

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo/22

Date:19.01.2026

**Chairperson CRC (Cadre Restructuring Committee),
Railway Board, Rail Bhavan, New Delhi.**

Respected Chairperson CRC,

Subject: Cadre Restructuring of Group-C categories – Reg. Category of Technical Supervisors including Design & Drawing and Stores Engineers.

- 1) IRTSA submits this detailed memorandum focusing on **Record note of discussion of core committee on CRC 2023 on 17.11.2025.**
- 2) Increase in maintenance activities due to increase of 21% track km, 232% electrified TKM, 44% loco holding, 30% passenger coaches, 46% EMU coaches, 58% DEMU/SPART type coaches, 38% wagons, etc requiring more staff and corresponding additional requirement of Technical Supervisors are quantified.
- 3) More than $\frac{2}{3}$ rd of tracks made fit to operate trains above 110 kmph upto 130 kmph, introduction Vande Bharat train sets, introduction of new technologies like Kavach, Electronic interlocking, ect, expansion of Automatic Block Signalling, expansion of OFC, introduction of real time train information system, etc require higher level of supervision and further higher number of SSEs to manage contracts.
- 4) Railways have achieved higher productivity by downward revision of yardsticks per unit maintenance of locos, coaches, wagons, traction, general power supply, civil maintenance, revision of allowed time at regular intervals in PUs and Mechanical workshops, etc felicitated surrender of posts continuously.
- 5) Since last CRC, Railways is operating 15.4% of trains additionally daily. In 2025 Railways operated more than 44,000 trips of special trains, for which no man additional man power is given. But, this has been achieved even after reduction of 6.1% of staff in the same period.
- 6) Through implementation of economic measures and rationalization since last CRC, Railways have surrendered more than one lakh live posts.
- 7) For the reasons briefed above, no scope is available for further surrender of posts particularly in safety categories of technical departments. These departments need higher number of man power to provide safe, comfort and punctual train operation.
- 8) To manage direct staff shortage Railways is resorting to out sourcing of all major activities, without increasing number of JE & SSE correspondingly.
- 9) RBE No.155/2022 dated 17.11.2022 didn't cleared the stagnation of seniors in the cadre.
- 10) **Above brief justifies cadre structure in Technical Supervisory cadre, as 25% in level-6, 25% in level-7, 25% in level-8, 25% in level-9 and non-functional upgradation to level-10 after completing 4 years of service in level-9, creation of 10,000 Technical Supervisors post, creation of Group-B posts and implementation of CRC without matching surrender.** Explanations given in the enclosed memorandum.

Thank you in anticipation.

Enclosure

Memorandum explaining above points and justifications in detail.

Yours' truly

K.V.RAMESH
General Secretary, IRTSA
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Chairperson CRC (Cadre Restructuring Committee),
Railway Board, Rail Bhavan, New Delhi.

Respected Chairperson CRC,

Subject: Cadre Restructuring of Group-C categories – Reg. Category of Technical Supervisors including Design & Drawing and Stores Engineers.

Reference: 1) Railway Board order No. ERB-I/2022/23/22, dated 25.04.2022.
2) Record note of discussion of core committee on CRC 2023 on 17.11.2025, Board's file No. PC/VII/CRC/2023, dated 01.12.2025.
3) IRTSA memorandum IRTSA/CHQ/Memo/2023/2, dated 24.02.2023.

In continuance of our memorandum dated 24.02.2023, IRTSA submit the following for the kind consideration of CRC committee. This memorandum is focusing on record note of discussion of core committee held on 17.11.2025.

I) Details of the desired revision in cadre structure of Group-C Categories by staff side (Table-1)

S.N	Department	Category	Present cadre strength		Desired cadre structure		Justification for revision	Details of stagnation (if any)
			Grade Pay	% age	Pay level	% age		
1	Engineering	Senior Section Engineer	4600	33.5%	L-10	NFU	Justification and details of stagnation explained in para 2 and its sub-para	
	Electrical		4800	33.5%	L-9	25%		
	Mechanical		5400	NFU	L-8	25%		
	Signal & Telecommunication				L-7	25%		
	Sub-total			67%		75%		
2	Engineering	Junior Engineer	4200	33%	L-6	25%	Justification and details of stagnation explained in para 3 and its sub-para	
	Electrical							
	Mechanical							
	Signal & Telecommunication							
	Total			100%		100%		
	<ul style="list-style-type: none">➤ Separate designation for SSEs in each pay level. Senior SE for level-7, Principal SE for level-8, Chief SE for level-9 and Chief SE level (NF) for level-10.➤ Justification given for creation of 10,000 Technical Supervisors posts.➤ Design & Drawing and Stores Engineers may please be given same cadre structure of Technical Supervisors.							

2) Justification for revision of Senior Section Engineer (SSE)

2.1) Stagnation at SSE grade

- 7th CPC in para 11.40.113 said that there is some element of stagnation at the GP-4600 (SSE) stage.
- National Anomaly Committee formed after 7th CPC referred in its item No.15 – “Issues of Technical Supervisors in Railways” (DoPT OM dated 31.01.2019) to DAC. No meeting of DAC held in Railways.

- c) Railway Board's High-power committee in its recommendations dated 29.12.2018 accepted stagnation.
- d) CRB accepted in 48th NC-JCM meeting that the element of direct recruitment in the SSE grade is from highly qualified candidates, but they currently stagnate at a low level without appropriate status. Cabinet Secretary asked CRB and DoE to resolve the issue expeditiously. **Spirit of NC-JCM decision not fully met.**

2.2) RBE No.155/2022 – Not cleared the stagnation

- a) While implementing RBE No.155/2022, only less than 10% of the SSE got actual pay fixation benefit on upgradation from level-7 to level-8, rest of them were already placed in level-8 & level-9 through MACPS.
- b) Recommendations of Railways' high-level committee (dated 29.12.2018) not implemented fully. Committee recommended only 25% in level-7, but RBE 155/2022 notified 50% each in level-7 & 8, reducing the chances of promotion from level-7 to level-8 recommended by the committee.

Table-2		
Pay Level	% recommended by the committee	RBE 155/2022
L-9	25%	NFU after 4 years in L-8
L-8	50%	50%
L-7	25%	50%

c) Implementation of RBE No.155/2022 - Analysis at ICF (Table-3)

1	Sanctioned strength of SSE in ICF	836
2	50% upgradation on 01.12.2022	413
3	SSE already in L-9 MACPS	148
4	SSE already in L-8 MACPS	193
5	Subtotal (3+4)	341
6	SSE got pay fixation on 01.12.2022	72
7	SSE got pay fixation on 01.12.2022 in percentage to total strength	8.6%
8	SSE got pay fixation on 01.12.2022 in percentage to upgradation SSE	17.4%

2.3) Decision taken by Railways in DAC (6th CPC) to grant GP Rs.4600 for all JEs and GP Rs.4800 for all SSEs in 2010 need to be taken into consideration now. (Ref: Railways O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010 sent to Finance Ministry).

3) Justification for revision of Junior Engineer (JE)

3.1) Through RBE No.155/2022, Junior Engineers didn't receive any promotions. Promotional benefits were extended only to SSEs.

3.2) At present, apex grade of Technical Supervisors is only 33.5% in level-8.

3.3) Railways through its O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010 asked approval for upgrading all posts of JE in GP Rs.4200 to GP Rs.4600.

3.4) Steady increase of SSE DR quota reduced effect of higher percentage by 1/3rd

a) Direct recruitment quota in the post of SSE with the entry qualification of degree in Engineering is 20% of sanctioned strength in SSE. 20% DR quota remains same since 1987 even though many changes happened in the cadre structure of Technical Supervisors and steady increase in percentage of SSE. DR quota in SSE has increased to 13.4 posts from 5.4 posts for 100 sanctioned posts.

b) Steady increase of SSE DR quota (Table-4)

Effect from Year	% for SE/SSE in Technical Supervisors category from which DR quota calculated	Pay Scale, GP & Pay level	% of DR in SE/SSE	Number of DR per 100 sanctioned posts
1984	27%	Rs. 700-900	20%	5.4
1993	28%	Rs. 2000-3200	20%	5.6
2003	29%	Rs. 6500-10500	20%	5.8
2008	50%	GP Rs.4600	20%	10

2013	67%	GP Rs.4600	20%	13.4
2022	67%	33.5% in L-7 + 33.5% in L-8	20%	13.4

c) In 1984 percentage distribution for SSE+SE is 37%. For a cadre strength of 100 Technical Supervisors post, DR quota was 5.4 posts. Merged grades of SSE was revised as 67% in 2013. Now, for cadre strength of 100 posts, DR quota was increased to 13.4 posts.

Table-5 DR quota for Engineering Graduates & Diploma Engineers for 100 cadre strength of Technical Supervisors										
	1984		1993		2003		2008		2013	
	%	DR	%	DR	%	DR	%	DR	%	DR
SSE (Shop Supt.)	10%	-	17%	-	21%	-	50%	10	67%	13.4
SE (Dy.Shop Supt.)	27%	5.4	28%	5.6	29%	5.8				
JE-I (Charge man-A)	30%	-	25%	-	24%	-	50%	25	33%	16.5
JE-II (Charge man-B)	33%	16.5	30%	15	26%	13				
Quantity of DR quota in JE grade is same as in 1984.										
Quantity of DR quota in SSE grade has increased from 5.4 to 13.4 in the same period.										

3.5) From the above table it is understand that, percentage of lowermost entry grade in Technical Supervisory category Chargeman-B in 1984 was 33%. In 1993 it was reduced to 30%, in 2003 CRC further reduced it to 29%. After 2013 CRC present lowermost entry grade in Technical Supervisory category Junior Engineer remains as 33%. Hence revising JE strength as 25% will not have major change in cadre structure and DR quota.

3.6) **Direct recruitment quota for Graduate Engineers may be calculated 20% of revised sanctioned strength of SSE in level-7, leaving out the strength upgraded to level-8.**

II) In the Record note of discussion of core committee on CRC 2023 on 17.11.2025, Board's file No. PC/VII/CRC/2023, dated 01.120.2025, Railway Board clarified the following. Our explanations are given immediately below each of four clarifications issued by CRC committee.

1) Due to the upgradation effected vide RBE 155/2022, there is already certain reluctance in staff for induction in Group 'B' as the Pay level for Gr. 'B' starts at Level-8, while the supervisors have already been granted Level-8 and Level-9 (NF) vide RBE No 155/2022. As such, further restructuring the categories already benefited from RBE 155/2022 would not be practical and detrimental to the operational requirements of Indian Railways.

- There is no merit in the above argument. Loco Pilots / Running Staff in level-6 (Grade Pay Rs.4200, PB-2) are unjustifiably equated with the SSE in level-7 (Grade Pay Rs.4600, PB-2) for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota). Similarly for 30% LDCE quota Running Staff in the Grade Pay Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200.
- Loco Pilots / Running Staff are basically oriented with traffic rules and HOER having their DR at level-2 with ITI qualifications. Whereas JE & SSE having their DR entry at level-6 and level-7 with Diploma & Engineering Degree qualifications 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 which demands considerable technical as well as managerial expertise is erroneous.
- Even though hundreds of eligible & willing SSEs available in Pay Level-7 & 8 and many of them reached level-9 through MACPS, who are all senior to loco pilots mentioned in eligible list and working in higher grades for several years, because of unjustified comparison of inter-se seniority of SSEs on entry to level-7 with Loco Pilots on entry to level-6. Loco pilots enjoy undue advantage over SSEs and

JE's. Due to this factor SSEs who are senior than loco pilots are not even coming under zone of consideration for the selection for 70% quota.

- d) **Either procedure of Loco pilots appearing for Group-B selection along with Technical Supervisors has to be removed or Railway Board's order (RBE No.92/2015) may please be withdrawn and inter-se seniority should be considered at same pay levels for running staff and stationary staff including Technical Supervisors.** Detailed justifications given in **Annexure-A**

2) The proposal for creation of 5000 supervisory Group 'C' and 2000 posts in Gr. 'B' has already been submitted to Ministry of Finance to account for enhanced requirement of workforce in the field.

Justification for creation of 10,000 post in Technical Supervisory category and increasing Group-B (Gaz) posts in technical departments of Railways are given in **Annexure-B**

3) The proposal for inclusion of leftover categories within the ambit of RBE 155/2022 is under examination in Railway Board.

Senior Engineer (Information Technology) is having separate sanctioned cadre in all zones and PUs. They have direct recruitment element in level-6 and level-7. Their cadre structure has been modified on par with Technical Supervisors. Those who permanently migrated to IT cadre from Technical Supervisors, Stores, Ministerial cadres etc through specialised selection now placed in disadvantageous situation of not covered in the ambit of RBE No.155/2022. While their juniors in their erstwhile cadres in other departments were given upgradation through RBE No.155/2022, SE (IT) has been left out unjustified. Detailed justification for bringing Senior Engineer (IT) within the ambit of RBE No.155/2022 is given in **Annexure-C**

4) The conditions imposed by Ministry of Finance cannot be circumvented suo-moto by Railway Board and any relaxation in the same needs to be approved by MoF. However, official side will examine the proposal of staff side to reckon the total posts surrendered since formation of CRC-2023 against the posts in Level-1 to be surrendered against the restructuring effected by CRC-2023.

- a) All Zonal Railways and PUs are downsizing their man power regularly even though assets and number of trains operated have increased significantly, which in turn requires more staff for maintenance. In civil, electrical and mechanical departments maintenance activities alone Railway will be requiring 1.76 lakh staff additionally to maintain increased assets as given in Table-8.
- b) Railways revised all yard sticks for maintenance activities in the recent past, which has reduced staff requirement substantially. Revision of yard sticks are given in Table-9.
- c) Railways reduced allowed time in Production Units and Mechanical Workshops at regular intervals resulting in surrender / re-deployment of staff. Reduction in Allowed time implemented in PUs and Workshops are given in Table-10.
- d) Introduction of Vande Bharat train set variants requires significant number of additional staff as given in Table-11.
- e) In ten years between 2013-14 and 2023-24 number of trains operated daily increased by 3324 (15.4%) from 21598 to 24992 shown in table-12.
- f) In 2025, Indian Railways operated more than 44,000 trips of special trains on various occasions. There is no additional staff sanction available for operating special trains. Railways have to create posts for operating huge number of additional trains. Number of trains & additional trains operated in 2025 is given in table-13.
- g) In 2025, Track km having sectional speed more than 110% kmph is increased to 78.2% from 39.6% in 2014. This requires higher degree of supervision and more posts in Group-B. Particulars on Substantial increase in sectional speed of tracks in given in Table-14.
- h) Economic measures and Rationalization done by Indian Railways in the recent past

- i. Railways surrendered more than one lakh live posts since last cadre restructure, doing the exercise every year by fixing target for surrender.
- ii. Between year 2013-14 and 2018-19 Railways surrendered 41,465 posts through work study. (2013-14 – 7310, 2014-15 – 9038, 2015-16 – 7195, 2016-17 – 7598, 2017-18 – 10324 and 2018-19 – 9813 posts surrendered). In 2019 further target was given to surrender 14188 posts.
- iii. Railway Board letter No.E(MPP)2018/1/1 (RBE no.48/202), dated 02.07.2020, communicated for freeze on creation of new posts, review the posts created in last two years and surrender of 50% existing vacancies in other than safety category.
- iv. Railway Board letter No.2020/E8&R/2(8)/1, dated 20.05.2021 gave targets to zonal Railways to surrender 13,450 posts.
- v. Railway Board letter No.E(MPP)2024/1/5, dated 05.05.2024 targeted for rationalisation of 28,815 posts across all zones and PUs.

Consolidated position of surrender of posts is given in table-15

Yours' truly



K.V.RAMESH
General Secretary, IRTSA
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Enclosures

- | | |
|------------|---|
| Annexure-A | Unjustified comparison of grades of running staff at lower level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B. |
| Annexure-B | Justification for creation of 10,000 post in Technical Supervisory category and increasing Group-B (Gaz) posts in technical departments of Railways. |
| Annexure-C | Pay level and cadre distribution on par with Technical Supervisory cadres for IT Engineers working in Indian Railways and bringing them within the ambit of RBE No.155/2022. |

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

Ref: Railway Board letter No.E(GP)/2005/2/87 (RBE No.92/2015), dated 18.08.2015.

- 1) Loco Pilots / Running Staff in level-6 (Grade Pay Rs.4200, PB-2) are unjustifiably equated with the SSE in level-7 (Grade Pay Rs.4600, PB-2) for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota). Similarly for 30% LDCE quota Running Staff in the Grade Pay Rs.2400 are equated with the Technical Supervisors & others in Grade Pay of Rs.4200.
- 2) Group-B posts in Mechanical and Electrical Departments are being filled up from the different streams, for example in Mechanical Department; there are three major streams (Carriage & Wagon, Diesel, and Workshop) available. These streams are further divided into separate seniority units like Fitter, Welder, General Machinist, Sheet metal Machinist, Carpenter, Black Smith, Painter and Millwright etc. Engineers of Design & Drawing and CMT organisations are also included in this pool by integrated seniority for promotion to Group-B based on the length of service in the same entry grades.
- 3) Junior Engineers (JEs) with the entry qualification of Diploma in Engineering recruited in the Grade pay of Rs.4200 (level-6) after getting one promotion reach the Grade Pay of Rs.4600 (level-7) after long years of service and experience. Senior Section Engineers (SSEs) recruited directly in GP 4600 (level-7) with the entry qualification of Graduate in Engineering are stagnated in the same entry grade pay of Rs.4600 itself due to non-availability of promotional avenues to Group-B. Whereas Loco Pilots with the entry qualification of ITI recruited in the Grade pay of Rs. 1900 (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 which demands considerable technical as well as managerial expertise itself is erroneous.
- 5) For the Technical Supervisors, Railway Board's order (RBE No.92/2015) greatly diminished the existing slender avenues for promotion. In this scenario for Technical Supervisors will now rarely find a place in the integrated seniority list and hardly ever in the list of selected candidates for Group B.
- 6) It is pertinent to mention that, number of Group-'B' (Gaz.) posts (promotional avenue for JE & SSE) in the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores had witnessed negative growth. **It was reduced from 4274 to 2900 between the year 2009 and 2021. Thus, strength of Group-'B' (Gaz.) posts was reduced by 32% in a period of twelve years.**
- 7) In Mechanical and Electrical departments only 903 Group-B post are operated in the year 2021-22. **Only 903 Group-B posts for 43,500 Technical Supervisors + 1,47,500 running staff (loco pilots) = Total 1,91,000 posts in Group-C. Promotional opportunities are limited to the vacancies arising in 903 Group-B posts, which is 0.47% of Group-C strength of Technical Supervisors and Loco Pilots.**
- 8) **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 30% LDCE selection and 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.**

Table-6			
ALP/LP/LI	Technical Supervisors, Design & Drawing and CMT	For 70% seniority quota Group-B selection	For 30% LDCE Group-B selection
ALP (Level-2) DR + DP DR qualification ITI			
SALP (Level-4)			
SALP Shunting-II (Level-4)			Assistant loco pilot Integrated seniority counted from level-4
LP Shunting-I & LP Goods (Level-6)		Loco pilot Integrated seniority counted from level-6	
LP Passenger (Level-6+Rs.500)			
LP Mail (Level-6+Rs.1000)	JE & CMA (Level-6) DR + DP DR qualification Diploma in Engg		Technical Supervisors Integrated seniority counted from level-6
CLI (Level-7)	SSE & CMS (Level-7) DR + DP DR qualification Graduate in Engg	Technical Supervisors Integrated seniority counted from level-7	
	SSE & CMS (Level-8)	Normally SSEs are reaching zone of consideration for Gr- B selection after reaching level-8	

- 9) **Technical Supervisors are not even able to reach zone of consideration because of undue advantages given to running staff.**

Example-1 – North Central Railway

- NC Railway Notification No.797-E/Gaz/Gr. 'B' Sele./CBT-Spl./Elect./70%/NCR, dated 10.01.2024 for 70% Group-B selection was issued for eight posts of AEE/ADEE/AXEEN in electrical department. (Copy of Notification given in Annexure)
- In the main list of eligible 24 employees only two SSEs names were appearing. In the eligible reserve list of 99 employees no SSE name is appearing.
- Even though hundreds of eligible & willing SSEs available in Pay Level-7 & 8 and some of them reached level-9 through MACPS, who are all senior to loco pilots mentioned in eligible list and working in higher grades for several years, because of unjustified comparison of inter-se seniority of SSEs on entry to level-7 with Loco Pilots on entry to level-6 made the SSEs ineligible and they are not even coming under zone of consideration.

Example-2 – Southern Railway

- Southern Railway published provisional integrated seniority list for selection for promotion from Group-C to Group-B for the posts of ADEE/AXEE (70%) in electrical department vide letter No.P(S)612/VII/ELECL/ISL/Gr.'B'/2023, dated 22.12.2023.

- b) Table below demonstrates discriminatory comparison of integrated seniority between running staff entering in level-2 and Technical Supervisors entering in level-6 and 7.

Table-7					
SI No in provisional integrated seniority list	Appointment as loco pilot in level-2	Entry to level-6	Appointment as JE in level-6	Entry to SE (6500-10500)	Entry to SSE Level-7, GP-4600
1				1990	
2 to 13	Between 1984 and 1988	1991 and 1992			
14 & 15			1987	1993	
16 to 26	Between 1984 and 1990	1994			
27					1993
28 to 39	Between 1986 and 1988	1995			
40			1987	1995	
41 to 51	Between 1984 and 1989	1996			

- c) Among top 51 of the list only S.No.1, 14, 15, 27 and 40 are Technical Supervisors recruited in level-6 and level-7. All these five SSEs entered level-6 or level-7 much earlier to all running staff.
- d) Loco pilot appointed in level-2 entered to level-6 on 25.08.1991 is given seniority in S.No.2, where as a JE appointed on 15.04.1991 and reached level-7 on 29.12.2000 is given seniority in S.No.187.
- 10) This injustice is happening over all zones depriving even available meagre promotional opportunities for Technical Supervisors. In many zones because of running staff' unwillingness the selection process is getting hampered.
- 11) Modifications given in RBE No.10/2025 dated 03.02.2025, in the case of Group 'B' posts other than APO, the candidates for Viva Voce and assessment of Record of Service shall be called to the extent of 06 times the number of vacancies (category-wise) in the order of seniority finally end up with giving advantage to loco pilots.
- 12) **It is therefore requested that, Railway Board's order (RBE No.92/2015) may please be withdrawn and inter-se seniority should be considered at same pay levels for running staff and stationary staff including Technical Supervisors.**

Justification for creation of 10,000 post in Technical Supervisory category and increasing Group-B (Gaz) posts in technical departments of Railways

A. Justification for creation of 10,000 post in Technical Supervisory category

- 1) Technical Supervisors of Mechanical, Electrical, Civil Engineering and Signal & Telecommunication Departments are responsible for Design, Production, Repair, Maintenance and continuous improvement of Rolling Stock, Locomotives, innumerable Fixed Assets, Systems and Equipment. Their duties and responsibilities are to ensure safe and efficient running of trains through highest order of safety of the system as a whole - including 'failure-proof' maintenance of Tracks, Bridges, Locomotives, Coaches, Wagons, Signalling and Overhead Equipment & Electrification Systems.
- 2) IR is continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. For this purpose, continuous induction of new technology is resorted to and improvements are being made in the existing systems & technology.
- 3) Railways have augmented its capacity and introduced new technologies in all areas. Rolling stocks, track KM, electrified RKM, trains run daily, festival/holiday specials etc were increased substantially since last cadre restructure year ie 2013-14. In the same period staff strength has come down by - 6.1%.

3.1) Increase in key infrastructure of Indian Railways and corresponding additional requirement of direct men in Civil, Electrical and Mechanical departments of Indian Railways

Table-8						
	Numbers in 2013-14	Numbers in 2023-24	Increase in numbers	% Increase	Average Yard stick for major maintenance (No. of men)	Additional direct staff required as on 2023-24
	(1)	(2)	(3)	(4)	(5)	(6)
Route KM	65,880	69,181	3,301	5.0%		
Total track KM	1,11,765	1,35,207	23,442	21.0%	0.8 per TKM	18754
ITKM Works					9.5 per 100 ITKM	22270
Electrified RKM	21,614	62,253	40,639	188.0%		
Electrified track KM	36,657	1,21,642	84,985	231.8%	0.22 per TKM	18697
Locomotives						
Production	568	1481	913	160.7%	22 per loco *	20086
Maintenance	10,499	15,110	4,611	43.9%	3 per loco	13833
POH	846	442	- 404	- 47.8%	6.3 per loco *	- 2545
Passenger Coaches						
Production	3154	6414	3260	103.4%	4.8 men per coach *	15680
Maintenance	51,228	66,697	15,469	30.2%	1.9 per coach	29391
POH	26,221	26,991	770	2.9%	1.8 per coach *	- 1693
EMU Coaches						
Maintenance	8,337	12,229	3,892	46.7%	2.75 for 3 coaches	3568
POH	3462	5545	2083	60.2%	2 per coach *	4166
DEMU, SPART & others						
Maintenance	1069	1691	622	58.2%	5.4 per set	1119
POH	590	1274	684	115.9%	2 per coach *	1368
Freight Wagons						
Maintenance	2,45,257	3,27,991	82,734	33.7%	0.1 per wagon	8273
POH	45,576	63,564	17,988	39.5%	0.15 per wagon *	2698
P.Way	More than $\frac{2}{3}$ rd of tracks made fit to operate trains above 110 kmph upto 130 kmph. Require higher supervision and more number of SSEs to manage contracts.					Qty not included in total
Signal	Introduction of new technologies like Kavach, Automatic Block Signalling, Electronic interlocking to increase safety, speed, line					Qty not included in total

	capacity, etc require higher supervision and more number of SSEs to manage contracts.	
Telecommunication	Expansion of OFC, introduction of real time train information system, etc require higher supervision and more number of SSEs to manage contracts.	Qty not included in total
	Additional direct men for additional asset	1,55,665
	Additional JE & SSE @ ratio of 1:8	19,450

* Average figure

3.2) Productivity already achieved by Railways through downsizing in key open line maintenance activities.

Table-9		
Activity	Previous yard stick	Present yard stick
Coaching Depot Mechanical	2001 10% cut over core activities and 20% cut over non-core activities 2.4 staff per coach brought down from 3.3 per coach.	2019 Up to 20% reduction in yard sticks. Primary maintenance – 1.9 staff per coach
EMU/MEMU Maintenance Depots	2006 7 staff per unit (1MC + 2TC)	2022 3 staff per unit (1MC + 2TC)
Electric Loco	2006 Freight (Hitachi) 5.5 staff per loco All other locos 6.6 staff per loco	2019 Freight (Hitachi) 3 staff per loco All other locos 3.5 staff per loco 3 phase locos 2.5 staff per loco
Diesel Loco	2013 ALCO 6.2 staff per loco HPP 3.7 staff per loco	2023 ALCO 4 staff per loco HPP 3.3 staff per loco
Wagon Maintenance		2023 0.1 staff per wagon
General Power supply	2006 0.2 staff per 1000 units power consumption	2022 0.15 staff per 1000 units power consumption
OHE Excluding suburban divisions	2006 0.45 staff per TKM	2019 0.22 staff per TKM
OHE Suburban divisions	2006 0.7 staff per TKM	2022 0.42 staff per TKM
DMU maintenance up to 50 DMU	2010 1.32 staff (avg) per coach	
Civil Works		2022 9.5 staff per 100 ITKM

3.3) Productivity improvement implemented in Production Units and Mechanical Workshops

Table-10	
Year	
1999	1. Contingency Allowance reduced to 10% from 12.5% 2. Fatigue Allowance reduced to 12.5% from 25%
2009	Reduction in allowed time by 5%
2017	Reduction in allowed time by 5%

3.4) Vande Bharat Rakes - Requirement of Technicians, Technical supervisors and supporting staff for 200 numbers of VB 16 coach formation (Approximate)

Table-11	
	Number of staff
Production	45,400
Depot maintenance	18,460
POH	1,650
Total	65,510

Indian Railways is planning to **operate about 800 Vande Bharat trainsets by 2030**, gearing up for infrastructure readiness and manufacturing capacity.

3.5) Increase in number of trains operated and special trains and reduction in total number of staff

Number of trains				(Table-12)
	Numbers in 2013-14	Numbers in 2023-24	Increase in numbers	% Increase
No of passenger trains run daily	12,961	13,198	237	1.8% *
No of goods trains run daily	8,637	11,724	3,087	35.7%
Total trains run daily	21,598	24,922	3324	15.4%
Number of employees				
Number of employees	13,33,966	12,52,180	-81,786	- 6.1%

* **More than 44,000 trips by holiday/festival specials have to be added.**

Special Trains operated by Indian Railways during major festival/holiday seasons on 2025 (Table-13)

Festival Season	Period	No of trips
Maha Kumbh Mela in Prayagraj	13 th Jan to 26 th Feb 25	17340
Holi	March 2025	1144
Summer Specials	April, May & June 25	12417
Deepavali & Chhath	1 st Oct 25 to 30 th Nov 25	12383
Indigo Airlines Disruption	Dec 25	100
2025 Christmas & New Year	16 th Dec 25 to 16 th Jan 26	650
		44,034
i. Every year IR operates special trains almost throughout year. ii. In 2025 on average IR operated more than 120 special trips daily. iii. Besides above special train operated on pan India basis, special trains are being operated by many zonal Railways for seasonal rushes and specific demands during regional festivals like Pongal, Sabarimala, Ajmir, etc.		

3.6. Introduction of Kavach: Kavach is India's indigenous, high-tech Automatic Train Protection (ATP) system, developed by RDSO (Research Designs & Standards Organisation) to prevent train accidents. It is being laid at the cost of Rs.50 lakh per KM and 80 lakh per locomotive equipment. Project for equipping 10,000 Locomotives has been finalized. 69 number of loco sheds have been prepared for equipping with Kavach. Track side Works of Kavach for approximately 15,000 RKM have been started. Specialized training programme on Kavach are being conducted at centralized training institutes of Indian Railways to impart training to all concerned officials. By now more than 20,000 technicians, operators and engineers have been trained on Kavach technology.

3.7) Substantial increase in sectional speed of tracks: In the year 2014, 60.4% of track km were having sectional speed less than 110 kmph. In 2025 it has been brought down to 21.8%. Track km having sectional speed more than 110% kmph is increased to 78.2% from 39.6% in 2014.

Table-14				
Sectional Speed (kmph)	2014		2025	
	Track km	%	Track km	%
<110	47,897	60.4	22,862	21.8
110-130	26,409	33.3	59,800	56.6
130 & above	5036	6.3	23,010	21.8
Total	79,342	100	1,05,672	100

3.8) Railways are surrendering the posts continuously as per Railway Board's direction.

Consolidated table on surrender of posts through Work Study (Table-15)

Year	No of posts	Remarks
2013-14	7310	Surrendered
2014-15	9038	Surrendered
2015-16	7195	Surrendered
2016-17	7598	Surrendered

2017-18	10324	Surrendered
2018-19	9813	Surrendered
2019	14,188	Proposed surrender from arrears of previous years
2020	1) Freeze on creation of new posts, 2) Review the posts created in last two years, 3) Surrender of 50% existing vacancies in other than safety category.	Exact number of surrenders not known
2021	13,450	Exact number of surrenders not known
2022	27,043	Surrender mentioned in yearend review
2024	28,815	Proposed surrendered
Total	1,34,774	

- 4) Railways are not creating technician posts to maintain new assets and for introduction of new technology. Contrarily Railways reduced around one lakh posts since last CRC. Work equivalent of technicians and other staff are being outsourced. This has increased work load of technical Supervisors substantially.
- 5) Reasons briefed above requires more number of Technical Supervisors and Group-B (Gaz) officers in Engineering, Electrical, Mechanical and Signal & Telecommunication of Railways. **Hence it is justified for creation of 10,000 posts in the category of Technical Supervisory category.**

B. Justification increasing Group-B (Gaz) posts in technical departments of Railways

- 1) Incumbents of Senior Section Engineers (SSE) with entry qualification of graduate in engineering in the category of Technical Supervisors were given no improvement in the Cadre Restructuring since 1984 and Junior Engineers (JE) are eligible for only one promotion in their entire career – in spite of manifold increase in duties and responsibilities of the Technical Supervisors / Rail Engineers being exclusive to Railways.
- 2) There has been no upgrading or Cadre Restructuring of the Apex Grade of Group 'C' ever on the Railways – (either in 1979, 1984, 1993, 2003 or 2013). Consequently, there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade 'C' – especially amongst the Technical Supervisors / Rail Engineers on the Railways.
- 3) There is no promotional avenue available to Group-B (Gaz) cadre in terms of percentage for the strength to Technical Supervisors or in terms of increase in workload. No scientific bench mark has been arrived at by Railway Board for determining the ratio between Technical Supervisors and Group-B (Gaz).
- 4) In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 2942 Group B posts exist for 8.26 lakh posts of Group C & D, i.e. just 0.36% posts are available in Group-B.
- 5) In fact, number of Group-B posts in technical departments of Railways had witnessed negative growth. It was reduced from 4274 to 2942 between the year 2009 and 2021 and these were usurped towards creation of Group "A" posts. Thus strength of Group-B posts was reduced by 31.2% in a period of ten years.
- 6) Whereas, Central Government departments witnessed increase in total Group-A and Group-B gazetted posts from 5.21% in 2010 to 6.43% in 2022 of total sanctioned posts.

Table-16						
Year	Central Govt			Railways		
	A	B	Total Gaz	A	B	Total Gaz
2010	96,504 (2.68%)	91,307 (2.53%)	1,87,811 (5.21%)	8748 (0.55%)	7652 (0.49%)	16,400 (1.04%)
2022	1,38,705 (3.49%)	1,16,978 (2.94%)	2,55,683 (6.43%)	12841 (0.85%)	5053 (0.34%)	17,894 (1.19%)

Within brackets figure shows percentage of post to the total sanction.

- 7) Railway Board submitted to 7th CPC (Para 6.16 of IIM Ahmedabad study report submitted to 7th CPC) that, Graduate Engineers (SSE) gets promotion to Assistant Engineer on completion of average 4 year service. This incorrect submission made the IIM's study report futile and done grave injustice to SSEs. Railways should correct its mistake now by granting Group-B (Gaz) to all SSEs in level-8.
- 8) The Railway Board's order no RBE/155-2022 dated 17/11/2022 doesn't meet the objective of Government since large number of senior Technical Supervisors will remain stagnated and will not get a chance for promotion to Group 'B' & Group 'A' in their entire career.
- 9) **Railways may please increase number of Group-B (Gaz) posts from present 0.33% of its total strength to 2.9% Group-B (Gaz) posts on par with all Central Government departments. Therefore, strength of Group-B (Gaz) posts may please be increased to 40,000 from the present 5000.**
- 10) **Introduction of new technologies like Kavach, 3 Phase propulsion, Vande Bharat train sets, increase in sectional speed, etc requires engineering managerial post in Group-B (Gaz) cadre.**
- 11) **Reduction in staff strength around one lakh between 2013 and 2023 and increase in work load in technical departments equivalent to more than 2 lakh staff has resulted in in huge outsourcing of maintenance and production activities. So far no Group-B posts were created to mange these out sourcing.**

Sub: Pay level and cadre distribution on par with Technical Supervisory cadres for IT Engineers working in Indian Railways and bringing them within the ambit of RBE No.155/2022.

- 1) IRTSA would like to submit serious anomalies in the cadre of IT Engineers by not including them in the ambit of RBE No.155/2022 for 50% upgradation to level-8 and NFU to level-9 after 4 years of service in level-8 and not granting level-8 for SE(IT) and not granting financial upgradation under MACPS ignoring scales upgraded & abolished and subsequent formation of two grades (JE & SE) cadre structure.
- 2) **Formation of IT cadre, It's present condition and continuous ignorance done to this category are briefed below,**
 - a) Data Entry operators were selected in 4th CPC scale of Rs.1350-2200 from serving employees then working in the scale of Rs.1200-2040. Prerequisite education qualification for Data Entry operator was Graduate degree and qualifying from aptitude test conducted by CRIS.
 - b) IT cadre was formed w.e.f. 01.04.2005. Two grades structure JE in Grade Pay Rs.4200 and SE in Grade Pay Rs.4600 has been implemented w.e.f. 01-01-2006.
 - c) Railway Board vide their letter No:ERB-I/2011/25/4 dated 14.07.2011, directed all Zonal Railways and Production Units to upgrade all then existing posts in Grade Pay Rs.4600 to Rs.4800 and post in Grade Pay Rs.4200 to Rs.4600 similar to cadre structure implemented for IT cadre in Railway Board. But it was not followed by Zonal Railways and Production units.
 - d) Senior Engineer/IT and Junior Engineer/IT has been restructured in percentage of 67:33 respectively in accordance with the percentage implemented for Technical Supervisors vide Board's letter RBE No 45/2017, No.2016/AC-II(CC)/37/9, dated 18.04.2017 and implemented from 01.04.2017, whereas cadre restructure for all other Group-C employees were implemented w.e.f. 01.11.2013.
 - e) RBA No 22/2019, No.2016/AC-II(CC)/37/9, dated 28.03.2019 approved sanctioned strength of IT cadre for each Zonal Railway and Production units as on 01.04.2017. Total sanctioned strength of IT Engineers cadre in Indian Railways as on 01.04.2017 was 1067 with the split up of JE(IT) 278 and SE(IT) 789.
 - f) RBE No.155/2022 implemented upgradation for Technical Supervisors and other department supervisors w.e.f. 01.12.2022, leaving out Senior Engineer (IT). 50% of sanctioned posts in level-7 were upgraded to level-8 w.e.f. 01.12.2022 and on completion of four years of service in level-8, 50% of posts in level-8 will be upgraded (non-functional) to level-9.
- 3) **Anomaly due to non-granting 50% upgradation from level-7 to level-8 for SE (IT).**
 - a) Post of Data Entry operators in 4th CPC scale of Rs.1350-2200 were filled from other departments' employees through departmental selection having educational qualification of Graduate degree working in the pay scale of Rs.1200-2040.
 - b) Formation of regular IT cadre in Zonal Railways and Production units were approved by Railway Board long back. Now IT cadre is having two tier structure JE (IT) in GP-Rs.4200/level-6 and SE (IT) in GP-Rs.4600/level-7 with percentage distribution on par with Technical Supervisors 33:67.
 - c) 50% upgradation from level-7 to level-8 was implemented by Railway Board for SSE and other departments' supervisors to reduce stagnation at level-7. Even though many of SE (IT) are stagnated at level-7 for more than 15 years, upgradation was not granted to them. This has created serious anomaly and placed SE (IT) in disadvantageous position compared with other departments' supervisory cadre. For illustration, position of SE (IT) working in ICF is taken at the time of implementation of RBE No.155/2022. It is found that 43% of SE (IT) working in ICF are stagnated in same grade for more than 13 years. Senior most SE (IT) has been stagnated in the same grade for more than 26 years. In addition, 36% of them are stagnated for more than seven years.

Table showing stagnant position of Senior Engineer (IT) working in ICF is given in annexure-C/1

- d) Because of non-inclusion of SE (IT) in 50% upgradation to level-8 order, Employees switched from ministerial cadre to IT cadre through departmental selection is put in anomalous disadvantageous position to their juniors in ministerial cadre. Had they continued in ministerial cadre they should have got their promotion to level-8. Thus switching over to IT cadre through departmental selection turned into punishment for them. **Hence to remove this serious anomaly, 50% upgradation from level-7 to level-8 should be extended to SE (IT) w.e.f.01.12.2022.**

Comparative statement on Disadvantageous position of Sri.Ganesan.K, SE (IT) over his junior in Ministerial cadre because of non-granting 50% pay level upgradation from level-7 to level-8 is given in annexure-C/2 as an example.

4) Anomaly in MAPC Scheme for SE (IT) drawn from other departments with qualification required for direct recruits.

- a) Basic principle of financial upgradation under MACPS is, promotions earned in merged grades has to be ignored so as to avoid disadvantageous position of juniors placed in higher scale/level than seniors can be avoided.
- b) IT cadre was formed by drawing employees from other departments through departmental selection with basic qualification of Graduate degree and qualifying aptitude test conducted by CRIS. They were observed in 4th CPC pay scale of Rs.1350-2200.
- c) Later two-tier IT cadre JE (GP-4200/level-6) and SE (GP-4600/level-7) was formed abolishing/upgrading other lower grades. Qualification for JE direct recruitment is fixed as Graduate degree. Employees observed through departmental selection are also having minimum educational qualification of Graduate degree. Since they are having same educational qualification of direct recruits, their financial upgradation under MACPS should be counted from GP-4200/level-6.
- d) Thus, JE (IT) & SE (IT) drawn from other departments with Graduate degree qualification having more experience, have been put in disadvantageous situation than their directly recruited juniors, since they have not been granted financial upgradation under MACPS ignoring promotions earned in abolished/upgraded and they are stagnated in level-7.
- e) All JE (IT) & SE (IT) observed through departmental selection with educational qualification of Graduate degree (same qualification required for direct recruitment) may please be granted financial upgradation under MACPS from their entry to JE (IT) in GP Rs.4200/level-6 ignoring earlier promotions earned by them.

Comparative statement on disadvantageous position of Sri.Ganesan.K, SE (IT) over his juniors with in IT cadre, ICF is given annexure-C/3 as an example.

5) MAIN DEMANDS

- a) **To remove serious anomaly compared with other department supervisory categories, 50% upgradation from level-7 to level-8 w.e.f.01.12.2022 thereof from Level 8 to Level 9 as Non-Functional promotion after 4 years should be extended to SE (IT).**
- b) **All JE (IT) & SE (IT) observed through departmental selection with educational qualification of Graduate degree (same qualification required for direct recruitment) may please be granted financial upgradation under MACPS from their entry to JE (IT) in GP Rs.4200/level-6 ignoring earlier promotions earned by them.**

Stagnant position of Senior Engineer (IT) working in ICF

Name	Seniority position	Length of service as SE (IT) (years)	Functional pay level	MACPS Pay level
THIRUMAVALAVAN.S	1	26	7	9
CHANDRASEKARAN.K	2	26	7	9
MEHALAN.R	3	23	7	9
NIRMALA.C	4	19	7	No MACPS
PRABHAVATHI RAVIKUMAR	5	21	7	8
KARTHIKEYAN.V	6	20	7	No MACPS
GANESAN.K	7	19	7	No MACPS
GOPALAKRISHNA.J	8	16	7	8
SIVA SUBRAMANIAN.S	9	16	7	No MACPS
VIJAYACHITHRA.S	10	16	7	No MACPS
SHABBIR HUSSAIN.K	11	16	7	No MACPS
SANTOSH J ABRAHAM	12	16	7	No MACPS
GEETHA RAMESH BABU	13	13	7	8
JAGADEESH.K	14	13	7	8
RAMACHANDRAN.K R	15	7	7	7
NIRMAL DOSS.A	16	7	7	7
KALAI SELVAN.V	17	7	7	7
ASIF AHMED.H	18	7	7	7
HEMAMALINI.D	19	7	7	7
SATHISH.C	20	7	7	7
SANKARAN.D	21	7	7	7
CHANDRAN.K	22	7	7	7
DEEPASRI.P	23	7	7	7
JOSE EDWIN.V J	24	7	7	7
BALASUNDARAM.R	25	7	7	7
SRIKANTH.G M	26	7	7	7
SANTHANA GOPALAN.N	27	4	7	7
NARENDRAN.V	28	3	7	7
SAMPATH KUMAR.E	29	3	7	7
YOGESHWARI.U	30	2	7	7
MAGESH KUMAR.R	31	2	7	7
VIDHYA.S	32	2	7	7
RAVI SANKAR.S	33	1	7	

Anomaly due to non-granting 50% upgradation from level-7 to level-8 for SE (IT)**Disadvantageous position of Sri.Ganesan.K, SE (IT) over his junior in Ministerial cadre because of non- granting 50% pay level upgradation from level-7 to level-8**

Sri.Ganesan.K and Smt.Vasanthi.J.S were appointed as CG-II vide RRB panel No: RG/90/ICG, dated 08.08.1990. RRB panel seniority of Sri.Ganesan.K is 66 and of Smt.Vasanthi.J.S is 253.

After working 3 years and 6 months in Personnel branch Sri.Ganesan.K was selected as Data entry operator in 4th CPC pay scale of Rs.1350-2200 through departmental selection. He also qualified in aptitude test conducted by CRIS. Later he qualified in departmental selection to console operator in 5th CPC scale of Rs.6500-10500 w.e.f. 22.12.2004. For the past 19 years he has been working in same grade (7th CPC pay level-7). Throughout his service Sri.Ganesan was drawing more pay than his junior. After implementation of 50% pay level upgradation from level-7 to level-8 to ministerial category leaving out SE (IT) made a situation Sri.Ganesan drawing lesser pay than his junior stagnated in level-7.

Whereas his junior Smt.Vasanthi.J.S appointed along with him as CG-II in the same RRB panel continued in Personnel branch and progressed to Chief OS in normal promotional channel. She got her promotion to level-8 on implementation of RBE No.155/2022 dated 17.11.2022. Comparison chart for these two employees is given below.

Emp.no.	697581	697670
Name	Ganesan.K	Vasanthi.J.S
Date of appointment	06-09-1990	28-08-1990
Recruitment grade in ministerial cadre	CG-II	CG-II
Department appointed	Personnel	Personnel
Appointment seniority position	66	253
Present department	IT (Accounts)	Personnel
Present designation	SE (IT)	Chief OS
Basic Pay as on		
01.01.2006	Rs.17,810	Rs.15,740
31.12.2015	Rs. 23,970	Rs. 22,930
01.01.2016	Rs. 62,200	Rs. 60,400
Current basic pay	Rs. 78,800	Rs. 81,200
Current Pay level	Level-7	Level-8

Because of non-inclusion of SE (IT) in 50% upgradation to level-8 order, Sri.Ganesan.K switched from Personnel cadre to IT cadre through departmental selection is put in anomalous disadvantageous position to his junior in Personnel cadre. Had Sri.Ganesan.K continued in Personnel cadre he might have got his promotion to level-8, his switch over to IT cadre through departmental selection should not punish him.

Hence to remove this serious anomaly, 50% upgradation from level-7 to level-8 should be extended to SE (IT) w.e.f.01.12.2022.

Anomaly in MAPC Scheme for SE (IT) drawn from other departments with qualification required for direct recruits

Disadvantageous position of Sri.Ganesan.K, SE (IT) over his juniors with in IT cadre, ICF.

In March 1994, Shri. Ganesan.K was selected as a Data Entry Operator in Scale Rs.1350-2200 of 4th Pay Commission and assigned to the Data Processing Centre ICF under the control of the Accounts department, ICF. The prerequisites for this position included being a graduate and a serving employee in the Rs.1200-2040 (IV-PC) scale. Additionally, he successfully cleared the aptitude test conducted by CRIS.

Later he was promoted to the position of Senior Data Entry Operator. Subsequently, he was selected and empaneled for the role of Console Operator. Finally, he was promoted to the position of Senior Console Operator in the scale of 6500-10500 (V-PC), with effect from **22nd December, 2004**. Currently, he is working as a Senior Engineer (IT) [re-designated] in GP 4600/level-7. It has been almost nineteen years and six months since he assumed the position of Senior Engineer (IT).

Following table shows names of some of his juniors in the SE (IT) seniority list with respect to the IT Cadre formation date of 1st April, 2005. These SEs (IT) have been awarded financial upgradation under MACP to level-8 and even though they were drawing lesser pay than Sri.Ganesan up to implementation of 6th CPC recommendations w.e.f.01.01.2006.

Emp.No.	Name Shri./Smt.	Designation	Seniority position	Date of Entry	Level
697581	Ganesan.K	SE (IT)	7	22-12-2004	7
708631	Gopalakrishna.J	SE (IT)	8	29-08-2008	8
653351	Geetha Ramesh Babu	SE (IT)	13	20-07-2011	8
837185	Jagadeesh.K	SE (IT)	14	20-07-2011	8
851665	S.Ravi Sankar (retired)	SE (IT)	33	09-03-2023	8

Thus, JE (IT) & SE (IT) observed through departmental selection with educational qualification of Graduate degree (same qualification required for direct recruitment) may please be granted financial upgradation under MACPS from their entry to JE (IT) in GP Rs.4200/level-6 ignoring earlier promotions earned by them in other categories.
