

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

"In pursuit of justice for Rail Engineers since 1965"
(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

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Shri. Mukul Roy
Hon'ble Minister of State for Railways
181, South Avenue,
New Delhi-110011



Respected Sir,

It is pride and privilege for Technical Supervisors / Railway Engineers to welcome you as Minister of State for Railways. Indian Railways Technical Supervisors Association (IRTSA) the oldest representative body of Technical Supervisors / Rail Engineers - wishes you all success in your new endeavor.

It is an irony of fate that the vital role of Rail Engineers - in safe, effeciant and comfortable train operation - is not recognized properly, even though they are the core element for the progress and prosperous of the Railway. We hope that - in your tenure - the Engineers of Railways will get justice and their due status and that - some of their vital demands will be sorted out successfully.

3500 Group "A" Technical Officers, 2500 Group "B" Technical Officers and 70000 Group "C" Technical Supervisors are directly executing the work from 9.2 lakh technical workers out of 13.2 lakhs Railway employees. This engineering family is the one direct force in making the system work day and night - 24 hours a day - all 365 days of the year. Presently all these 'Engineers' in Group "A", Group "B" and Group "C" are totally frustrated and demoralized.

It is unfortunate that both 5th and 6th pay commissions has under estimated the significance and sensitiveness of the job content and responsibility and accountability of the engineers on the Railways - especially those of the Supervising Engineers (JEs & SSEs). Many realities and situations went out of sight of both these Pay Commissions - which let them down by placing them on par with other supporting non-technical staff or placing the

Supervising Engineers (JEs & SSEs) even below the supporting staffs with respect to pay scales and hierarchy dignity.

Supervising Engineers on the Railways are therefore extremely demoralized due to undermining of their self respect and status resulting in total frustration and mental agony.

Though there are several issues which need to be redressed; we would like to bring to your notice only a couple of main issues which need to be addressed urgently as a damage control exercise. The following three vital issues are brought out for your kind consideration and favorable actions – keeping in view the justification thereof, submitted herewith:

1: REVISION OF GRADE PAY OF SENIOR SECTION ENGINEERS & JUNIOR ENGINEERS

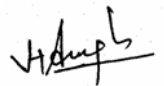
2: GROUP B STATUS FOR SENIOR SECTION ENGINEERS – (AS PER ORDERS OF DOP)

3: RECOGNITION OF IRTSA – AS PER RECOMMENDATIONS OF RAIC & RRC

– TO DISCUSS & RESOLVE PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS.

Thanking you Sir,

Yours truly,



**Harchandan Singh,
General Secretary, IRTSA**

ENCL: BRIEF JUSTIFICATION FOR THE ABOVE DEMANDS

1. REVISION OF GRADE PAY OF SENIOR SECTION ENGINEERS & JUNIOR ENGINEERS

The pay scales of Senior Supervising Engineers which was the highest exclusive scale till 1995, was diluted by 5th CPC followed by 6th CPC. The agitated Supervising Engineers have been continuously highlighting this retrograde situation to Railway board for the last 15 years by means representations agitations etc.,

Senior Section Engineers are demanding a grade pay of Rs.5400 in PB-3 and gazetted status and the Junior Engineers are demanding Rs.4800 in PB-2 with gazetted status.

The above demands are quite genuine if their position in hierarchy is taken in to consideration with respect to multi faceted volume of work, the working environments being hazardous in nature and the high degree of responsibility and accountability they hold in the system which only ensures safe running of trains day in and day-out and ensures comfort and punctual rail services to public.

It is quite illogical to treat this category with a grade pay which is equal to their supporting staff in the hierarchy or in some cases they are placed even less than them.

At last Railway board has realized the fact and recommended to ministry of finance for grant of GP Rs.4800 to SSEs and Rs.4600 to JEs. Ministry of finance has not accepted these recommendations probably because of the only reason that Railway Board has no clarity in their presentation. Instead of earmarking the above recommendations only for Technical Supervisors, Board have demanded the same benefit for all categories and hence not considered by Ministry of finance.

OUR DEMAND IN NUT SHELL

i) SSEs be granted a Grade Pay of Rs.5400 in PB-3 or at least in PB-2 – to maintain the established relativity & their vital role in safe & efficient running of Trains.

ii) Junior Engineers be granted a Grade pay of Rs.4800 in PB-2 instead of Rs. Rs.4200 since JEs cannot be placed in the same grade pay of the Sr. Technician who are working under them and are controlled by them – keeping in view the settled that *an “equal cannot be over an equal”*.

2: GROUP B STATUS FOR SENIOR SECTION ENGINEERS ***– (AS PER ORDERS OF DOP)***

The 5th CPC recommended that there was no need for classification of posts as gazetted and non-gazetted and clearly recommended that the Supervising Engineers to be granted all privileges attached to gazetted category. Since GOI did not accept the above recommendation, Railway Board did not implement. But the demand of Senior Supervisors over the years for grant of gazetted status was taken for consideration by the Board in between years 1999 to 2002 vigorously. The full board met several times and discussed the above issue and almost arrived a consensus for acceptance but it is kept pending due to probably Federations' interference, which is not supported by any logic. It is to be noted that Senior Supervisors working in any departments including Ordnance Factories have been placed in Group "B" Gazetted cadre ever since 1992 itself. It is also to be noted that many categories even below the pay scales of supervising Engineers of Railways in other departments have been awarded this status for quite long time. It is again pertinent to note that the ratio of Officers and employees is the least compared to other government departments though the responsibility, accountability, volume of work, working conditions of the technical employees of Railways are far more greater than any other departmental employees.

Hence it is high time that Railways especially when it is poised for expansion and to ensure public needs and to uplift country's economy as desired by GOI , have to seriously consider for placing the entire Supervising Cadre with Gazetted status.

3: RECOGNITION OF IRTSA

– AS PER RECOMMENDATIONS OF RAIC & RRC

– TO DISCUSS & RESOLVE PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS.

The Supervising Engineers are the middle management category working between workmen and management. Ministry of Railways has recognized two forums viz; Group "A" and Group "B" forums. But it is reluctant to recognize a Forum for middle management even though board's recommendations to GOI is kept pending right from 1971. It is essential that the middle managers should have a separate forum for negotiation with administration since their issues and problems are totally different from workman whose case only are predominantly addressed by two recognized federations. The middle managers cannot opt for enrolling membership in both the federations and they are necessitated to join in one group while they cannot justify to the employees working under them who may belong to the other federation. We do not say that the federations are totally ignoring the aspiration of middle management, but many factual situations at many times could not be totally echoed by the federations due to many compelling reasons. Because of these peculiar situations, most of the genuine grievances could not come to surface whereby the frustration and dissatisfaction crippling them is touching the elastic limit. When there are two forums that can exist as recognized forums in officers category, it is very much justified to recognize one more forum for middle managers.

Hence it is high time that GOI and Ministry of Railways may accept to grant recognition to IRTSA, a very old and constructive organization for four and half decades.

Thanking you Sir,

Yours truly,



**Harchandan Singh,
General Secretary, IRTSA**

To

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