

अखिल भारतीय रेल अभियन्ता महासंघ

ALL INDIA RAILWAY ENGINEERS FEDERATION

(An apex body representing Zonal Railway Engineers Associations)

HQ –Dutt Bhawn, New Ashok Nagar, Near Chilla Regulator, Vasundhara Enclave, Delhi-110096

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Rly. Engineers to Cheers up with recommendation of SCPC

Sr No.	Item No. of memo. Submitted to SCPC & Demands	Recommended
1	6.3- It is worth to mention here that organization like Concor are providing allowance for higher education upto Rs. 1500 per month. On the same line higher education expenses (what it may be) should be refunded / paid to railway employees.	Reimbursement up to Rs.1000/-per month /children (For 2 Children)
2	8.- The rate of Increment for all the scales should be equal % of minimum stage of the scale and that should not be less than 5% keeping in view the next 12 to 14 years for that scale till the next CPC. The span of scales should be at least 20 years so that an employee does not get stagnated at any stage of his service. In private sectors employers award a significant amount to its employees as increment, without any stagnation at any point of time.	Recommended @ 2.5%/ year, to be paid in July every year 11.5 Annual increments to be paid in form of two and half percent of the total of pay in the Pay Band and the corresponding grade pay. The date of annual increments, in all cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible
3	9.1- The 6 th CPC is requested to kindly reduce the Highest Pay / Lowest Pay ratio from existing 12 to 6 and to reduce number of scales from 33 to 20 / 22.	Accepted partially grade pay reduced to 20
4	T 9.1-The 6 th CPC is also requested to reduce Nos. of scale of JE/SEs in groups C to one in place of existing 4 to 1 only to get off from the suffocating (Annexure- G) four grades with a mere difference of average Rs 1625 each in a small span of Rs 5000-11500 only. To avoid rotting / retiring in group C. JE are recruited in group C and retires in group C due to this policy.	Accepted & grade 5000-13500 including Gr B taken in PB-2
5	10.3 The Hon,ble 6 th CPC is requested to consider the grade of Rs 6500-10500 (pre-revised) as entry grade for JEs in respect to 5 th CPC in place of the existing grade of 5000-8000 to attract the quality man power in view of the emerging trend of technology over Indian Railways and to compassionate the loss gained compared to the other JE of State Govt / Central Govt	Accepted partially. Grade pay attached to grade 6500-10500 given @ 40 of 10500 i.e. 4200 to JE-II & JE-I(Since grade pay shall be the deciding factor in future benefit shall be as per GP 4200

6	10.5- Hon'ble the 6 th CPC is requested to award scale at par to the grade of Rs 6500-10500 (pre-revised) considering it as Entry Grade for Junior Engineers of railways in reference to 5 th CPC.	JE-II&I# Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales																																																												
7	<table border="1"> <thead> <tr> <th>Present Posts</th> <th>SSE</th> <th>SE</th> <th>JE-I</th> <th>JE-II</th> </tr> </thead> <tbody> <tr> <td>Existing Grade</td> <td>7450-11500</td> <td>6500-10500</td> <td>5500-9000</td> <td>5000-8000</td> </tr> <tr> <td>Technical Supervisor</td> <td colspan="4">% distribution of Class. III Railway Engineers</td> </tr> <tr> <td>Cadre where post of Mistri / supervisors are not available</td> <td>21</td> <td>29</td> <td>24</td> <td>26</td> </tr> <tr> <td>Cadre where post of Mistri / supervisors are available</td> <td>18</td> <td>29</td> <td>24</td> <td>29</td> </tr> <tr> <td>Cadre of Drg./ Design</td> <td>15</td> <td>30</td> <td>25</td> <td>30</td> </tr> <tr> <td>Cadre of stores (DMS)</td> <td>10</td> <td>30</td> <td>30</td> <td>30</td> </tr> <tr> <td>Proposed Designation</td> <td colspan="2">Asstt. Engineer</td> <td colspan="2">Junior Engineer</td> </tr> <tr> <td>Prop. Pre revised grade</td> <td>10000-15200</td> <td>8000-13500</td> <td colspan="2">6500-10500</td> </tr> <tr> <td>Proposed Percentage</td> <td>25 %</td> <td>25%</td> <td colspan="2">50 %</td> </tr> <tr> <td>Proposed Module for promotion</td> <td>All 25 %=100% by Seniority</td> <td>Direct BE 5 %=20% Seniority 20%=80%</td> <td colspan="2">40% Diploma Er. = 80% 10% Departmental =20%</td> </tr> <tr> <td>Recommended</td> <td>8700-34800 GP4600</td> <td>8700-34800 GP4600</td> <td colspan="2">8700-34800 GP 4200</td> </tr> </tbody> </table>	Present Posts	SSE	SE	JE-I	JE-II	Existing Grade	7450-11500	6500-10500	5500-9000	5000-8000	Technical Supervisor	% distribution of Class. III Railway Engineers				Cadre where post of Mistri / supervisors are not available	21	29	24	26	Cadre where post of Mistri / supervisors are available	18	29	24	29	Cadre of Drg./ Design	15	30	25	30	Cadre of stores (DMS)	10	30	30	30	Proposed Designation	Asstt. Engineer		Junior Engineer		Prop. Pre revised grade	10000-15200	8000-13500	6500-10500		Proposed Percentage	25 %	25%	50 %		Proposed Module for promotion	All 25 %=100% by Seniority	Direct BE 5 %=20% Seniority 20%=80%	40% Diploma Er. = 80% 10% Departmental =20%		Recommended	8700-34800 GP4600	8700-34800 GP4600	8700-34800 GP 4200		Accepted partially grade reduced to 2 as demanded and kept in Group B as per 11.2 of SCPC report
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8	11.1- 6 th Pay Commission is requested to look into the matter and recommend equal number of avenue of promotions for all groups whether he joins in group 'A' or in group "C' or in group "D'.	Accepted & modified ACP recommended																																																												
9	<p>11.4. Abolition to four tier system: The existing four levels (para - 2.6 above)of posts in four grades of Rs. 5000-8000, 5500-9000, 6500-10500 & 7450-11500, in fact, are the fraction of a single grade of Rs 5000-11500 having an average span of Rs 1625 ((11500-5000) / 4) = 1625 only where as a very small state like GOA has awarded single initial grades to its Junior Engineer Rs 6200-11000 and thereafter time bound promotions to higher grades after 15 years of service .</p> <p>The four grades restrict the future prospect in real scene and makes the ACP useless. Even after promotions, group 'C' remains within the scale of Rs 7450-11500 which is again a Group 'C' last scale. Actually he floats through out his career within this small grade of Rs 5000-11500 divided into four grades as existing ones. This is quite in-sufficient to motivate the employees for job responsibilities as mentioned in para 2.1 to 2.5 above. This type of pay structure may create frustration & depression among them. As such, there should have been only one grade for JE as Rs 5000-11500 (5th CPC) or at the most two grades as Junior Engineer Rs 6500-10500 and Senior Engineer Rs 7500-12000 / 8000-13500 (5th CPC). Hon'ble 6th CPC is requested to consider this anomaly and to recommend a single grade for JE with avenue of promotion to higher grades of group 'B' and group 'A' at-least upto J.A. rank / grade.</p>	Accepted & modified adding Gr B in PB-II recommended																																																												

10	<p>1.5. Group 'B' promotional prospects:- Department of Personnel & Training (DOPT) and 5th pay commission, have criticized that Railway is the worst in promotional avenues to JEs / SEs. In this respect, a Comparison of the Central Govts. organizations is shown below according to the Vth CPC-</p> <table border="1" data-bbox="284 315 1054 533"> <thead> <tr> <th>Departments</th> <th>Group 'C'</th> <th>Group 'B'</th> <th>% group B & C</th> </tr> </thead> <tbody> <tr> <td>Telecom</td> <td>20461</td> <td>14500</td> <td>70.57</td> </tr> <tr> <td>MES</td> <td>3334</td> <td>1417</td> <td>42.50</td> </tr> <tr> <td>CPWD</td> <td>4883</td> <td>2292</td> <td>46.54</td> </tr> <tr> <td>Railway</td> <td>92076</td> <td>3064</td> <td>3.58</td> </tr> </tbody> </table> <p>The Hon'ble 6th CPC is requested to recommend parity in this regard and to upgrade the Posts of Section Engineer and Sr. Section Engineer having present grade Rs. 6500-10500 & 7450-11500 to Gazetted cadre with Asstt. Engineer, designation.</p>	Departments	Group 'C'	Group 'B'	% group B & C	Telecom	20461	14500	70.57	MES	3334	1417	42.50	CPWD	4883	2292	46.54	Railway	92076	3064	3.58	<p>All JE/SE/SSE kept in PB-II & as per 11.2 -11.2 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 being recommended - one running band each for all categories of employees in groups 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and alongation of certain scales, been placed in Group 'B') with 2 running pay bands for Group A posts</p>
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11	<p>The Hon'ble 6th Central Pay Commission is requested to recommend at least 3 ACP each at an interval of 8 years so as to reach a J.E. up to the Grade / Rank of Junior Administrative Grade after 24 yrs of service.</p>	<p>2 ACP recommended as per 7.46.44 of SCPC report ensuring grade pay of AEN</p>																				
12	<p>12.1 The Transport Allowance- Hon'ble requested that 6th CPC should consider to recommend Transportation Allowance on the basis of Basic Pay for all, irrespective of group 'A' , 'B' , 'C', and 'D' with minimum limit of Rs 500 and should be reviewed after every 4 years.</p>	<p>Accepted with enhanced Amt of Rs 800 min. for JE/SE/SSE plus DA factor time to time 11.30 All the fixed allowances made inflation proof with provisions of automatic revision whenever dearness allowance payable on revised pay bands goes up by 50%. Transport Allowance to be increased every year on the basis of the increase in the dearness allowance.</p>																				
13	<p>12.2 The Rate of HRA, CCA -For a Govt. employee, it is very difficult to find an accommodation in a metro city because of high cost of property rate, rent and other hidden charges. in order to overcome this practical problem, we propose that H.R.A rates should be enhanced in percentage for all type of cities. It should be 40 % , 35%, 30% , 20 % ,15% & 10 % of the basic pay for A-1, A, B-1, B-2 , C class & unclassified cities respectively. Like wise the CCA should be 5% , 4% , 3% & 2 % of the basic pay for A-1, A, B-1 / B-2 & C class cities respectively.</p>	<p>11.25 Existing rates of HRA to be retained for A-1 cities with A, B-1 & B-2 cities being given this allowance at the rate of 20% and C/Unclassified cities being given the allowance at the rate of 10%. 11.26 CCA to be subsumed in Transport Allowance and the rates of this allowance to be increased by 4 times.</p>																				
14	<p>13. Point to Point Fixation of Pay in 6th CPC Scale- The demand for 'Point to Point fixation is quite justified and needs to be look into from the point of view of the working of senior & juniors at the same stages of the pay scales on revision, there by obliterating the difference in the number of years of service and seniority. As a result the employees having long years of service at their credit are placed more or less at par with the juniors. The point to fixation formula, if adopted will eliminate all these disparities and will accord due weightage for the number of years of service rendered by an employee.</p>	<p>Accepted</p>																				

15	14.1 The present amount of group insurance is very little in respect to present socio-economic scenario. It should be Rs. 10 lakhs , Rs. 20 lakhs , Rs 30 lakhs & Rs 40 lakh for group 'D' group 'C' , group 'B' and group 'A' respectively. Railway do not pay anything else even if employee dies ON DUTY.	Group insurance increases 11.29 - Risk allowance to be replaced by risk insurance.
16	14.2. Qualifying length of service for full pension should be 20 years in place the present 33 years and after completing 20 years of continuous service, one should get incentive for every extra years of service in pension fixation.	Accepted as it was demanded.
17	14.7. In present socio-economic scenario, the cost of land /real state has gone sky rise. It is very difficult to own a house by the savings made out of the present day's salary. As such the house Building Advance given by the railway should be enhanced up to Rs. 20 Lakhs. The formalities for the such loans at present are very tired some and five times than the normal banking procedure. It should be easy with concessional rate of interest.	11.40 A new mechanism for grant of advances under which an employee will take the advance from an approved bank and the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the bank to the employee. Existing limits of various advances increased and provisions made for their automatic revision periodically.
18	Class of Railway pass – Railway follows the policy of basic pay according to joining date for first class pass classification in stead of status of an employee, consequently a Technician / unskilled controlled by JE, travels in AC 2 tier and his JE travels in sleeper, whether On Duty. This is ridiculous. Hence, it is strongly proposed for the 1st class Pass to JE at Entry grade	Recommended by SCPC subject to no modification by Rly.
19	17-Railway do not recognize that any body (Mother, Brother, Sister) can be dependent on Railway employees, if is father is alive. Even if he is bed ridden or with no income. This is ridiculous. The dependent parents should get medical / pass / PTO privileges. It is proposed to redefine the family in terms of Indian culture , when single child tradition coming in trend.	Not recommended, hence condemned.
20	18 All recommendation proposed by Hon'ble 6 th CPC should given effect from the date inception of this Hon'ble Pay commission i.e. Jan-2006.	Recommended
21	2.3 Excluded category / Design/ planning allowances- Considering the hardship due to classification in HOER for field engineers and JE/Se attached with Sr. Executive in Divisional / HQ office for planning/ designing should be awarded allowance @ 30 % in Railway.	Not Recommended , hence condemned.
22	Other favorable recommendations 11.23 Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise	

23	<p>4.2.64 Keeping the various factors in view, the Commission recommends merger of Children Education Allowance and Reimbursement of Tuition Fee which will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%.</p>
24	<p>4.2.68 The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales.</p>
25	<p>So many other recommendations are in favour of employees and also some sad backs for all but over all we could mostly get as demanded. Hence cheer up and be ready for next fight with Rly Bd.</p> <p>Yours truly,</p>  <p>A.K.Tyagi, SG, AIREF</p>