Railway Employees.
- e. Modified Assured Career Progression Scheme (MACPS) is also common for all Central Government Employees including Railway Employees.
- f. For all the above, DoPT is the nodal Department & Railways cannot adopt or modify any policy on staff matters on its own.
- g. Ironically, Classification of Posts is the only area in which the Railways have deviated from the orders of the DOPT on Staff Matters and that too to the detriment of the Staff as well of the Railways itself.

- h. Railway notifies all the above mentioned items separately reg. Pay & Allowances etc. Yet all the Railway notifications strictly follow the principles & policies adopted by DoPT. Only the words “Government Employees” appearing in DoPT order, are changed as “Railway Employee”, following all other norms strictly as per the orders of DoPT). For any of the items mentioned above Railways cannot issue an order deviating from DoPT’s order nor have any precedence thereof, except on the Issue of Classification of Posts on the Railways.

15.2. Central Government Act - Article 309 in the Constitution of India 1949 lays down as under:-

“309. Recruitment and conditions of service of persons serving the Union or a State Subject to the provisions of this Constitution, Acts of the appropriate Legislature may regulate the recruitment, and conditions of service of persons appointed, to public services and posts in connection with the affairs of the Union or of any State: Provided that it shall be competent for the President or such person as he may direct in the case of services and posts in connection with the affairs of the Union, and for the Governor of a State or such person as he may direct in the case of services and posts in connection with the affairs of the State, to make rules regulating the recruitment, and the conditions of service of persons appointed, to such services and posts until provision in that behalf is made by or under an Act of the appropriate Legislature under this article, and any rules so made shall have effect subject to the provisions of any such Act”.

Indian Railway Establishment Code, Volume – I para 101 states that ... *“some of these rules correspond to the Fundamental Rules and Supplementary Rules applicable to all Civil servants (other than Railway servants) under the union, who are subject to the rule making powers by the President”.*

But, except classification of posts all other service conditions are same as that of Civil servants.

15.3. As explained in para 15.1, Railway Service (Revised Pay) Rules, 2008, Railway Service (conduct) Rules 1966, Railway Service (Discipline & Appeal) Rules, 1968 etc, are following the principles & procedures applicable to all Central Government Employees. Every Major departments of Union of India issue their Service rules as like Railways and there is no uniqueness for Railways except that of functional, operational & Administrative requirements.

15.4. All the Railway Rules i.e. Pay Rules, Conduct Rules, Discipline & Appeal Rules, MACPS rules etc, are only reproduction of respective DoPT rules with minor changes to suit to the Railways vocabulary. For Pay Rules or MACPS rules, there was no need for Railways to get separate approval from Ministry of Finance. Railways issue order based on the DoPT order without deviating any principle followed by DoPT and Railway Ministry cannot take any decision of its own in Pay rules etc.

15.5. Railway Service Revised Pay Rules 2008 (RBE No. 108/2008), First Schedule Section-I on Revised Pay Structure & First Schedule Section-II on entry pay in the revised pay structure

for direct recruits appointed on or after 1.2.2006 are exactly same as the First Schedule of Central Civil Service revised pay rules 2008.

15.6. Rule 2 of CCS (PR) 2008, explanatory memorandum, doesn't exempt Railway employees from the purview of CCS (PR) 2008, It says that separate rules will be issued by the concerned Ministry. Both Railway & Defence Ministry have issued their Revised Pay Rules strictly based on Central Civil Service Rules only.

15.7. Railways is not empowered to follow separate set of Pay Rules deviating from Central Civil Service Rules issued after Government's acceptance of every Pay Commissions orders.

15.8. Revised classification of Railway service posts after implementation of 6th CPC pay structure has not been reviewed keeping in view administrative, functional, operational requirements etc, in Railways.

15.9. In other Central Government departments the overall ratio of Gazetted to non-Gazetted employees is 1:20.

In Railways, - the ratio is only 1:114, in spite of an essential need for higher level of Supervision and intensive management required on the Railways to ensure safety and efficiency on the Railways due to all the modernization & up-gradation of technology on Railways and introduction of superfast trains. This category supervise 5 tiers of semi-skilled, skilled & highly skilled workforce and Supervisory cadres, along with clerical cadres, under them.

15.10. Classifying the posts of SSE, CMS, CDMS & Sr.Er/IT as Group-B is fully justified and will substantially improve administrative, functional and operational efficiencies of the Railways.

15.11. Cadre restructuring on the Railways has been done on the Railways four times since 1984 (i.e. in 1984, 1993, 2003 & 2013) for Group C staff (and more so for Group B & Group A) with functional justifications and matching financial savings. Thousands of posts of various categories have been upgraded as a result of Cadre Restructuring. This exercise brought some relief to the employees (and Officers) at every level, except those in the apex scale in Group-C (pre-revised Rs.7450-11500 or present Rs.4600 Grade Pay PB-2 Rs.9300-34800) which never benefited by it as none of the posts of SSE, CMS, CDMS were ever upgraded as a result of Cadre Restructuring on the Railways.

15.12. Meagre number of Group 'B' posts in Railways

- a. Every department of central Government are increasing the number of gazetted posts for effective & efficient governance, Railways are not doing so inspite of huge need of it on Administrative & functional justifications and requirement thereof.
- b. According to Census of Central Government employees published by Ministry of Labour, between the year 2001 and 2008 number of Group-B employees have increased to the tune of 35.65% from 1,59,517 to 2,47,822 despite of reduction of total number of employees to the tune of 24.5% from 38,76,395 to 31,11,610.

Year	Number of posts classified as Group-B	Total Central Government employees	Percentage to the total
2001	159517	3876395	4.12%
2008	247822	3111610	7.96%
Difference	(+) 35.65%	(-) 24.5%	

c. Part of Census of Central Government employees are reproduced below:-

Census of Central Government employees as on 31st March 2001

Table-6

REGULAR CENTRAL GOVERNMENT EMPLOYEES CLASSIFIED BY GROUP OF POSTS HELD(2001)

Group of posts	2001	
	No. of Employees	% age to Total
A	97976	2.53
B	159517	4.12
C	2513252	64.83
D	1105650	28.52
TOTAL	3876395	100.00

Census of Central Government employees as on 31st March 2008

Table-6

REGULAR CENTRAL GOVERNMENT EMPLOYEES CLASSIFIED BY GROUP OF POSTS HELD (2008)

Group of posts	As on 31 st March, 2008	
	No. of Employees	% age to Total
A	92716	2.98
B	247822	7.96
C	1857222	59.69
D	913850	29.37
TOTAL	3111610	100.00

15.13. Views of Members of Railway Board on the issue of Classification

Railways fully accepts - as per its own records and documents received by IRTSA under the RTI Act, that there is an administrative need to link the number of posts in Group-A, B & C – as per documents attached here – which clearly bring out the following facts:

- a. In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.
- b. Parts of Railway Board meeting minutes are reproduced below:-

Minutes of meeting chaired by Member Staff (MS) Railway Board held on 19.07.2007

A meeting was convened on 19.07.2007 in MS's chamber, which was attended by Adviser (Staff), Advisor Finance, EDF(F) and the undersigned along with JDPC to discuss the modalities for processing implementation of the up-gradation scheme for Group-C employees to Group-B. All were briefed about the background of the case and the salient issues involved.

All concerned noted the intent of the top management to implement the scheme and of the assurance given to the Federations, for a favourable decision. Infact there is a need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Indian Railways.

While Cadre Restructuring of all groups of staff and officers and reclassification from Group 'D' to 'C' has taken place, no such step has been taken for advancement of staff from Group 'C' to Group 'B'. The meeting took note of stagnation resulting from non-implementation of up-gradation from Group 'C' to Group 'B'. MS also indicated that that the Railway Ministry remains the solitary exception in non-implementation of the DoPT's order for reclassification of posts issued in 1998. In view of this it was agreed that there is sufficient ground to move forward with the scheme.

The modalities for implementation of the scheme was discussed and the meeting took note of the fact that the proposal apart from reclassification also involved upgradation of posts and as such, would need to be referred to the Ministry of Finance, for approval. On being indicated that the MOF may not entertain such a proposal at this stage, when matters relating to pay, allowance, etc were under consideration of the 6th CPC, it was opined that process may be initiated for a minimum number of posts to be upgraded, for which functional justification would be provided for each such post by the Railways. The Zonal Railways would need to be suitably addressed, for obtaining the requisite information, so as to process the case further.

Before action is taken on the above lines, may kindly approve.

B.B.VERMA
EDPC-1

15.14. Group 'B' Entry in all other Government Departments is in GP 4200 or Rs.4600

- a. It is pertinent to note that Group-B entry in all other Government departments happen either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group B starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs,4200 and Rs.4600.

- b. Ordnance factory and other Defence establishments in which similar type of categories are available, have classified the post of Chargeman/ Junior Engineer (JE) in Rs. 4200 Grade Pay as Group-B (non-Gazetted) and Junior Works Manager in Rs. 4600 Grade Pay as Group-B (Gazetted).

15.15. Considering duties & responsibilities Railway Board agreed to classify senior supervisors as Group 'B' (Gaz)

- a. Considering the factors such as duties & responsibilities, position in the hierarchy, various functional, operational, administrative considerations etc. in a note on 25.5.2007 Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-C to Group-B has been very marginal and is needed for enlarging the management category.
- b. Advisor Staff in his note agreed that "the proposal of upgradation of Group 'C' senior most supervisors to Group 'B' is also in compliance of the DoP&T order dated 20.04.1998, which suggested that a Central Civil Post carrying a pay or a scale of pay with a maximum of not less than Rs.9,000 but less than Rs.13,500 be classified as Group 'B'".
- c. Further notes made by Financial Commissioner (FC) also went on to justify the reclassification from Group-C to Group-B and financial concurrence was also given to the proposal, which are reproduced below,

i. Minutes of Board meeting on the subject of upgradation of posts in the Grade Pay Rs.7450-11500 to Group-B in scale 7500-12000. Member Staff (MS) Note dated 25.05.2007

The issue of upgradation of highest grade of Group 'C' to Group 'B' is a longstanding agenda item in various formal forums from the 2 recognised Federations. The demand is justified as in addition to large scale stagnation in the highest grades at maximum of the grade, there is a massive up-gradation of technology, updation of management and IT practices on Indian Railways.

Whole Group 'A' cadre, Group 'C' cadre and Group 'D' cadre have been restructured and there has been reclassification of Group 'D' post to Group 'C' posts in large number of categories. But reclassification from Group 'C' to Group 'B' has been very marginal and is needed for enlarging the Management Cadre.

However, financial evaluation and issue of approving authority may be viewed as projected in the above note.

**K.C.Jena
Member Staff**

ii. Financial Commissioner (FC) note dated 26.5.2007

During discussions held in many forums one issue that used to get highlighted was the acute shortage of supervisory officers (in Junior officers category) which might affect the huge outlay of plan expenditure and also the

growth in revenue expenditure related works. In case the shortage persists we may have to resort to outsourcing of such works in significant volumes to outside agencies like Project Management Consultancies.

We should try to workout the above financial impact of outsourcing atleast as a rough estimate so that the Rs.51 crore consequential impact of this measure be validated.

Subject to this being done I have no objection to this proposal, but before we approach MOF/DoPT, it is better to provide some justification on the lines suggested. Any other benefits, that we can think of will add to the strength of the proposal.

MS in consultation with other members may attempt such an exercise.

Financial Commissioner

iii. Advisor Staff note dated 30.05.2007

As already indicated above larger management cadre is required to absorb and capitalize huge investment, technology induction, formation of PSUs and extension of Railway System. The process of additional investments, change of technology and extension of railway system will continue to exist and need for more managers is going to be there. The proposal of upgradation of Group 'C' senior most supervisors to Group 'B' is also in compliance of the DoP&T order dated 20.04.1998, which suggested that a Central Civil Post carrying a pay or a scale of pay with a maximum of not less than Rs.9,000 but less than Rs.13,500 be classified as Group 'B'

It is therefore, once again proposed that keeping in view the large scale of upgradation of Group 'A' posts and cadre restructuring of Group 'C' and Group 'D' posts, it is necessary that some fillip to the upgradation of junior management cadre i.e. upgradation of Group 'C' posts to Group 'B' posts is also done to absorb the ensuring changes in Railway working. The observations of FC to assess the impact of the outsourcing to financially justify this proposal would be done in due course before the case sent to Hon'ble MR for approval.

**P.K.Sharma / Advisor (Staff)
30.05.2007**

iv. Financial advantage to Railways by placing the senior supervisors from Group 'C' to Group 'B'.

EDPC/Railway Board recorded that..."the expenditure on supervision outsourcing through PMC (project Management Consultancy) will be to the tune of almost Rs.287 crores on a straight line method. With these Junior Management officers in place, the expenditure will substantially reduce and will more than absorb the expected impact of Rs.51 crores indicated above. There is even a dispute about the financial impact worked out above as remarked by FC on the account of impact taken on passes which seems exaggerated"...

v. Financial Commissioner (FC) concurrence dated 31.5.2007

Originally when this was discussed by Board, it was stated to be a revenue (near) neutral proposal because most of the staff who would be the beneficiaries would have reached the maximum of their pay scales. If at all there is any

marginal financial implications, that would be more than off-set by the possible savings from outsourcing the supervisory man power through project management and consultancies for supervisions.

The next five year plan provides Rs.250,000cr plan expenditure ie 2007/08 – 2012 as compared to a plan expenditure of Rs.81000 cr in 10th plan period. This outlay requires a massive supervisory manpower for effective and safe implementation. That shortfall will have to be made good through outsourcing (PMCs). It is here that we will be able to obtain savings through these upgradations.

These should be quantified and kept on record. Subject to such an exercise, I concur with this proposal.

Financial Commissioner

- vi.** Railway Board clearly made attempt to classify the posts in the highest Group-C (pre-revised) scale of Rs.7450-11500 to Group-B Gazetted. Part of the railway Board note reproduced below,

V CPC had recommended revised classification of all Central Government civil posts into six categories namely top executives, senior executives, executives, supervisory staff, supporting staff & auxiliary staff. This recommendation was not accepted by the Government. DOP&T vide their Gazette Notification, dated 20-04-98 conveyed orders for classification of posts more or less on the existing pattern placing Government servants into group 'A', 'B', 'C' & 'D'. As per this O.M., posts in the pay scale of Rs.5500-9000 and above but below Rs.8000-13500 have been placed in Group 'B', though all of them are not gazetted.

Technically, Railway has adopted a classification different from the DoP&T's classification. A table indicating slab-wise classification in the IVth and Vth scales is placed below.

At this juncture, Federation had raised an issue in the forum of PNM for reclassification of all the posts in apex Group 'C' scale of Rs.7450-11500 as group 'B' gazetted. The matter was first examined by the Board in its meeting held on 17-12-98 and after taking into account the various implications, it was decided to maintain status quo. The issue of classification was re-examined by the Board in its meeting held on 26th and 29th July, 1999 and then again on 30-9-99 wherein it was decided that a committee consisting of AM(Staff), OSD(A/cs) and OSD(Management Services) would examine the implications including financial, of reclassification of the posts in the highest Group 'C' scale of Rs.7450-11500 to Group 'B' gazetted.

15.16. Lot of technical advancements, functional, managerial & administrative advancements are happening continuously and there is to improve the efficiency, productivity, safety and customer satisfaction in Indian Railways. Age old argument of exemption to Railways on the classification of posts doesn't hold any merit as evident from the notings of Additional Member

Staff, Member Staff & Financial Commissioner cited in previous paras, which explains the necessity for very large enlargement of management category by up-grading the posts of Senior Technical Supervisors (ie SSE, CMS, CDMS & Sr. Engineer /IT) from Group C to Group B.

15.17. At the time of Third Pay Commission & Fourth Pay Commission, Railways were having high number of unskilled workforce with conventional work execution methods. Over the years Railways have introduced lot of new technologies, upgraded its working system, and improved its productivity & safety through various methods, which warrants clear administrative reforms with higher number of managerial posts. Further, outsourcing of various activities and services involving crores of rupees has become prevalent in all the technical departments of Railways over the years. Effective execution of these out sourced activities need higher degree of functional, operational and administrative requirements. It is pertinent to note that these employees (SSE, CMS, CDMS & Sr. Engineer /IT) are responsible for the proposal, finalisation, execution and validation of these outsourcing activities.

15.18. Commitment made before 5th Pay Commission not followed.

- a. In para 44.4 of Fifth Pay Commission mentioned that the DoPT have clarified that in classification of posts, though there are certain exceptions to the rule, like the case of Assistants of Central Secretariat, the effort was to ensure that posts carrying similar functions were given similar clarification.
- b. In Ministry of Defence, Ordnance Factory Board, posts of Asstt. Foreman / Foreman / Store holder in the pre revised pay scale of Rs.6500-10500 and Junior Works Manager in the pre-revised pay scale of Rs.7450-11500, which are placed in the Grade Pay of Rs.4600 after the implementation of Sixth Central Pay Commission recommendations, are classified as Group-B Gazetted while having very similar nature of functions like Senior Technical Supervisors .e. SSE, CMS, CDMS & Sr. Engineer /IT – who are classified in Group C on the Railways.
- c. In para 2.2.8, Sixth Pay Commission had recommended Group-B even for the posts in the pre-revised scale of Rs.5000-8000 clearly understanding the implications of its recommendations and the requirement of high level of governance. Sixth Pay Commission didn't mention about any exemption given to any department and this recommendation has been accepted by Government.

Para 2.2.8 of Sixth Pay Commission recommendation is reproduced below,

Running Pay Bands 2.2.8 *The Commission is recommending introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs.26.000 (fixed). Four distinct running pay bands are being recommended – one running band each for all categories of employees in group 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group 'B') with 2 running pay bands being given for all Group A posts as under:-*

- *Posts up-to the Fifth CPC scale of Rs.16400 – 20900.*
- *Posts higher than Rs.16400 – 20900 but below that of Secretary to Gov/equivalent (Rs.26,000 Fixed)*

15.19. DEMAND IN A NUT SHELL

- a. Pay scales, promotional policies, avenue of promotions, classification of posts, Allowances and other staff matters are being reviewed by various expert bodies particularly by Pay Commissions at regular intervals with clear cut recommendations including their Administrative, financial & functional implication. These accepted recommendations are implemented in all central government departments. Petitioners' plea of classifying their posts (SSE, CMS, CDMS& Senior Engineer/IT) as Group-B (gazetted) has been recommended by various Pay Commissions and accepted & implemented by Government through DoPT's order thereafter.
- b. Similarly placed posts with similar functionalities in Ordnance Factory (Ministry of Defence), CPWD, MES, Department of posts & Telecommunications, etc in the Grade Pay of Rs.4600 are classified as Group-B (Gazetted). Even the similar posts available in various state Governments are also classified as Group-B (Gazetted).
- c. Service conditions in Railways keeping in view functional, operational and administrative requirements to ensure safe, effective & efficient train operations requires enlargement of management cadre as evidently accepted by Railway Board as per file notings made by Member Staff, Financial Commissioner, Additional Member Staff, Railway Board etc.
- d. It was also accepted by Member Staff Railway Board that, *"whole Group-A cadre, Group-C cadre and Group-D cadres have been restructured and there has been reclassification of Group-D posts to Group-C posts in large number of categories. But reclassification from Group-C to Group-B has been very marginal and is needed for enlarging management Cadre."*
- e. Financial Commissioner of Railways also granted formal concurrence for enlargement of management cadre accepting the requirement of massive supervisory officers (in junior officers' category) to meet the needs of huge outlay of plan expenditure and also growth in revenue expenditure. He also recorded that it was stated to be revenue (near) neutral proposal and if at all there is any marginal extra financial implications, which would be more than off-set by the possible savings from outsourcing.
- f. Full Board meeting held on 29.11.2011 decided and directed that, *"a comprehensive proposal on restructuring involving Group-C, Group-B and Group-A cadres be worked out to enable Board to take a considered view"*.
- g. Railway Board agreed that there is an urgent need to increase the number of managerial posts for Administrative, functional & operational requirements of Railways, Percentage of Gazetted cadre is the least in Railways among all Central Government departments

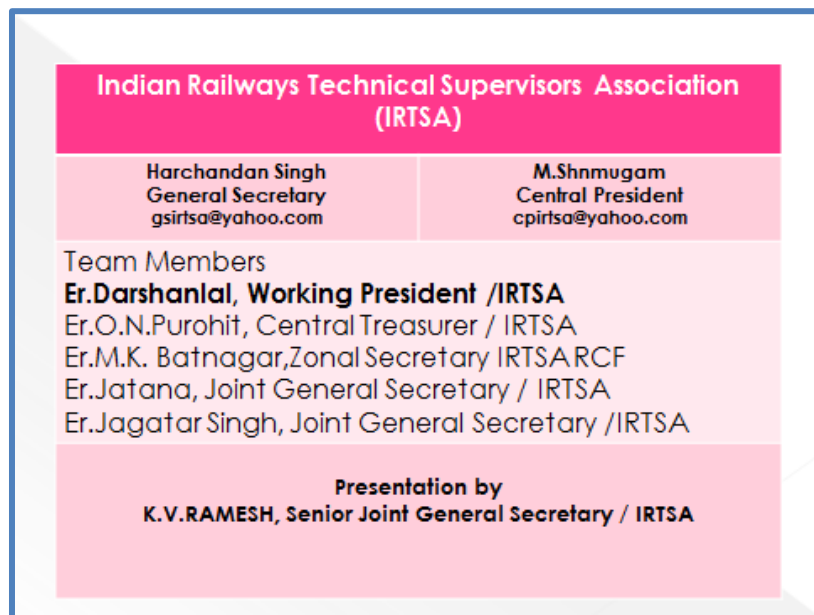
which need to be improved drastically since Railway is a multi-disciplinary operation system to ensure safe, effective and efficient train operations.

h. It is, therefore, requested that – keeping in view the facts stated above and to bring about a parity with Ministry of Defence, Telecommunication & CPWD and the Railways –and a uniformity for the technical cadres in all government departments and in the larger interest of both administration and the staff concerned:

i) 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) of all technical departments - be classified in Group B (Gazetted);

Chapter – 16

ORAL EVIDENCE AND PPP (POWER POINT PRESENTATION) BEFORE THE 7TH CPC ON 12TH DEC, 2015



About IRTSA

1. IRTSA represents about 70,000 Technical Supervisors / Supervising Engineers
2. Junior Engineers, Senior Section Engineers,
3. Chemical & Metallurgical Assistants, Chemical & Metallurgical Superintendents,
4. Depot Material Superintendents, Chief Depot Material Superintendents &
5. Senior Engineer/IT
6. working in various departments on the Indian Railways.
7. IRTSA was established over 49 years back (in 1965) and is one of the oldest and most widely represented Association of middle management cadre of Technical Supervisors on Railways.

About the Category

Technical Supervisors / Rail Engineers working in the technical departments of the Indian Railways, including

1. Mechanical,
2. Electrical,
3. Civil Engineering,
4. Signal & Telecommunications,
5. Drawing/Design Departments,
6. Stores Departments,
7. C&M Laboratory &
8. Information Technology etc.

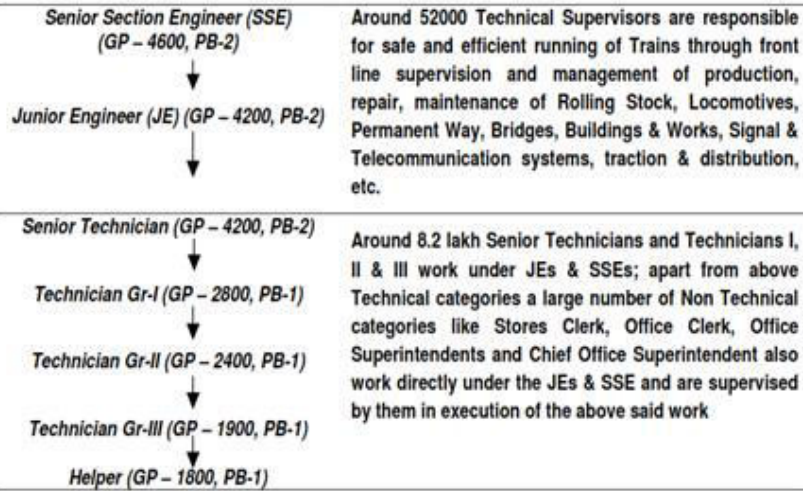
.....Continues

Play vital & pivotal role in the safe and efficient running of the trains – including

Direct responsibility in Production, repair & maintenance of

1. Rolling Stock, Locomotives,
2. P-Way Tracks, Bridges, Works,
3. Electrical Services, Over Head Electrification, Signal & Telecommunication.
4. All allied machinery, Plants and equipments in the Railway Workshops, Production Units, etc.
5. Open Line Depots & Sheds,
6. Power Distribution,
7. Drawing & Design Offices,
8. Chemical & Metallurgical Labs,
9. Store Depots and
10. IT Centres.

HIERARCHY OF TECHNICAL SUPERVISORS IN INDIAN RAILWAYS



Determination of Grade Pay

Principles required to be followed,

1. An equal should not be over an equal;
2. Promotion' implies advancement to a higher grade; &
3. Supervisor should be in a scale higher than Supervised, and
4. Job Evaluation by classification Method.
5. Duties, responsibilities and accountabilities shouldered by each category / post.
6. **Technical categories which shoulder direct responsibilities shall be placed one grade higher than non technical & supporting category.**

Grade Pay
for
Junior Engineers (JE)

DISTURBANCE OF VERTICAL RELATIVITY BETWEEN JE & Sr. TECH WHO WORKS UNDER JE

Third CPC	JE (then Chageman-B), Rs.425-700 Technician Gr-I, Rs. 380-560	Technician Gr-I worked under JE(then chageman) & Technician Gr-I was the feeder grade for JE
14.02.1986	JE Rs.425-700 Sr.Technician (then MCM), Rs.425-640 Technician Gr-I, Rs. 380-560	10% of Technician Gr-I posts upgraded as MCM in the scale Rs.425-640 and the post of MCM was kept as part of Tech. Gr-I cadre, hence Technician Gr-I remained as feeder grade for JE-II.

.....Continues

Fourth CPC	JE - Rs.1400-2300 Supervisor(Mistry)- Rs.1400-2300 MCM- Rs.1400-2300	Identical Pay scales of Chageman-B, Mistry and MCM resulted in hierarchal confusion and attracted many court cases.
Fifth CPC	Junior Engineer Rs.5000-8000 Only three grades Skilled-III (Rs.3050-4590), Highly Skilled (Rs.4000-6000) and MCM (Rs.4500-7000) (para - 54.18 and paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of 5 th CPC report)	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr. Technician) restored with MCM placed in the scale of Rs.5000-8000 equal to the JE who supervises MCM.

.....Continues

22.2.2005	The post of Sr. Technician has been made as regular vide Railway Board's letter No. E(NG)/I/99/PM7/3 and accordingly benefit of pay fixation has been permitted and stated that the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE-I in scale Rs.5500-9000 instead of JE-II in scale Rs.5000-8000.	
Sixth CPC	Junior Engineer Grade Pay Rs.4200, PB-2 Only three grades Skilled (GP Rs.1900), Highly Skilled (GP Rs.2400) and MCM (GP Rs.2800) (Para 3.8.27 of 6 th CPC report)	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr. Technician) restored with Sr. Technician placed in the GP of Rs.4200 on par wit JE

Accepted recommendation of Para, 2.2.11 of 6th CPC - Violated

- “Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment”.
- But promotion from Sr.Tech to JE is happening in the same GP of Rs.4200 in PB-2.**

DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES COMPARATIVE UP-GRADATION AFTER SCPC – For JE

S.N	Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded to 5 th CPC Scale by 6th CPC (& granted after VI CPC)	Grade Pay after Sixth CPC	
1	Loco Inspector	425-700	2000-3200	6500-10500	7450-11500	4600	
2	Power Controller	425-700	2000-3200	6500-10500	7450-11500	4600	
3	Police Inspector	425-700	2000-3200	6500-10500	7450-11500	4600	
4	Excise Inspector	425-700	2000-3200	6500-10500	7450-11500	4600	
5	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600	
6	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800	
7	Primary School Teacher Gr-III	380-560	1200-2040	4500-7000	6500-10500	4600	
8	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600	
9	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600	
10	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800	
11	Sr. Technician / MCM (Master Craftsman) (Working under JEs)	Recommended	425-640	1400-2300	4500-7000	4500-7000	2800
		Granted by RB	425-640	1400-2300	5000-8000	6500-10500	4200
12	Junior Engineer (JEs) & (Diploma in Engg + 1 years Trainin)	550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	4200	

Grade Pay for Senior Section Engineer(SSE)

Disregard to Duties & Responsibilities

1. Have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of
2. Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents.
3. The Chief Office Superintendents working under the SSE, have been also 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.

DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES

1. Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors i.e. SSE (then called Foreman and Principal Foreman).
2. Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted).
3. In the categories of teachers, nurses and accounts the apex scale were allotted two or three grades below the SSEs.
4. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element which requires Degree in Engineering had been allotted with the GP of Rs.4600.
5. Apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

UN-JUST MULTIPLICATION FACTOR – 5th CPC

1. 5th CPC had adopted a Common Multiple Factor of 3.25 for all categories of Staff from S-1 to S-34 - except S-13 scale which was granted to SSE.
2. 5th CPC has recommended only Rs.7000-11500 to the SSEs placed in S-13 scale, later it was revised as Rs.7450-11500, only minimum of the scale had been revised and corresponding revision of maximum of the scale had not been done.
3. This has reduced the span of years of the scale from 20 years to 18 years.
4. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only.

Disadvantages carried through in 6th CPC

1. The principle of 6th CPC to calculate the Grade Pay as 40% of maximum of the fifth pay commission scales put SSE scale in further disadvantageous position.
2. If the same common multiple factor of 3.25 was applied by the 5th 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
3. Consequently their GP should have been Rs 5400 after the 6th CPC.

Highest Recruitment Qualification among Group-C

1. In Railways the direct recruitment in the Accounts cadre is in PB-1 GP Rs.2800
2. In the clerical & Station Master cadre it is also the same.
3. In the case of Technical Supervisors the direct recruitment is made at the level of JE (GP Rs.4200) with Diploma in Engineering as qualifications and one year Training.
4. SSE 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.

COMPARATIVE UP-GRADATION AFTER 6th CPC – DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY - For SSE

Sl. No	CATEGORY / POST	3 rd CPC Pay scale Rs.	4 th CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after Sixth CPC)	Grade Pay & Pay Band (after Sixth CPC)
1	Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
2	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
3	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
4	Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
5	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
6	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7	Trained Gr. Teacher Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8	Trained Gr. Teacher Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
9	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10	Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
11	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
12	Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500</u> & <u>7450-11500</u>	7450-11500	<u>4600, PB-2</u>

PROPOSED PAY SCALES FOR TECHNICAL SUPERVISORS

	Existing		Proposed replacement Pay Band & Grade Pay	
	Pay Band	Grade Pay	Pay Band	Grade Pay
Junior Engineer	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800
Senior Section Engineer	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400

Similarly placed posts of CMA, DMS & JE/IT shall be granted the pay of Junior Engineer.

Similarly placed posts of CMS, CDMS & SE/IT shall be granted the pay of Senior Section Engineer.

Discrimination in the Grade Pay of CMA-I

- 6th CPC vide para 3.4.7 has recommended Rs.4600 GP to all subordinate Engineering cadres carrying minimum entry qualification of Degree in Engineering.
- Even though in the pre-revised CMA-I (Chemical & Metallurgical Assistant - I) entry qualification of Degree in Engineering is happening, it has been granted with the GP of Rs.4200 only.
- Pre-revised CMA-I which is having the element of Direct recruitment with minimum entry qualification of Graduate in Engg shall be placed on par with SSE.

Avenue of Promotion, Classification of Posts & Anomalies in Modified Assured Career Progression Scheme (MACPS)

In the same scale till 4th CPC

1. It is brought to the notice of Honourable 7th CPC that incumbents of SSE are stagnated in same grade till 4th CPC.
2. 4th CPC Rs.2375-3750
3. 5th CPC Rs.7450-11500
4. 6th CPC GP Rs.4600 in PB-2
5. Numerical value of scale changed, but incumbents remain same.

Main reasons for lack of Avenues of Promotion

1. Meager number of Posts in Group A & B vis-à-vis Group C on the Railways as compared to all other Central Government Departments;
2. Non-implementation of DoPT's orders in Railways, regarding Classification of Posts – issued after every Pay Commission.
3. Confining the Cadre Restructuring on Railways within each Group – A, B and C – without linking the same to each other, thus leading to highest cluster of posts in the Apex Grade of Group C,
4. No Career Planning for Technical Supervisors on Railways, while repeatedly doing the same for Group A as well as for Group B

%AGE OF GAZETTED POSTS ON RAILWAYS AS COMPARED TO ALL INDIA AVERAGE

Group of Posts	% age Distribution of Posts On Railways* <u>treating Gr-D as Gr-C</u>	% age Distribution of Posts On Railways* <u>Without counting Existing Group D</u>	%age of posts as per All India Average* - After upgradation of Gr-D to Gr-C
Group A	0.6%	0.9%	2.8%
Group B	0.5%	0.8%	5.4%
Group C	98.9%	98.3%	91.8%

Classification of posts – Group 'B' (Gaz)

1. Third, Fourth & Sixth Pay Commissions and orders issued by DOP&T thereafter, classified the posts - in Group-B (Gazetted) - carrying the pay scale of SSE, CMS, CDMS and Sr. Er./IT.
2. Even though Fifth pay commission recommended different type of classification of staff,
3. DOP&T order issued after the Fifth Pay Commission, "Central Civil posts carrying a pay or a scale of pay with a maximum of not less than Rs. 9,000 but less than Rs. 13,500" were declared for Group-B category.
4. But, the posts of SSE, CMS, CDMS & Ser/IT were classified in Group C by the Railways even though placed on the in scale of Rs.6500-10500 & Rs. 7450-11500.

Similarly placed posts in other Dept are all classified as Group 'B' (Gaz)

1. Ordnance Factory Board, Ministry of Defence
2. DGQA (Director General of Quality Assurance)
3. CPWD
4. MES and Departments of Posts & Telecommunication
5. **Have all classified the posts in Grade Pay Rs.4600 as Group B Gazetted and posts of Junior Engineer in Grade Pay of Rs.4200 as Group-B Non-gazetted.**
6. State Governments like Government of Tamilnadu, Nagaland, Orissa etc which followed 6th CPC recommendations have also followed the DOPT order in regard to classification of posts.

Para 44.4 of 5th CPC - posts carrying similar functions were given the same classification

- ⦿ *Department of Personnel and Training have clarified that though there were certain exceptions to the rule, like the case of Assistant of Central Secretariat, the effort was to ensure that posts carrying similar functions were given the same classification. There were situations in which the functions of a post might not adequately match the high pay scale attached to it and therefore, though they were eligible for higher classification, they were classified at a lower level.*

Railway Accident Inquiry Committees (RAIC) & Principle & Policy of DoPT

1. Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways.
2. Railway notifications strictly follow the principles & policies adopted by DOP&T in Pay Rules, all Allowances, DAR, NPS, MACPS, Transfer policies, etc. Even though Railways notify them separately.
3. Ironically, Classification of Posts is the only area in which the Railways have deviated from the orders of the DOP&T and that too to the detriment of the Staff as well of the Railways itself

Ratio of Group A & B Gazetted officers viz-a-viz Group C are the lowest on the Railways

1. Ratio of Group A & B Gazetted officers viz-a-viz Group C are the lowest on the Railways as compared to all other Departments under the Central Government.
2. In Central Govt. Departments the overall ratio of Gazetted to Non-Gazetted employees is 1:20.
3. In Railways, - the ratio is 1:114.
4. Unlike others, this category supervise 5 tiers of semi skilled, skilled & highly skilled workforce and Supervisory cadres, along with clerical cadres, under them.

Cadre restructure never brought relief to senior supervisors

1. Cadre restructuring for Group C posts on the Railways has been done four times since 1984 (i.e. in 1984, 1993, 2003 & 2013) with functional justifications and matching financial savings.
2. This exercise brought some relief to the employees at every level, But, apex scale in Group-C (pre-revised Rs.7450-11500 or present Rs.4600 Grade Pay PB-2 Rs.9300-34800) never benefited by it as none of the posts of SSE, CMS, CDMS were ever upgraded as a result of CRC.
3. Reclassification from Group 'D' to 'C' and Group 'B' to 'A' have taken place, no such step has been taken for advancement of staff from Group 'C' to Group 'B'.

All Govt. depts. Increasing managerial posts

1. Between the year 2001 and 2008 number of Group-B employees in Central Govt Departments have increased to the tune of 35.65% from 1,59,517 to 2,47,822
2. This is despite of reduction of total number of employees to the tune of 24.5% from 38,76,395 to 31,11,610.
3. Group-B entry in all other Government departments happen either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group B starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs,4200 and Rs.4600

Present day Rly system need more managerial posts

1. During 3rd & 4th CPC days Railways were having high number of unskilled workforce with conventional work execution methods.
2. Over the years Railways have introduced lot of new technologies, upgraded its working system, and improved its productivity & safety through various methods.
3. Railway's 12th five year plan outlay is expected to increase to 5.5 lakh crore compared to Rs.60,600 crore during 10th plan and 1,94,263 crore during 11th plan.
4. Further, outsourcing of various activities and services involving crores of rupees has become prevalent in all the technical departments of Railways over the years.

.....Continues

4. Effective execution of these out sourced activities need higher degree of functional, operational and administrative requirements.
5. All these warrants clear administrative reforms with higher number of managerial posts.
6. Service conditions in Railways keeping in view functional, operational and administrative requirements to ensure safe, effective & efficient train operations requires enlargement of management cadre as evidently accepted by Railway Board as per file notings made by Member Staff, Financial Commissioner, Additional Member Staff, Railway Board etc.
7. Ref-RB/RTI/2011/010029398/CPIO/43, dated 25.02.2013

PLIGHT OF ENGINEERING GRADUATES IN RAILWAYS

1. Engineering Graduates, who are selected for the Job through tough competition, join Railways as Direct Recruit SSEs in GP 4600 and are posted after one year rigorous training.
2. Highest entry qualification in the entire Government Group-C cadres.
3. Trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
4. **Their promotion opportunity confined to vacancies arising from 4200 Group 'B' posts.**
5. **That too after a stringent selection procedure which includes written test, interview & high standard medical test.**

SSE - SHOULDERS HIGHEST RESPONSIBILITIES

1. Supervises & Manages Junior Engineers, a large workforce of Technicians and other Staff engaged in
2. Production of Rolling Stock & Locomotives.
3. Repair and maintenance of Rolling Stock & Locomotives.
4. Installation, repair and maintenance of P.Way, Bridges, Numerous Railway buildings & other civil engineering assets.
5. Installation, repair and maintenance of Electric traction, distribution & other electrical assets.
6. Installation, repair and maintenance of Signal & Telecommunication & other assets.
7. Stringent Quality control through Chemical & metallurgical tests.
8. Maintenance of other allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & modernized.
9. Purchase, storage & delivery of materials worth of crores of Rupees

VERY PURPOSE FOR INDUCTION OF GRADUATE ENGINEERS IN GR-C HAS BEEN DEFEATED

1. For the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways.
2. To excel in the higher grade posts with the good experience in field level management.
3. By allowing the Graduate Engineers to get stagnated without any motivation at the recruitment scale itself, the basic purpose of induction of Graduate Engineers get defeated.

Demands in a nut-shell for career planning

1. Senior Section Engineers in Grade Pay of Rs. 4600 should be granted the Grade Pay of Rs. 5400 in PB-3.
2. All the SSE, CMS, CDMS & SE/IT be granted with Group-B gazetted status.
3. For better career prospects and higher level of management number of Gazetted posts should be increased.
4. Combined cadre restructure of Group-A, B & C.
5. To overcome the stagnation and to meet out the requirement of higher degree of supervision due to the introduction of modern technologies & more outsourcing – **New scale of In-charge senior supervisory official be introduced as part of cadre in the Grade Pay of Rs.6600.**

MACPS & TIME BOUND PROMOTION

1. 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.
2. 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).
3. Counting of Training Period of JEs as regular service for MACPS – as it is counted for Increment and seniority for LGS etc.

MACPS & TIME BOUND PROMOTION

4. 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.
5. 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.
6. Three time bound promotions after 4, 8 & 12 years of service to all Government employees.
7. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.

Allowances pertaining to the category

1. **Grant 10% of basic pay as arduous duty allowance** to all Open line staff and supervisors. –staff are exposed to adverse weather conditions
2. It is requested to recommend **Risk Allowance at the rate of 10%** of Basic Pay and it may be extended to Semi-skilled, skilled, supervisors and officers working in above mentioned areas - Risk is inherent and continuous in the occupational itself with adverse effects on health.
3. **Design Allowance to the JEs & SSEs** in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.

.....Continues

4. In the present fast technological improvement scenario to attract intelligent and knowledgeable persons to Railway training institutions, the **Training allowance should be restored to 30 % of basic pay.**
5. IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

INCENTIVE SCHEME

1. Suitable Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots etc and left out areas of Production units & Workshops.
2. Special conditions of Service in the Railways including Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature etc. should be taken into account while finalising the Scheme.
3. All employee upto the level of SSE be included in the Incentive Scheme.

Chapter-17

CLARIFICATIONS SOUGHT BY CHAIRMAN & MEMBERS OF 7TH CPC DURING ORAL EVIDENCE & PRESENTATION BY IRTSA ON 12-12-2015 AT JODHPUR

Inter-action by the Chairman, Secretary & the Members of 7th CPC with IRTSA and clarification placed by IRTSA delegates during the Presentation.

1. **Ques.** (by Chairman 7th CPC) You said that Senior Technicians are taking instructions from JEs; while the Chief OS (Office Superintendent) took instructions from SSE and you also told that it is Office of Senior Section Engineer which controls all activities and all of them working within that – It appears that there is clear command line available, How it interferes in your Grade Pay?

Ans. i. Principle recommended by 6th CPC, which was also accepted by Govt, that, the senior post should be given Higher Grade Pay need to be followed duly considering duties, responsibilities, accountabilities, etc. but the same is being violated by placing the JEs in the same Grade Pay of Rs.4200 as that of Senior Technician whom they supervise and by placing SSE (Senior Section Engineers) in same Grade Pay of Rs.4600 as that of Chief OS whom the SSE supervise. This is against the settled law that an equal cannot be over an equal.

ii. 5th CPC recommendations & Supreme Court Judgement supports this argument.

iii. Take an example: A senior technician welder working in Bogie Frame manufacturing section is responsible to the extent of welding done by him, where as a Technical Supervisor is responsible for the quality & quantity of output of not only of that welder but for entire section which may contain 20 to 30 Technicians besides others.

iv. More than that man, material, machine, other infrastructure etc, are controlled by Technical Supervisors, which possess higher responsibility & accountability than other posts.

v. Similar is the case of certification of train, P.Way, Bridge, Power Distribution, Locos, etc.

vi. Categories like Ch.OS don't have direct responsibility on performance & safety of Railways, whereas JE/SSE and their counterparts (CMT, Store) in all Technical Depts. bear direct responsibility in core activities of Railways.

2. **Ques.** Is all 4 tier of Technicians work under your category in all areas?

Ans. Yes. In all areas 4 tier of Technicians, along with one Group 'D' category besides clerk, material / stores clerk, OS, Ch.OS work under our category.

3. **Ques.** Who writes ACRs for Ch.OS who are working in office of SSE?

Ans. Respective AMWs/AEs/AEEs etc.

4. **Ques.** Why can't SSE write ACRs for Ch.OS who are working in their office?

Ans. SSEs who are in the same GP of Rs.4600 cannot write the ACRs for Ch.OS.

5. **Ques.** Who writes ACRs of Senior Technicians who work under JEs?

Ans. Senior Technicians' ACR are written by SSEs

6. **Ques.** What would be the reason for non application of common multiplication factor of 3.25 to SSE (S-13) scale by 5th CPC?

Ans. i. 5th CPC had applied common multiplication factor of 3.25 to all scales except to SSE (S-13) scale.

ii. This had been done merely to accommodate a new scale in Gazd scale (Rs.7500-12000) above S-13.

iii. SSE scale had been kept Rs.50 below than Rs.7500, ie.Rs.7450.

7. Ques. How the disadvantage of non-application 3.25 multiplication factor carried through to 6th CPC?

Ans. i. Initially 5th CPC recommended Rs.7000-11500 to SSE compressing it to accommodate the newly introduced Gazetted scale.

ii. If 3.25 multiplication factor had been followed by 5th CPC, the scale would have been placed in 8000-12000 by the 5th CPC and correspondingly Rs.5400 GP in 6th CPC.

iii. After the implementation of 5th CPC recommendations, based on demand from staff side when Govt. decided to modify the scale of SSE (S-13) instead of placing it in scale 8000-12000, it had been decided to modify minimum of the scale from Rs.7000 to Rs.7450 to keep it below newly created scale of Rs.7500-12000.

iv. Since corresponding increase of Rs.450 had not been done for maximum of scale, Span of the scale has been reduced to 18 years which was 20 years for all other scales.

v. The principle of 6th CPC to calculate the Grade Pay as 40% of maximum of the fifth pay commission scales put SSE scale in further disadvantageous position since maximum of scale was low because of 18 years span & non application of 3.25 multiplication factor.

8. Ques. You said that there were proposals sent to Finance Ministry from Railway Ministry to upgrade the Grade Pay of SSE from Rs.4600 to Rs.4800 and that have been returned back without throwing proper light into it, can you produce copy of the proposals?

The proposals and communications between both the Ministries were very well available with Railway Board. (Later Secretary Pay Commission confirmed availability of Railway Board proposals sent to Fin. Ministry) (Copy of it is also attached herewith as Annexure – 14/2)

9. Ques. Is there any link available between the cadre of Group ‘C’ and ‘B’?

Ans. No. Promotional avenue from Technical Supervisors in Group ‘C’ to Group ‘B’ is restricted to the vacancies arising from 4200 Group ‘B’ posts, which may be around 0.5% only.

10. Ques. As you said, Previous Pay Commissions recommended Group ‘B’ status to your scale DoPT also given their orders, it is only Railway Ministry not followed the classification, is it not Railways to take decision?

Ans. i. It is true that Railways have not implemented the classification of posts recommended by Pay Commissions & DoPT orders.

ii. We bring to your notice, submission made by DoPT before 5th CPC that even though there were some exemptions in following the classification rules, but the effort was to ensure that posts carrying similar functions were given the same classification.

iii. Similarly placed posts in departments like CPWD, Ordinance Factory, MES, Department of Telecom etc, are all classified as Group ‘B’ Gazetted.

- iv. State Governments which are following central pay commission pattern have also followed DoPT orders in classification of posts.
- v. Railway Board also agreed on the need to increase the managerial posts (from the senior supervisor) on functional justification, but didn't implement.
- vi. Hon'ble 7th CPC is requested to give specific instruction for Railways not to deviate from classification rules recommended for all Government Departments.

11. Ques. What are all the reasons for lack of promotion to your category?

Ans. i. Recruitment happens in the apex scale of Group 'C' in the Grade Pay of Rs.4600 with Graduate in Engineering qualification and Railways is the only dept which recruit Engineering Graduates in Group 'C'.

ii. Available Group 'B' posts are very meagre to the extent of 4200.

iii. For example in Mechanical department of Integral Coach Factory sanctioned cadre strength of Group 'B' is only 16. Cadre strength of Technical Supervisors in Mechanical Department (JE & SSE) is 1200.

There are roughly 60 Engineering Graduate entrants available many of them completed 20 years of service. There is not enough opportunity available because of meagre Group 'B'.

iv. Confining Cadre Restructure within each Group C, B & A was the main cause of stagnation in Group C.

v. Combined cadre structure for Group 'A', 'B' & 'C' is not available in Railways.

vi. Apex scale of SSE never received the benefit of Cadre Restructuring.

vii. Upgradation from Group 'D' to Group 'C' and from Group 'B' to Group 'A' is being done in Railways, but no upgradation done from Group 'C' to Group 'B'.

viii. Ratio of Group A & B Gazetted officers vis-à-vis Group C are the lowest on the Railways as compared to all other Departments.

ix. During previous 8 years number of Group-B employees in Central Govt Departments have increased by 36% even though employee strength reduced by 25%, But Railways never increased Group 'B' posts.

x. Gazetted posts were not increased in tune with increase of Railways performance including financial performance. Railways outlay was increased from Rs.60,600 crores during 10th plan to Rs.5.5 lakh crore during 12th plan Railways. Many of increased activities / work load are being managed by outsourcing, since there is negative growth in staff strength.

Annexure 14/1
REPORT OF THIRD CENTRAL PAY COMMISSION – 1973
Volume – I, CHAPTER 19
WORK SHOP STAFF

(Including Workshop Supervisory Staff)

II. TECHNICAL SUPERVISORS IN RAILWAY WORKSHOPS

30. We now turn to consider Technical supervisors in the Railway, Defence, and P&T Workshops. The Railways have a large number of workshops for carrying out repair and maintenance or rolling stocks (locomotives, coaches, and wagons), electrical and signalling equipment, plant and machinery and other items. These shops, through primarily intended for carrying out regular and periodically repairs and maintenance of rolling stocks and other assets, are also partly used to manufacture components and even rolling stock. In addition, there are three main production units namely Chittaranjan locomotive works (CLW), Diesel Locomotive works (DLW) and Integral coach factory (ICF) for the manufacture of electric and diesel locomotives and passengers coaches respectively.

31. The supervisory staff in the workshop comprises Mistries, Chargemen, and foremen the table below the number and scales of pay.

Designation	Scale of pay Rs	Number of posts in each department				
		mechanical	electric	civil	Signal&tel	total
Shop Superintendent	450-575+150 spl pay	760	338	24	22	1164
Foreman 'A'/ Asst. Shop Superintendent	450-575	-	-	-	-	-
Foremen 'B'	370-475	781	274	-	26	1081
Foremen 'B' (civil engg)	335-485	-	-	64	-	64
Foremen 'C'	335-425	2130	624	-	28	2782
Chargemen 'A'						
Chargemen 'B'	250-380	2385	732	79	60	3256
Chargemen 'C'	205-280	3079	1814	155	85	5133
Mistry Grade I	150-240	6013	1398	738	160	8279
Mistry Grade II	130-212	459	154	268	56	937
Total		15607	5354	1328	407	22696

The posts of Chargemen in Mechanical Workshops are distributed on percentage basis

Chargeman 'A'	28%
Chargeman 'B'	35%
Chargeman 'C'	37%

32. **Mistries:** This category constitutes the base of the supervisory grade. The posts of mistries are filled by promotion of the artisan staff in the skilled or highly skilled grade II The mistries are in turn eligible for promotion along with artisan in highly skilled grade I to 20 percent of the vacancies of charge men 'C'. The mistries are in charge of subsection and are responsible for supervision and guidance of the artisan staff working under them , for work and for proper out-turn.

33. The main grievance of this category is that their grade (Rs. 150-240) is lower than that of the highly skilled worker Grade I (Rs 175-240) whom they supervise. During the course of oral evidence the Railway Board conceded that the Mistries had often to allocate work to the highly skilled staff and also to coordinate flow of material to them. In the circumstances we recommended for Mistries the same scale as recommended for highly skilled workers grade I viz. Rs 380-560. We wish to emphasize here that whatever the post of a Master Craftsman is created it should be ensured that the Mistries do not supervise their work in any manner.

34. We are informed that there are some Mistries in the scale of Rs 130-212 who are skilled artisans and in addition are responsible for supervising a certain number of staff. They are however classified as supervisory but are treated as skilled artisans staff for the purpose of eligibility of over time under the Factory Act and other matters, unlike the Mistries in Rs 150-240 grade who are treated as wholly supervisory. Since the mistries in the lower grade do not obviously supervise the work of highly skilled grade I workmen we consider that the scale of Rs 330-480 would be appropriate for them.

35. **Chargemen:** charge men are in three grades. There is direct recruitment to the lowest grade to the extent of 50 percent from candidates who are diploma holder and are below 30 years. They are trained for a period of two years. 25 percent of the vacancies are reserved for skill artisans who are already in service and fulfill the educational qualifications of matriculations and are below 33 years. The remaining 25 percent of the vacancies are filled by promotion of Mistries and highly skilled artisans grade I the charge men in the lowest grade have promotional avenues to the higher grades if charge men for Foremen. There is provision for 125 percent direct recruitment of engineering graduates to the grade of charge men 'A' (Rs 335-425).

36. The Chargemen are responsible for the efficient working of the sections under control and have the special responsibility in incentive shops for the maintenance of production at the required level by proper distribution of work and supply of material, tools, drawings, etc in time

37. **Foremen :** In the repair & maintenance shops where the incentive schemes are in force there are at present of foremen namely foreman B (Rs 370-475) and foreman A (Rs 450-575) In the three production units however the scale of assistant superintendents has been revised from Rs 370-475 to Rs 450-575. Shop superintendents are also in the same scale (Rs 450-575) but they are entitled to a special pay of Rs 150 per month. In the civil engineering workshops Foremen B are in the grade of Rs 335-485

38. The duties of foremen are similar to those of charge men except that they are a wider jurisdiction and have overall responsibility for the efficient operation of the shops as a whole. They are also responsible for stores accounting and for ancillary establishments' matters.

39. Above the Mistry level there are thus at present five levels – three for Chargemen and two for foremen. Both the railway federations have suggested those two grades of Chargemen and two grades of Foremen. The association representing technical supervisors has suggested three levels namely, Chargemen, assistant superintendents and superintendents. During the evidence the official witness told us those two grades of chargemen and two grades of Foremen were necessary. Having regard to all relevant factors

we consider that four levels two each for Chargemen and two grades of Foremen should suffice for meeting the present supervisory needs.

40. The Technical supervisors Association has claimed higher rates of remuneration on the grounds of increase in the range of their function due to modernization of rolling stock, increased sophistication and range of equipment and introduction of incentives schemes. It has also referred to the unsatisfied demand in the engineering industry for the services of experience and capable workshop supervisors and in support has given statistics of supervisors who have left the railways for more lucrative employment in the private and public sectors. We understand that 102 workshop supervisors left the railways during the period 1966-71. Further the association has drawn attention to the recommendations (Kunzru and Wanchoo committees) regarding the need for improving the pay scales and status of all supervisory categories on the Railway.

41. Before we proceed to recommend the pay scales for the group, it appears desirable to discuss a related matter. The second pay commission had recommended that in production workshops as distinguished from repair workshops the maximum of the scale of the Foremen should be raised to Rs 650 with an efficiency bar at Rs 575. In their opinion the foremen vital role in production units and the fact that there was considerable demand outside of the services experienced and competent technical supervisors justified the higher maximum they are recommending. The Railway Board did not accept the recommendations for a higher scale of pay in the interest of preserving a uniform pattern of pay scale of all the Railway department. Instead, they decided to grant a special pay of Rs 150 which was already in force in the Chittaranjan Locomotives works. They also decided to upgrade the pay scale of Assistant shop superintendents in production units from Rs 370-475 to Rs 450-575. Both the National Federation of Indian Railway men (NFIR) and the Technical supervisor association have pressed the claim of Foremen 'A' and 'B' in repair shops for a grant of special pay on the ground that the work done in the repair shop is no less important or arduous than in the production units. Further it has been urged that most of the repair shops in the railways are also engaged in manufacturing of components and some of them are also producing wagons, trolleys, cranes etc. which used to be procured from outside in the past.

42. We find that the grant of special pay to Foremen in the repair shops had been raised by the NFIR before the Madhya Pradesh Tribunal. The Tribunal findings are that the work and responsibility of Foremen 'A' and 'B' in repair shops do not materially differ from the work and responsibility of their counterparts in the production units who are designated as shop superintendents and assistant shop superintendents. The tribunal has accordingly recommended that foremen 'A' in Railway workshop should also be granted a special pay of Rs 150 per month and that the Foremen 'B' should be given a higher grade of Rs 450-575 on the analogy of similar treatment accord to the assistant shop superintendents in production units. This recommendation has since been accepted by government.

43. Apart from the question of parity in pay scales or emulations between the Foremen in the repair shop and the production units, our attention has been drawn to another aspect which is also causing difficulties. The exclusion of the Foremen from the incentive scheme introduced in the production units and in the workshop has led to distortion in the pay structure. Supervisors up to the level of Chargemen 'A' are entitled to incentive earnings as well as overtime and as a consequence their total emulations generally exceed those of Foremen 'B' by

Rs 80 to Rs 100 per month. And sometimes even those of Foremen 'A'. Improvements in the pay scales of Foremen or the lines decided by the Tribunal will help in rectifying this imbalance to some extent. If a more satisfactory solution is considered administratively essential, it may be necessary also to modify the incentive schemes and the hourly rates within the framework of the revised pay structured. Official witness in the course of the evidence agreed in general with the need for improving the emulations of the Foreman in view of the introduction of the incentive scheme but they preferred a scheme of the special pay to higher scales of pay. We, however would prefer a higher scale of pay to special pay as the addition to work or responsibilities in these posts is of a permanent nature which would justify placing them in a higher grade. Further, the incumbents of these posts are not normally liable to transfer to non-workshop posts. Yet another reason is that a system of special pay generally works out to be more and not less expensive than a higher scale of pay.

44. Taking into account the demands and suggestions of the Federations and Associations the views of the official witness and the verdict of the Miabhoj Tribunal, we recommend the following scales of pay for the technical supervisors both in the repair workshops and production units.

Designation	Existing scales	Proposed scales
Chargemen 'C' Chargemen 'B'	205-280 250-380	425-700
Chargemen 'A' / Foremen 'C'	335-425	550-750
Foremen 'B' (civil engineering) Foremen 'B' / Assistant shop superintendents (production units)	335-485 370-475 450-575	700-900
Foremen 'A' / Shop superintendents (production units)	450-575 450-575+spl. Pay Rs 150	840-1040

It would be necessary to redistribute these posts in the civil engineering workshop in the revised scales as shown above. This is a matter which can best be decided by the Railway administration.

45. Above Foremen 'A' we recommend a special grade of Principle Foremen for whom the upper segment of class II scales viz. Rs 840-1200 will be suitable. In recommending the introduction of this special grade we have taken into account the high level of emoluments which are available to the highest grade of Foremen outside government services. Moreover, there are likely to be

Foremen who through excellent in their own line on the shop floor might be found unsuitable for promotion as officers in the administrative or managerial lines. We are not conceiving of a specified number of posts being created in this grade. On the other hand, the posts in this grade should be created on a personnel basis as reward for specially meritorious work and proven efficiency in improving out-turn and maintaining discipline safeguards should be introduced to ensure that these posts do not degenerate into normal promotional posts but reserved for a select band of outstanding Foremen

46. The Technical supervisors who are in charge of repair and maintenance of locomotives in the loco sheds may be dealt with on the same lines as recommended above, as their method of recruitment, qualifications and duties are similar to those of their counterparts in the workshop. We understand that the differences such as exist between the loco sheds and the workshops are generally unfavorable to the former.

REPORT OF THIRD CENTRAL PAY COMMISSION – 1973

Volume – II (Part-II)

CHAPTER 36

MINISTRY OF RAILWAYS

196. **Loco Foremen-** Loco foreman are in charges of Loco sheds which differ greatly in size and importance. The duties of Loco Foremen cover a wide spectrum including supply of locomotives, mechanical maintenance, and custody of stores, establishment and general work. They are responsible for control over locomotives usage, booking of running staff, maintenance of safety records and investigating the causes of accidents.

197. The posts of loco foremen are filled partly from Drivers Grade 'B' and partly from the fitter charge men. There is also interchangeability between loco foremen and loco/fuel inspectors. The posts of loco foremen (Rs 450-575) are promotion posts for loco/fuel inspectors or loco foremen in Grade Rs 370-475 and in exceptional circumstances they are filled from Drivers' A' Grade who volunteer for such appointments. On the basis of their duties and responsibilities we however feel that there is strong justification for betterment in their pay scales. We accordingly suggest that they should be placed on the following scales:-

Existing scales	Proposed scales
335-425	550-750
370-475	550-750
450-570	700-900

198. In respect of these supervisory categories we would also recommended that a certain number of posts to be identified on the basis of their worth and importance (i.e. number of locomotives based and staff controlled etc) and may be granted the higher scale of Rs 840-1040 proposed by us for workshop supervisory staff.

REPORT OF THIRD CENTRAL PAY COMMISSION – 1973

Volume – I

CHAPTER 19

I. WORK SHOP STAFF

(Including Workshop Supervisory Staff)

13. It has also been urged before us that the pay scales of a skilled artisans should be comparable to that of Lower divisional clerks. Such equivalence has already become well established in organizations which have only one scale at this level. We therefore recommended the following revised scales in replacement of the existing scales

Existing scales	Proposed scales
110-131 110-139 110-143 110-155 125-155	260-350
130-185 140-175 140-180 150-180	320-400
110-180 125-180 130-175 130-205	200-400

The posts which are on the existing scales (Rs 100-130 and 100-142) should be suitably reclassified into semi-skilled or lower skilled grades after a assessment of the jobs. Pending such reclassifications they should be allotted the scales of Rs 225-308 similarly posts in the scale of Rs 130-205 should also be properly classified either into the upper skilled grade or into highly skilled grade II pending this they should be fixed as shown above.

14. We have considered it necessary to improve the scales of the highly skilled category for two reasons. Firstly the highly skilled grade marks the apex grade for skilled workmen and it should thus be comparable to the grade of upper division clerks .secondly we have recommended an improved scales for the ministries in the workshops and if a corresponding improvements is not made for highly skilled staff there would be a tendency to gravitate to supervisory posts .This might results in losing the highly skilled workers and getting an indifferent supervisor. We accordingly propose the following scales to replace the existing rules

Existing scales	Proposed scales
130-212 150-205	330-480
150-240 175-240 205-240	380-560

15. It has been suggested to us by some technical experts that new trades and processes requiring higher skills and new equipment with high degree of precision and sophistication have been developed and introduced in the field of electronics, instrumentation,