

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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CHAIRMAN CUM CEO RAILWAY BOARD

Respected Sir,

Subject: Unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B.

**Ref: 1) Railway Board letter No. E(GP)/2005/2/87 (RBE No.92/2015), dated 18.08.2015.
2) Railway Board letter No. E(GP)2019/2/25 (RBE No.216/2019) dated 27.12.2019.
3) Railway Board letter No. E(GP)2019/2/25, dated 14.06.2024.
4) Railway Board letter No. E(GP)2024/2/28 (E.No.3466256) (RBE No.10/2025), dated 03.02.2025.**

- 1) We are thankful for the modification done by Railway Board vide RBE No.10/2025 dated 03.02.2025, that in case of Group-B posts other than APO, the candidates for Vivo Voce and assessment of record of service shall be called to the extent of six times the number of vacancies in the order of seniority and to do away with grading of candidates as 'Good / Out Standing'. This has been done to ensure promotion of seniors who have qualified in the selection. But full justice has not been done to SSEs since all the zones are following the old criteria mentioned in RBE No.92/2015 dated 18.08.2015 for arriving integrated seniority among qualified SSEs & LPs.
- 2) Equating Loco Pilots / Running Staff in level-6 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota) is denying rightful chances of promotion for the SSEs in level-8.
- 3) JE with diploma as entry qualification entering in level-6 progress to SSE (level-7) and SSE (level-8). SSE with Graduate in Engineering as entry qualification entering in level-7 progress to SSE (level-8). Whereas Loco Pilots with the entry qualification of ITI recruited in pay level-2 are having promotional channel to level-4, level-6, level-6+Rs.500, level-6+Rs.1000 and level-7.
- 4) Loco Pilots / Running Staff are basically oriented with traffic rules and HOER. Whereas JE & SSE are essentially oriented with Technical & Managerial duties as well as traffic & HOER. Keeping the two categories, whose Duties & Responsibilities are entirely different, in the same pool for the purpose of promotion to Group-B in Mechanical & Electrical departments which demands considerable technical as well as managerial expertise itself is erroneous.
- 5) Moreover, introduction of level-8 in cadres of SSE through RBE No.155/2022 has changed the cadre structure and following the procedure laid down more than three decades ago (10.01.1992) and last time revised in 2015 will not be prudent, because many structural changes happened since then.
- 6) **Unjustified comparison of Technical Supervisors with Loco pilots**

Recruitment and promotional avenue of Loco Pilots and Technical Supervisors and unjustified comparison of their inter-se seniority for the purpose of selection to Group-B for 70% seniority quota selection is given in the table.

Avenue of Chart (AVC) for Loco Pilot & Technical Supervisory category &

Unjustified comparison of inter-se seniority disadvantageous for Technical Supervisors.

Loco pilot		Technical Supervisors		For 70% seniority quota Group-B selection
ALP/LP/LI	Steps of promotion	JE/SSE	Steps of promotion	
ALP (Level-2) DP + DR DR qualification ITI	Entry			
SALP (Level-4)	1 st Functional promotion – with fixation			
LP Shunting-II (Level-4)	Non- Functional promotion – No fixation			
LP Shunting-I (Level-6)	2 nd Functional promotion – with fixation			Loco pilots' integrated seniority counted from level-6
LP Goods (Level-6)	3 rd Functional promotion – with fixation			
LP Passenger (Level-6+Rs.500)	4 th Functional promotion – with fixation			
LP Mail (Level-6+Rs.1000)	5 th Functional promotion – with fixation	JE (Level-6) DP + DR DR qualification Diploma in Engg	Entry	
CLI (Level-7)	Selection post / Supervisory cadre	SSE (Level-7) DP + DR DR qualification Graduate in Engg	1 st Functional promotion – with fixation. <i>Entry for DR SSE</i>	Technical Supervisors' integrated seniority counted from level-7
		SSE (Level-8)	2 nd Functional promotion for JE entrant – with fixation. <i>1st Functional promotion for SSE entrant – with fixation.</i>	SSE in pay level-8 are treated juniors to Loco Pilots in Pay Level-6 because of erroneous principle of RBE No92/2015.

7) Ignoring service rendered in higher Pay Level is against justice

- Merit and purpose of having selection for the promotion from post in level-6 to level-7 and subsequent promotion to level-8 carrying distinct roles and responsibilities got defeated by ignoring combined service rendered in level-7 and level-8.
- For practical illustration, selection for Group-B (70%) in West Central Railway Mechanical department has been taken. For 10 vacancies (7 UR+2 SC+1 ST), 402 employees qualified in CCBT and integrated seniority list was published as on 15.07.2025. Three are 210 SSEs working in level-8 & level-7 qualified in the CCBT.

- c. From this list it is observed that, SSEs having combined service of 20 to 22 years in level-7 and level-8 are made juniors to Loco Pilots in level-6.
- d. Two SSEs in seniority number 8 and 9 with 22 years of combined service in level-7 & level-8 will be losing their promotional chances to Loco pilots (level-6) in seniority number 5 and 6. These SSEs are also seniors to loco pilots (level-6) in their previous post of JE in level-6. This contradicts para iv of RBE No.216/2019, dated 27.12.2019, saying that, *"In the integrated seniority of Group-C employees eligible for Group-B selection (70%) in all departments having organised services except Accounts Department, employees in level-7 of the pay matrix will be placed in above those in level-6 of the pay matrix. In either category, the relative seniority of employees coming from different streams will be determined with reference to length of non-fortuitous service in level-7 or level-6 in pay matrix as the case may be"*.
- e. Direct entrant SSEs with Graduate in Engineering qualification, assigned seniority number 18 and 19, completed 19 years of combined service in level-7 & level-8 are placed below Loco Pilots in level-6.

Loco pilots in pay level-6 listed seniors to SSE in level-8						
Sr. No	Name	Desg & Community	Date of Appointment	Date of assigning seniority in level-6	Promotion or Appointment in level-7	Promotion in level-8
5	Sri. Ram Singh Meena	LP (ST)	28.10.1989	15.12.1999	-	-
6	Sri. Papendra Kumar Sharma	LP (UR)	10.06.1996	03.10.2001	-	-
10	Sri. Dheeraj Kumar Choudhary	LP (SC)	03.06.1996	23.11.2003	-	-
12	Sri. Rajesh Kumar Barguriya	LP (SC)	08.10.1996	21.02.2005	-	-

SSE in pay level-8 listed as juniors to loco pilots in level-6. SSEs are also seniors to loco pilots in their previous post of JE in level-6							
Sr. No	Name	Desg & Community	Date of Appointment	Date of assigning seniority in level-6	Promotion or Appointment in level-7	Promotion in level-8	Combined service in level-7 & level-8
8	Sri. Vinay Kumar Masih	SSE (ST)	29.11.1997	29.11.1997	21.10.2003	01.12.2022	22 years
9	Sri. Anup Khare	SSE (UR)	24.10.1990	12.06.1997	01.11.2003	01.12.2022	22 years
13	Sri. Mahesh Datta Shandilya	SSE (UR)	20.07.1991	20.07.1991	02.07.2005	01.12.2022	20 years
14	Sri. Arvind Kumar	SSE (SC)	29.11.1997	29.11.1997	05.04.2005	01.12.2022	20 years
18	Sri. Kapil Kumar Gautam	SSE (SC)	24.06.2005	-	13.09.2006	01.12.2022	19 years
19	Sri. Vineet Garg	SSE (UR)	30.08.2005	-	13.09.2006	01.12.2022	19 years

- 8) It is pertinent to mention that, agreeing with the fact of stagnation at level-7 in the supervisory categories particularly for SSEs Railway formed a committee (Railway Board Order No. ERB-I/2024/23/65, dated 20.11.2024) to examine issues relating to Supervisory Categories with following terms of reference.
 - a. To study the issue of stagnation at L-7 and to suggest modalities to improve promotion prospects for all supervisory categories.
 - b. To study implications and modalities for allotting Group B status to Supervisors upgraded to level-8 vide RBE No.155/2022.

- c. To study implications and suggest modalities for aligning the classification policy of Railways with DoPT.
- 9) But, Railways action of sticking to rule made three decades ago, Equating Loco Pilots / Running Staff in level-6 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota) are denying meagre chances of promotion for the SSEs in level-8.
- 10) There are justified exclusive facilities being extended to some of the categories specific to the strenuous working conditions attached to that category. At the same time opportunities or any special privilege extended to anyone category should not infringe the promotional opportunities of SSEs who are occupying higher grade posts in level-7 and level-8 for many years.
- 11) **Considering the points explained above, It is requested that Railway Board's letter RBE No.10/2025 dated 03.02.2025 (promotions from Group 'C' to Group 'B' posts through 70% selection) may please be implemented by assigning seniority in the order of inter-se in level-7 and then in level-6, placing level-7 above level-6, ignoring old procedure mentioned in Railway Board letter RBE No.92/2015, dated 18.08.2015.**

Thank you in anticipation



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Copy to
Secretary, Railway Board