

APPENDIX A

FORM 1
(SEE RULE 4)
APPLICATION UNDER SEC. 19 OF THE ADMINISTRATIVE
TRIBUNALS ACT, 1985

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHENNAI BENCH

O.A.NO: 706 OF 2013

Indian Railways Technical Supervisors Association
(IRTSA), Rep. by its Joint General Secretary
Shri. K. V. Ramesh, Chennai-600 082
And another ... Applicants

-Vs.-

Union of India
Rep. by the Secretary,
Government of India,
Ministry of Railways,
Railway Board, Rail Bhawan,
New Delhi -110 001 and 2 others ... Respondents

I N D E X

S.NO.	DATE	DESCRIPTION OF DOCUMENTS RELIED UPON	PAGE NO.
1.	27.04.2013	Synopsis of the case	
2.	27.04.2013	Original Application	
3.	24.04.2013	Letter authorizing Shri K.V. Ramesh, Joint General Secretary to file OA (Ann.A-1)	
4.	04/05/12/ 2012	Copy of the Resolution (Ann.A-2)	
5.	XXXX	List of members of the 1 st Applicant Union (Ann.A-3)	
6.	XXXX	Extracts of Para 2.2.11 of Sixth Central Pay Commission report (Ann.A-4)	
7.	XXXX	Extract of Paras 7.36.71, 3.8.27 and Para 7.36.77 of Sixth Central Pay Commission recommendations (Ann.A-5)	

S.NO.	DATE	DESCRIPTION OF DOCUMENTS RELIED UPON	PAGE NO.
8.	XXXX	Table showing disturbance of vertical relativity between Junior Engineer and Senior Technician who works under the Junior Engineer (Ann.A-6)	
9.	XXXX	Extract of Paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of Fifth Central Pay Commissions Recommendations (Ann.A-7)	
10.	22.02.2005	Order of the Railway Board (Ann.A-8)	
11.	25.11.2009	Railway Board's letter (Ann.A-9)	
12.	XXXX	Table showing Grade Pay allotted by Sixth PC, mode of filling and recruitment qualifications (Ann.A-10)	
13.	XXXX	Comparative Table showing the pay scales of Teachers, Nurses and Accounts Staff (Ann.A-11)	
14.	XXXX	Table showing calculation of Grade Pay as 40% of maximum of Fifty Pay Commission Scale (Ann.A-12)	
15.	XXXX	Table showing Pay Scale allotted to Group C and Group B in all Pay Commissions (Ann.A-13)	
16.	XXXX	Recruitment qualification & Training of Junior Engineers and Senior Section Engineers (Ann.A-14)	
17.	XXXX	Duties and responsibilities of Technical Supervisors (Ann.A-15)	
18.	11.09.2008	Impugned Railway Service Revised Pay Rules (Ann.A-16)	
19.	22.09.2008	Impugned Railway Board's Order re: Grade Pay awarded to Accounts, Nursing & Teaching Staff (Ann.A-17)	
20.	23.09.2008	Impugned Railway Board's order re: Grade Pay awarded to Accounts, Nursing and Teaching Staff (Ann.A-18)	
21.	08.10.2012	Memorandum submitted by the 1 st Applicant to the Railway Board (Ann.A-19)	

The documents annexed with the Original Application are certified to be true copies.

Dated at Chennai, this the 27th day of April, 2013.

Counsel for Applicants

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHENNAI BENCH

O.A.NO: 706 OF 2013

Indian Railways Technical Supervisors Association
(IRTSA), Rep. by its Joint General Secretary
Shri. K. V. Ramesh, Chennai-600 082
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Ministry of Railways,
Railway Board, Rail Bhawan,
New Delhi -110 001 and 2 others

... Respondents

SYNOPSIS

The 1st Applicant is an Association of Technical Supervisors working in Indian Railways and the 2nd Applicant is a person aggrieved as he is working as Senior Section Engineer in Southern Railway.

The grievance of the applicants is that under Railway Service Revised Pay Rules issued on 11.09.2008 followed by Railway Board's Orders, implementing Sixth Pay Commission Recommendations, the grade pay of Rs.4200 has been granted to Junior Engineers (JEs) at par with Senior Technicians who are working under them. Likewise, the grade pay of Rs.4600 has been granted to Senior Section Engineers (SSEs) at par with Chief Clerk and Chief Office Superintendent who are working under them.

The grant of same grade pay to supervisors and to the lower grade employees who are working under them causes great concern and reduces the efficiency and also the same has been granted without taking into account the duties and responsibilities.

Hence the applicants have joined together and filed the OA in order to redress their grievances in this regard.

Dated at Chennai, this the 27th day of April, 2013

Counsel for Applicants

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHENNAI BENCH

O.A.NO: 706 OF 2013

1. Indian Railways Technical Supervisors Association
(IRTSA), Rep. by its Joint General Secretary
Shri. K. V. Ramesh,
G3-LIKITH HOMES, 3-Lakshmanan Nagar
West Street, Peravallur, Chennai-600 082
 2. M.T. Sujith Kumar
S/o. Shri. M.T. Kesavan,
Aged 43 years,
Working as Senior Section Engineer,
Basin Bridge Coaching Depot,
Southern Railway, Chennai -600 003
Resident of No.37/67, St. Antony Street,
G.K.M. Colony, Chennai -600 082
- ... Applicants

Versus

1. Union of India
Rep. by the Secretary,
Government of India,
Ministry of Railways,
Railway Board, Rail Bhawan,
New Delhi -110 001
 2. Secretary,
Ministry of Finance,
Expenditure,
Government of India,
North Block, New Delhi – 110 001
 3. Secretary,
Ministry of Personnel and Training,
Government of India,
North Block, New Delhi -110 001
- ... Respondents

DETAIL OF APPLICATION

1. PARTICULAR(S) OF ORDER(S) AGAINST / FOR WHICH THE APPLICATION HAS BEEN MADE:
 - a) Against the Railway Service Revised Pay Rules No.PC-VI/2008/I/RSRP (RBE No,108/2008), dated 11th Sep.2008 issued by the Ministry of Railways, Government of India, New Delhi, implementing the recommendations of Sixth Central Pay Commission - granting the Grade Pay of Rs.4200 to Junior Engineers (JEs) at par

with Senior Technicians working under them; and Grade of Rs.4600 to Senior Section Engineers (SSEs) – at par with Chief Clerk and Chief Office Superintendent working under them.

b) Against the non-consideration of important aspects by Sixth Pay Commission, Ministry of Railways, Ministry of Finance and DOPT – while deciding the Grade Pay of Junior Engineers and Senior Section Engineers including the hierarchical position and responsibilities of Junior Engineers and Senior Section Engineers to supervise a large work force including the Technicians, Senior Technicians as well as the Clerical Staff including Chief Clerk & Office Superintendent working under them - in complete disregard to the settled law that :

- i. An equal should not be over an equal;
- ii. Promotion' implies advancement to a higher grade; &
- iii. Supervisor should be in a scale higher than Supervised.

c) Against disturbance of horizontal parity and vertical relativity of the Grade Pay of Junior Engineers and Senior Section Engineers with other categories of Section Officers Accounts, Teachers and Nurses who were upgraded to the Grade Pay of Rs.5400 even though they were previously either at par with JEs & SSEs or two to three scales below during the previous Pay Commissions.

d) For issuance of directions to the respondents to revise and upgrade the Grade Pay of Junior Engineers to Rs.4800/ Rs.4600 and Senior Section Engineers to Rs.5400/ Rs.4800 w.e.f 1.1.2006 with all the consequential benefits of arrears and to restore horizontal parity and vertical relativity on the pay scales of Technical Supervisors with respect to other categories who were placed in the pay scales below them and categories working under them respectively.

2. JURISDICTION:

The applicants declare that the subject matter of the order(s) against / for which the application has been made is within the jurisdiction of this Hon'ble Tribunal.

3. LIMITATION:

The applicants further declare that the application is within the limitation period as prescribed in section 21 of the Administrative Tribunals Act, 1985.

4. FACTS OF THE CASE :

In brief, the facts of the case are as under: -

(1) That the applicant No. 1 is a Registered Association of Technical Supervisors working as Junior Engineers and Senior Section Engineers etc. in various Departments of Indian Railways and is espousing their cause and applicant no. 2 is a member of the Association and an aggrieved person. A copy of the letter by Central President IRTSA authorizing Shri K.V. Ramesh, Joint General Secretary to file a case in the context on behalf of the Association, is enclosed as Annexure A-1 to this Original Application.

(2) That the General Body Meeting of the "Indian Railways Technical Supervisors Association" (IRTSA) was held on 4th & 5th December, 2012 Resolved that the Grade Pay granted to Junior Engineers and Senior Section Engineers are in violation of law of natural justice that an equal cannot be over an equal and the same are not commensurate with the duties and responsibilities shouldered by them in safe and punctual train operations. But they are now being badly ignored by the Government in granting justified Grade Pay and restoring the horizontal parity and vertical relativity, as such the Association had resolved to file a court cases for issuance of direction to the respondents to grant the Grade Pay of Rs.4800/4600 to Junior Engineers and Rs.5400/4800 to Senior Section Engineers. Copy of the Resolution is enclosed and marked as Annexure A-2 to this Original Application. The list of members of the 1st Applicant Association is enclosed as Annexure A-3.

(3) That Sixth Central Pay Commission (in Para, 2.2.11 of its Report) - recommended that – "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". Extracts of Para 2.2.11 of Sixth Central Pay Commission report is enclosed as Annexure A-4 to this Original Application.

(4) That the above principle was followed by Sixth Central Pay Commission by recommending the Grade Pay of Rs.2800 for Senior Technicians in para 7.36.71 & 3.8.27 and Rs.4200 for JEs in para 7.36.77. Copy of Paras 7.36.71, 3.8.27 and Para 7.36.77 of Sixth Central Pay Commission recommendations is enclosed and marked as Annexure - 5 to this Original Application.

(5) That the Third Central Pay Commission kept the Apex scale of Technicians Rs.380-560 below the pay scale of Junior Engineers (then designated as Chargemen-B) granting them a scale of Rs.425-700. 10% of Technician Gr-I posts upgraded as Master Craftsman (MCM) in the scale Rs.425-640 w.e.f. 14.2.1986. Pay scales of Rs.1400-2300 granted by Fourth Central Pay Commission to Chargeman-B (now JE), Mistry (now Supervisors) and MCM (now Senior technician) resulted in hierarchal confusion, which was corrected by fifth and Sixth Central Pay Commissions which restored the vertical relativity between the JEs and Senior Technicians.

(6) That the correction made by the Fifth and Sixth Central Pay Commissions were each time undone by Ministry of Railways - disturbing the vertical relativity between the JE and Senior Technicians who work under JEs. Disturbance of vertical relativity between Junior Engineer and Senior Technician who works under the Junior Engineer shown in the table enclosed as Annexure A-6 to this original application.

(7) That the Principal Bench of CAT New Delhi in OA No. 1527/1990 had accepted the contention of the Petitioners and directed the respondents to consider higher pay scale to JEs as 'an equal cannot be over an equal'. This direction was duly considered and accepted by Fifth Pay Commission while deciding the Pay scale of JEs – and it recommended a higher Pay Scale of Rs.5000-8000 for the JEs II - as

against the scale of Rs.4500-7000 it recommended for Senior Technicians (Previously called MCM).

(8) That the Fifth Central Pay Commission in paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of its report, specifically dealt with the problem of supervisor and supervised being placed in the same scale of pay and removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for Technical Supervisors / Chargeman-B (redesignated as Junior Engineer-II). But later Government / Railways upgraded the scale of Master Craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer) contrary to the principle of natural justice thereby disturbing the vertical relativity recommended by Fifth Central Pay Commission. Copy of Paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of Fifth Pay Commission recommendations is enclosed and marked as Annexure A-7 to this Original Application.

(9) That the Ministry of Railways tried to circumvent the problem of supervisors being placed in the same scale as that of the employees working under them; and the Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 made the impracticable preposition that the work of Senior Technicians (MCM) in grade Rs.5000-8000 will be supervised by JE grade-I in the scale Rs.5500-9000 instead of JE-II in the scale Rs.5000-8000 – even though in actual practice the JE-II continued to supervise Senior Technicians (MCM).

(10) The Railway Labour Tribunal (1969) – headed by Justice Miabhoy - had held that the work in a section could not be segregated and also in most cases post of JE grade-I was not available at the same working area. Further, the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II is/was allowed to Senior Technician on their promotion to JE-II from Senior Technician but the scale of pay/ Grade Pay is/was the same on promotion as JE from Senior Technician (earlier called Master Craftsmen/MCM). Copy of the letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 is enclosed and marked as Annexure A-8 to this Original Application.

(11) That the Railway Board orders dated 22-2-2005 (Annexure A-8) mentioned above has become more irrelevant as the JE-II in the pre-revised scale of Rs.5000-8000 and JE-I in the pre-revised scale of Rs.5500-9000 have been merged and granted the Grade Pay of Rs.4200 as recommended by the Sixth Pay Commission.

(12) That the Sixth CPC recommended the Grade Pay of Rs.4200 for JE I & II (merged together) and the Grade Pay of Rs.2800 for the Senior Technicians but the Railway Board later on changed Grade Pay of Senior Technicians to Rs. 4200 vide Railway Board's letter No. PC-VI/2008/IC/99 (RBE No.205/2009) Dated 25.11.2009, which made the situation of JE I (Pre-revised scale of Rs.5500-9000) placed in the same Grade Pay of Senior Technician. Copy of Railway Board's letter No. PC-VI/2008/IC/99 (RBE No.205/2009) Dated 25.11.2009 dated 25.11.2009 enclosed as Annexure A-9 to this original application.

(13) The Junior Engineers (JEs) and Senior Technicians have as such again been placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, which is totally in violation on principle of natural justice as well as against the settled law (by the Apex Court) that an "equal cannot be over an equal" – in keeping with the provisions of Article 39 of the Constitution of India. This is also in violation of the principle defined by Sixth CPC (in Para, 2.2.11 of its Report) cited in paras- (2) & (3) heretofore. Existing cadre hierarchy, pre-revised scale their corresponding Grade Pay allotted by Sixth Central Pay Commission, mode of filling and recruitment qualifications are shown in the table enclosed as Annexure A-10 to this original application.

(14) That Senior Section Engineers (SSEs) who are now in Grade Pay of Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. 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.

(15) That the Pay Scale of SSE has always been higher than pay scales of Supervisors of other departments in Railways. After the Third Pay Commission highest pay scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors i.e. Senior Section Engineer (then called Foreman and Principal Foreman). All other categories including those of in the highest grade of Teachers, Nurses and Accounts Staff were allotted two or three grades below the SSEs/FO/PFO. After the implementation of Sixth Central Pay Commission - the SSE with the direct recruitment element of Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of some of the other categories i.e. Teachers, Nurses and Accounts Staff were now placed in the Grade Pay of Rs.4800. Rs.5400 and even higher – disturbing the vertical relativity, in complete disregard to the Qualifications, Training, Duties & Responsibilities of the SSE towards ensuring the safety and efficiency of the Trains & its related operations, repairs, maintenance and production processes. Comparative Pay scale improvement given to categories of Teachers, Nurses and Accounts Staff are shown in the table enclosed as Annexure A-11 to this original application.

(16) That the Fifth Central Pay Commission 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. Fifth Pay Commission 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. This has reduced the span of years of the scale from 20 years to 18 years. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only. The principle of Sixth Central pay Commission by calculating the Grade Pay as 40% of maximum of the fifth pay commission scales as defined in para 2.2.21(ii) of Sixth Central Pay Commission has kept the S-13 (SSE) scale in disadvantageous position. If the same common multiple factor of 3.25 was applied by the Fifth 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 consequently their grade pay should have been Rs 5400

after the Sixth Central Pay Commission. Application of 3.25 multiplication factor by Fifth Central Pay Commission and calculation of Grade Pay as 40% of maximum of Fifth Pay Commission scales are shown in the table enclosed as Annexure A-12 to this original application.

(17) That apex pay scale of Senior Section Engineers (SSE) has always been higher than the pay scales of supervisors of other departments in Railways. After the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors i.e. Senior Section Engineer (then Foreman). Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted). In the categories of teachers, nurses and accounts the apex scale were allotted two or three grades below the SSEs. 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 Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400. Pay scales allotted to apex Group-C and Group-B (Gazetted) are shown in the table enclosed as Annexure A-13 to this original application.

(18) That in Indian Railways the direct recruitment in the Accounts cadre is in PB-1 with the Grade pay of Rs.2800 and in the clerical & Station Master cadre it is also the same. In the case of Technical Supervisors the direct recruitment is made at the level of Junior Engineers (Grade Pay Rs.4200) with Diploma in Engineering as qualifications and one year Training. Senior Section Engineers 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. Brief details about recruitment qualification and training of Junior Engineers and Senior Section Engineers are enclosed as Annexure A-14 to this original application.

(19) That Technical Supervisors, working in Indian Railways shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-

Way, Works, Bridges, Signal & Telecommunication systems, overhead equipments and other assets and equipment on the Railways. Introduction of large number of new trains, addition of new assets and introduction of new technologies etc have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions. Brief details about duties and responsibilities of Technical Supervisors are enclosed as Annexure A-15 to this original application.

(20) That the Honourable Supreme Court of India – (reported in (1996) 1 SCC 562) - has held as under:

"8. The High Court, in our opinion, was not right in holding that promotion can only be to a higher post in the Service and appointment to a higher scale of an officer holding the same post does not constitute promotion. In the literal sense the word "promote" means "to advance to a higher position, grade, or honour";. So also 'promotion' means "advancement or preferment in honour, dignity, rank, or grade" (Ref: Webster's Comprehensive Dictionary, International Edition., page1009) 'Promotion' thus not only covers advancement to a higher position or rank but also implies advancement to a higher grade. (Ref: Union of India vs. S.S. Ranade (1995) 4 SCC 462 at page 468.

(21) The in view of the above the Railway Service revised pay rules No.PC-VI/2008/1/RSRP (RBE No-108/2008), dated 11th Sep.2008 marked as Annexure-A-16, and order of the Railway Board No. PC-VI/2008/1/RSRP (RBE No-124/2008) dated 22.09.2008 on the Grade Pays awarded to Accounts, Nursing and Teaching staff placed in Group-C marked as Annexure A-17 and the Ministry of Railways Gazette notification No S.No PC VI/19 (RBE No-128/2008) dated 23rd Sep.2008 on the Grade Pays awarded to Accounts, Nursing and Teaching staff placed in Group-B marked as Annexure A-18 attached to this Original Application granting Grade Pay to Junior Engineers and Senior Section Engineers are in violation of the principles of natural justice and hence arbitrary and illegal.

(22) That the impugned orders, Annexure A-16 and A-17 and action of respondents in rejecting the genuine claim of the applicants for

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increased Grade Pay shows non application of mind, violation of Article 39 of the Constitution of India, harsh, arbitrary, in violation of Articles 14 and 16 of the Constitution of India, discriminatory and the impugned action is not tenable in the eyes of law.

(23) That as such a direction is required to be issued to the respondents to enhance the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; and to enhance the Grade Pay Senior Section Engineers on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, with all the consequential benefits of arrears of pay and allowances.

(24) That the 1st applicant submitted Memorandums on various occasion including the memorandum No: IRTSA/Memo / 2012-20, dated 8.10.2012, submitted to SECRETARY FINANCE REVENUE, Ministry of Finance, SECRETARY PERSONNEL & TRAINING, Ministry of Personnel, CHAIRMAN, & SECRETARY Ministry of Railways with copies to Member Staff, Additional Member/Staff, Advisor Industrial Relations, Executive Director Pay Commission and Secretary (Establishment), Railway Board, New Delhi. Copy of memorandum No IRTSA/Memo / 2012-20, dated 8.10.2012 is enclosed as Annexure A-19 this original Application.

(25) That the 1st Applicant also passed Resolutions of demands in its CGDB meetings held annually ever since 2008 onwards every year and forwarded the said resolutions to the Railway Board for speedy redressal. Nothing has happened so far regarding redressal of the grievances projected by the 1st applicant.

(26) Hence this Original Application.

5. GROUND FOR RELIEF WITH LEGAL PROVISIONS:

That the impugned orders, Annexure A-16 and A-17 and the action of respondents in rejecting the genuine claim of the applicant are illegal, arbitrary, discriminatory, unreasonable, harsh, violation of Articles 14, 16, 21 and 39 of the Constitution of India and as such is

liable to be quashed and set aside, with all the consequential benefits, inter-alia, on the following grounds: -

(i) That admittedly, the Sixth Central Pay Commission has recommended that "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 " .

(ii) That the claim of the applicants is genuine as is apparent from the recommendations of Fifth & Sixth Central Pay Commissions that, which have maintained the vertical relativity by placing the pay scale / grade pay of Technical supervisor (Junior Engineer) above the scale of Senior Technicians. The ground taken by respondents to upgrade the Pay scale/Grade Pay of senior technicians at par with Junior Engineer is not sustainable as such it has lead to hierarchical confusion and disturbed order of command. Thus, the impugned orders being discriminatory are liable to be modified / quashed.

(iii) That, Appeal in CAT New Delhi vide OA No. 1527/1990 against the allotment of same pay scale to the staff working under the Junior Engineers (JEs) was accepted with the directions to the respondents (UOI and the Railway Board) to consider higher pay scale to JEs as 'an equal cannot be over an equal'.

(iv) That the action of the respondents in granting the same Grade Pay of Rs.4600 to Senior Section Engineers (SSEs) and Chief Office Superintendents who are working under the SSE, – is in disregard to the settled law that an equal should not be over an equal; & Supervisor should be in a scale higher than Supervised.

(v) That the action of respondents in not granting the Grade Pay of apex scale of Technical Supervisors equivalent to the Grade Pay granted to the apex scale of Teachers, Nurses and Accounts disturbed the horizontal parity as well the vertical relativity.

(vi) That the action of the respondents in denying the increase in Grade Pay to the applicants is discriminatory and unreasonable and is in violation of Articles 14 & 16 of the Constitution of India.

(vii) That action of respondents shows non application of mind and there is violation of Articles 14, 16 and 39 of the Constitution of India, is against the law laid down by various courts including this Hon'ble Tribunal as well as the Apex Court; and the impugned action is not tenable in the eyes of law.

6. DETAILS OF REMEDIES EXHAUSTED:

The applicants declare that they have availed of all the remedies available to him under the relevant Service Rules, etc.

7. MATTER NOT PREVIOUSLY FILED OR PENDING WITH ANY OTHER COURT.

The applicants further declare that they have not previously filed any application, writ petition or suit regarding the matter, in respect of which this application has been made, before any court or any other authority or any other Bench of the Tribunal nor any such application, writ petition or suit is pending before any of them.

8. RELIEF(S) SOUGHT FOR:

In view of the facts and grounds mentioned above, the applicant prays for the following reliefs: -

A. To call for records relating Railway Service revised pay rules No.PC-VI/2008/1/RSRP (RBE No-108/2008), dated 11th Sep.2008 (Annexure-A-16) and order of the Railway Board No. PC-VI/2008/1/RSRP (RBE No-124/2008) dated 22.09.2008 on the Grade Pays awarded to Accounts, Nursing and Teaching staff placed in Group-C (Annexure A-17) and the Ministry of Railways Gazette notification No S.No PC VI/19 (RBE No-128/2008) dated 23rd Sep.2008 on the Grade Pays awarded to Accounts, Nursing and Teaching staff placed in Group-B (Annexure A-18) and to quash the above orders;

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B. To issue direction to the respondents to enhance the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; and to enhance the Grade Pay of Senior Section Engineers on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, with all the consequential benefits of arrears of pay and allowances with interest @ 18% per annum from the date the amount became due to the actual date of payment

C. To pass any other order or direction deemed fit and proper in the facts and circumstances of the case;

D. To award costs of the Original Application

9. INTERIM RELIEF:

Nil

10. Not Applicable.

11. Particulars of IPO/Postal Order filed in respect of application fee:

(1) No. of the Indian Postal Order : 69G 701335

(2) Date of issue of Postal Order : 26.04.2013

(3) Name of issuing Post Office : High Court Buildings Post Office, Chennai – 104

(4) Post Office at which payable : Chennai

12. LIST OF ENCLOSURES: As per index

VERIFICATION

We, (1) K.V. Ramesh, aged 44 years, Joint General Secretary, Indian Railways Technical Supervisors Association, s/o. Shri. K. Veerachamy, residing in G3-LIKITH HOMES, 3-Lakshmanan Nagar west street, Peravallur, Chennai-82 and (2) M.T. Sujith Kumar, S/o. Shri. M.T. Kesavan, aged 43 years, working as Senior Section Engineer, Basin Bridge Coaching Depot, Southern Railway, Chennai - 600 003, resident of No.37/67, St. Antony Street, G.K.M. Colony, Chennai -600 082, do hereby verify that the contents from 1 to 4 are

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true to our personal knowledge and paragraphs 5 to 7 believed to be true on legal advice and that we have not suppressed any material fact.

PLACE: CHENNAI.

DATED: 27.04.2013

APPLICANTS

COUNSEL FOR APPLICANTS

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/Court case - GP/2013

Date: 24.4.2013

POWER OF ATTORNEY

Central General Body (CGB) and Central Executive Committee (CEC) of Indian Railways Technical Supervisors Association (IRTSA), in their Meetings held at RCF Kapurthala, after detailed discussions and careful consideration, Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in the CAT (Central Administrative Tribunal), for grant of Grade Pay of Rs.4600/4800 for Junior Engineers (JEs) and a Grade Pay of Rs.4800/5400 for Senior Section Engineers (SSE) on Indian Railways.

Central General Body (CGB) and Central Executive Committee (CEC) IRTSA resolved to authorize the President IRTSA Shri M. Shanmugam and General Secretary IRTSA Shri Harchandan Singh to file said case in CAT for and on behalf of Indian Railways Technical Supervisors Association (IRTSA), get legal assistance as required and to file the requisite Affidavits etc. as may be required for the purpose.

Accordingly, Central President IRTSA Shri M. Shanmugam and General Secretary IRTSA Shri Harchandan Singh, hereby authorize Shri K.V.Ramesh, Joint General Secretary/IRTSA residing at G3-LIKITH HOMES, 3-Lakshmanan Nagar West Street, Peravallur, Chennai-600 082 to file the requisite Affidavit(s) in CAT Bench at Chennai, in the said case, on behalf of Indian Railways Technical Supervisors Association (IRTSA) As IRTSA & others-vs-Union of India & others.

A handwritten signature in black ink, appearing to read 'Harchandan Singh', is written over a circular stamp that is partially visible and mostly obscured by the signature.

M. Shanmugam

Harchandan Singh

Central President IRTSA

General Secretary IRTSA

RESOLUTIONS REG. FILLING OF COURT CASES BY IRTSA,
LINE OF ACTION & CALL FOR LEGAL-CUM-STRUGGLE FUND
ADOPTED BY CENTRAL EXECUTIVE COMMITTEE (CEC) MEETING,
CENTRAL GENERAL BODY MEETING & 47TH ALL INDIA ANNUAL
CONFERENCE OF IRTSA

HELD AT RCF KAPURTHALA, ON 4TH & 5TH DECEMBER, 2012

1. Central General Body (CGB) and Central Executive Committee (CEC) of Indian Railways Technical Supervisors Association (IRTSA), in their Meetings held at RCF Kapurthala, after detailed discussions and careful consideration, Resolved as under:

1.1 REG: COURT CASE FOR HIGHER GRADE PAY OF JE & SSE : It is, hereby, Resolved that Indian Railways Technical Supervisors Association (IRTSA) should file a Case in the CAT (Central Administrative Tribunal), for grant of Grade Pay of Rs.4600/4800 for Junior Engineers (JEs) and a Grade Pay of Rs.4800/5400 for Senior Section Engineers (SSE) on Indian Railways, on the following grounds besides others:

i) The Junior Engineers are now placed in the Grade Pay of Rs.4200 (in Pay Band Rs.9300-34800) which is at present at par with the Senior Technicians who have also now been placed in the same Grade Pay of Rs.4200 even though the Sixth Pay Commission had recommended the Grade Pay of Rs.2800 for the senior Technicians and the Railway Board had implemented it accordingly but later on raised it to Rs.4200.

ii) Junior Engineers directly supervise the work of a number of Senior Technicians besides the Technicians Grade I, II & II besides other Staff in the lower Grades all of whom are working under the Junior Engineers for production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, Buildings & Works, Signal & Telecommunication systems, traction & distribution, etc.

iii) Senior Technicians report to Junior Engineers who have to directly allocate the work to Senior Technicians, supervise their production, productivity and quality of their work.

iv) Keeping the Junior Engineers and Senior Technicians in the same Grade Pay of Rs.4200 - is in violation of Article 39 of the Constitution of India and against the settled law of natural justice that "An equal cannot be over an equal" – as upheld by various Courts of law.

v) Senior Section Engineers (SSE) supervise the work of a number of Junior Engineers and of a large number of Senior Technicians, Technicians Grade I, II & II and other Staff in lower grades.

vi) Senior Section Engineers (SSE) have also to directly supervise the work of Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent all of whom work directly under the SSE and are supervised by them.

vii) Senior Section Engineers, and Chief Office Superintendent have all been placed in the Grade Pay of Rs.4600 in Pay Band II Rs.9300-34800).

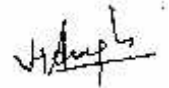
This is in violation of Article 39 of the Constitution of India and against the settled law of natural justice that "An equal cannot be over an equal" – as upheld by various Courts of law.

viii) Horizontal Parity and Vertical Relativities been disturbed after the Sixth Pay Commission:

- a) Junior Engineers had been allotted Grade Pay of Rs.4200 after the Sixth CPC, whereas other inspectorial staffs, nursing staff and teaching staff who were previously in equal or lower scales than the JEs were allotted the Grade Pay of Rs.4800/4600 in the Sixth Central Pay Commission scale
- b) SSE with direct recruitment element which requires Degree in Engineering had been allotted the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

1.2 Central General Body (CGB) and Central Executive Committee (CEC) IRTSA resolved to authorize the President IRTSA Shri M. Shanmugam and General Secretary IRTSA Shri Harchandan Singh to file said case in CAT for and on behalf of Indian Railways Technical Supervisors Association (IRTSA), get legal assistance as required and to file the requisite Affidavits etc. as may be required for the purpose.

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Extract of Para 2.2.11 of Sixth Central Pay Commission Report

2.2.11 Under the system of running pay bands being recommended by the Commission, all the employees belonging to the aforesaid 4 categories will be placed in distinct running pay bands. At the time of promotion from one post to another in the same running pay band, the grade pay (being a fixed amount attached to each post in the hierarchy) attached to posts at different levels within the same running pay band will change. Additionally, increase in form of one increment will also be given at the time of promotion. Rates of grade pay have been generally computed at the rate of forty percent of the maximum of the corresponding pre-revised pay scale which is rounded off to the next multiple of hundred. In a few cases, the rates of grade pay have been computed differently. This was necessary to fit the system of grade pay in the scheme of revised running pay bands.

Grade pay will determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) 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. In case of promotions between one pay band to the next pay band, the revised band pay will, in no case, be less than the minimum of the higher pay band. All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay.....

Annexure – A-5

para 3.8.27 of the Sixth Pay Commission on the pay scales for work shop staff other than supervisory categories.

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Unskilled	2550-3200	2750-4400	PB-1	1800
Semi Skilled	2650-4000	2750-4400	PB-1	1800
Skilled	3050-4590	3050-4590	PB-1	1900
Highly Skilled	4000-6000	4000-6000	PB-1	2400
Master Craftsman	4500-7000	4500-7000	PB-1	2800 #

Master Craftsmen presently in the scale of Rs.5000-8000 shall be merged in the cadre of Chargeman ‘B’. In future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 (4500-7000).

Para-7.36.77

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
JE-II (P.Way), (Works), (Bridges), (Track Machine), JE-II (Mechanical), JE-II (Electrical), JE-II (Signal), JE-II (Tele)	5000-8000	PB-2	4200
Junior Engineer – I	5500-9000 #	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

Posts shall be placed to the Grade Pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales.

Draughtsman – Civil, Mechanical, Electrical and S&T

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Junior Engineer Gr.II (Dr)	5000-8000	PB-2	4200
Junior Engineer Gr.I (Dr)	5500-9000 #	PB-2	4200
Section Engineers (Dr)	7450-11500	PB-2	4600
Senior Section Engineers (Dr)	7450-11500	PB-2	4600

Posts shall be placed to the Grade Pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales.

Annexure – A-6

DISTURBANCE OF VERTICAL RELATIVITY BETWEEN JUNIOR ENGINEER AND SENIOR TECHNICIAN WHO WORKS UNDER THE JUNIOR ENGINEER		
Pay Commission	Pay Scales	Brief on improvements given in violation of vertical relativity & Pay Commission recommendations
Third CPC	JE (then Chargeman-B), Rs.425-700	Technician Gr-I worked under JE(then chargeman) & Technician Gr-I was the feeder grade for JE
	Technician Gr-I, Rs. 380-560	
14.02.1986	JE (then Chargeman-B), Rs.425-700	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.
	Sr.Technician (then MCM), Rs.425-640	
	Technician Gr-I, Rs. 380-560	
Fourth CPC	JE (then Chargeman-B), Rs.1400-2300	Identical Pay scales of Chargeman-B, Mistry and MCM resulted in hierarchal confusion and attracted many court cases.
	Supervisor (then Mistry), Rs.1400-2300	
	Sr.Technician (then MCM), Rs.1400-2300	
Fifth CPC	Junior Engineer Rs.5000-8000	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.
	Only three grades Skilled-III (Rs.3050-4590), Highly Skilled (Rs.4000-6000) and MCM (Rs.4500-7000) vide para – 54.18 were recommended to maintain the hierarchal order.	
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 from the date, and stated that the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.	
Sixth CPC	Junior Engineer Grade Pay Rs.4200, PB-2	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.
	Only three grades Skilled (GP Rs.1900), Highly Skilled (GP Rs.2400) and MCM (GP Rs.2800) were recommended in PB-1, maintaining the hierarchal order and the principle of higher post given the higher Grade Pay. Para	

	3.8.27 of SCPC report.	
	Sixth Pay Commission recommendation vide para 2.2.11 "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" got violated.	

Fifth Pay Commission addressed the problem of "Supervisors and Supervised in same scale of pay" and recommended a higher pay Scales for Technical Supervisors.

54.33 The concept of Master-Craftsman in the pay scale of Rs 1400-2300 was introduced with the basic objective of retaining skilled workers in the trade. The Railway and Defence Employees Federations have emphasised the continued need to retain the skills of experienced industrial employees particularly in view of the technical advancement and procurement of sophisticated machines in Government workshops and factories. The Federations have argued for a higher replacement pay scales and further pay scales for promotion of Master Craftsmen. The ordnance Factory Board anticipating re-orientation in the technologies in use and induction of new technologies which use computer based programmable manufacturing operations, has predicted increasing demand for knowledge based operating skills in the ranks of industrial workers The Board has suggested creation of two additional grades for Master Craftsmen as follows –

Existing	Proposed by Ordnance Factory Board
Master Craftsman Rs.1400-2300	Master Craftsman Grade-I Rs.2000-3200
	Master Craftsman Grade-II Rs.1600-2660
	Master Craftsman Grade-III Rs.1400-2300

54.34. We accept the contention that the 'Knowledge-Worker' is the need of the hour. However, the grant of higher pay scale (s) as proposed would disturb the existing relativities with the pay scales proposed by us for Technical supervisors in Workshops. Status quo may, therefore be maintained.

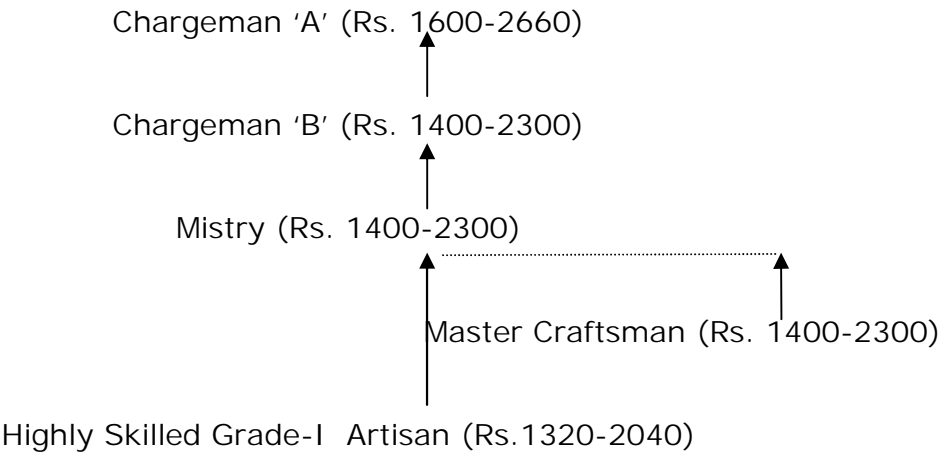
54.35 Mistries in Railway Workshops and Production Units are in the same scale of pay (Rs.1400-2300) as Chargeman 'B' which is a promotion post for them. The Federations of Railwaymen have contended that the Mistries who are promoted from ranks after long years of service and experience work like Chargemen 'B' as supervisors and technical advisors to the technicians. The Federations have, therefore, demanded that Mistry be redesignated as Chargeman 'B'. The Ministry of Railways has explained that the Mistries were in the scale of pay of Rs.330-560 which was lower than that of Chargeman 'B' (Rs.425-700) before the 4th CPC report. We have recommended a slightly higher pay scale of Rs. 1600-2660 for the Chargeman 'B'. Accordingly, the Mistry, being lower than Chargeman 'B'

cannot be redesignated as Chargeman 'B'. We recommend that the pay scale of the Mistries be retained at the present level of Rs.1400-2300. The Ministry of Railways in consultation with the recognised Federations of Railwaymen, has recently changed the designation of the 'Mistry' as 'Supervisor' without any change in duties, responsibilities and pay scale. We suggest that the Ministry may consider the revision of designation of 'Mistry' to 'Master Technician' without any change in status.

54.36The Technical Supervisors in Defence and Railway industrial establishments are in the four standard pay scales of Rs. 1400-2300, Rs. 1600-2660, Rs.2000-3200 and Rs.2375-3500. The initial pay scale of the Technical Supervisors is the same as that of for Master Craftsmen and Mistries (in Railways). This anomalous situation has arisen due to merger of the pay scales of Rs.425-700 (Chargeman), RS.380-500 (Mistry, Highly Skilled Grade-I) and Rs.425-640,(Master Craftsman) by the 4th CPC and replacement of these scales with a common scale of pay of Rs. 1400-2300. We have been informed that the identical pay scales of Master craftsman, Mistry and Chargeman have resulted in a large number of court cases. The New Delhi Bench of the Central Administration Tribunal in a case.O.A. No. 1527/1990 has directed the Ministry of Railways to refer such cases to the 5th CPC.

54.37 The Ministry of Railways has submitted following facts for our consideration:

(i) The avenue of promotion leading to the post of Chargeman 'A' is as under:



(ii) The posts of Master Craftsmen are filled from artisans in Highly Skilled We-I by converting an equal number of posts of artisans to the Grade of Master Craftsmen. The post reverts to High Skilled Grade-I after the Master craftsman vacates the post. The promotion of artisans to the grade of Master Craftsman is thus personal in nature. The fitness as Master Craftsman does not give any advantage to the Highly Skilled Artisan in seniority for promotion as Mistry.

(iii) The Master Craftsmen have to seek promotion as Mistries who in turn get promotion to the posts of Chargeman ‘B’.

(iv) The posts of Chargeman ‘B’ are in technical supervisory cadre and those of Mistry are specifically excluded from this cadre.

54.38 We find that the direct recruitment qualification for the initial pay scale of technical supervisors in Workshops is Diploma in Engineering of relevant discipline or Graduation in Science. We have, as a general principle decided to improve & remuneration of Diploma Engineers in Government. In accordance with this general approach, we recommend following grade-structure for technical supervisors in Workshops: -

	Existing (Rs)	Recommen ded (Rs)	Revised in Decided in July'96	Designation Railways by the (#)	Remarks
Chargeman-B / Charegeman	1400-2300	1600-2660	Junior Engineer (work shop)	Gr-II	Higher scale due to the Engineering Diploma entry at this level.
Chargeman-A / Senior Chargeman	1600-2660	1640-2900	Junior Engineer (work shop)	Gr-I	Due to feeder grade upgraded.
Assistant Shop Superintendent / Deputy Shop superintendent / Assistant Foreman /(*)	2000-3200	2000-3500	Section Engineer (work shop)		Higher scale due to rationalization as also the degree in engg . entry at this level.
Foreman	2375-3500	2375-3750	Senior Section Engineer (work shop)		Due to rationalization.

(*)Part Direct Recruitment of Engineering Graduates in Railways

(#) Other Departments may revise designations, if necessary, in consultation with representatives of organised labour.

Copy of Railway Board's letter No. E(NG)/I/99/PM7/3 dated 22-2-2005 (RBE No.31/2005)

Sub: Filling up of promotion quota vacancies in the category of JE Gr. II scale Rs.5000-8000 consequent upon implementation of V Pay Commission scales of pay.

The avenue of promotion of Mistries (Redesignated as Supervisors) and Master Craftsmen (Redesignated as Sr. Technicians) to the post of JE Gr.II scale Rs. 5000-8000 has been laid down in this Ministry's letters No. E[NG]/I/87/PM7/9 dated 29-9-1987 and No. E[NG]/I/86/PM7/8 dated 17-10-1990. In terms of these instructions, the then existing Gr. I Artisans as on 29-9-1987, till such time they remain available for promotion, along with Master Craftsmen and Mistries are eligible to be considered for promotion by selection as JE Gr.II based on their integrated seniority with reference to their date of entry on regular basis in the category of Skilled Gr.I Artisans and Mistries, keeping in view the stipulations that: -

i) by reason only of his opting for and getting fitted in as Master Craftsman, a Skilled Gr.I Artisan will not gain in seniority over others who opt to continue as Skilled Gr. I Artisans or fail to qualify as Master Craftsman; and

ii) If a Gr. I Artisan is not found suitable for the post of Mistry in future or does not avail of the chance of promotion as Mistry he will be considered junior to a Gr. I artisan who may qualify for the post of Mistry and be promoted thereto.

1.1 The stipulation at (i) above is based on the consideration that the scheme of introduction of the category of Master Craftsman vide para 1(iii) of this Ministry's letter No. PC-III/82/PS3/10 dt. 14-02-1986 provides that the scale of pay attached to the post will be personal to the incumbent.

2. Consequent upon the implementation of V Pay Commission scales of pay in which while Senior Technicians (erstwhile MCMs) and JE-II came to be placed in the identical scales of pay though the former continued to be held as personal by Skilled Gr.I Artisans, the Mistries were placed distinctly in the lower scale of pay of Rs.4500-7000 plus Rs.100 as special allowance, the question of revision of the basis of filling up the promotion quota posts of JE-II has been under consideration of this Ministry in consultation with the recognised Federations. The federations have, however, been insisting on the question of upgradation of posts of Mistries, being decided in the first instance. The posts of Supervisors (erstwhile Mistries) have since been upgraded in all departments except P.Way Mistries in Civil Engineering Department as JE-II vide instructions contained in this Ministry's letter No. PC-III/2003/CRC/6 dt. 9-10-2003. Accordingly the question as to what should be the basis for promotion of Master Craftsmen to the post of JE Gr.II, has been considered afresh by the Ministry of Railways.

It has now been decided as under:

- i) The post of MCM (redesignated as Sr. Technician) in the scale of pay Rs.5000-8000 will no longer be personal to Technician Gr.I but will constitute a part of the regular hierarchy in the artisan cadre thereby making it as a normal / functional channel of promotion for Technician Gr. I. Accordingly, the Railway should review the existing duties and responsibilities of Sr. Technicians and prescribe additional duties and responsibilities which are of greater importance than those of existing Sr. Technicians / MCMs) and Artisans Gr.I,
- ii) The post of Sr. Technician will be filled from amongst Technician Gr. I on the basis of seniority-cum-suitability,
- iii) The post of JE-II earmarked for promotion by selection will be filled from amongst Sr. Technicians in identical grade Rs.5000-8000 subject to the condition that the existing Technician Grade I as may be senior to those fitted as Sr. Technician as per procedure in force until now will also be considered for selection for promotion as JE-II,
- iv) Sr. Technicians on their promotion as JE-II though in the identical scale of pay may be allowed the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II (erstwhile FR22C),
- v) The work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.

3.1 Para 3(iv) above also disposes of Staff Side demand in the DC-JCM. These instructions shall come into force from the date of issue of this letter This issue in consultation with and concurrence of Finance Directorate of the Ministry of Railways.

Government of India/ भारत सरकार
Ministry of Railways/ रेल मंत्रालय
(Railway Board/ रेलवे बोर्ड)

S.No.PC-VI/161
No. PC-VI/2008/IC/9

RBE No. 205/2009
New Delhi, dated 25.11.2009

The GMs/CAO(R),
All Indian Railways & Production Units
(as per mailing list)


Sub: Railway Services (Revised Pay) Rules, 2008 – Schedule for
Revised Scales of Pay

Reference Note 6 of Boards' letter No.PC-VI/2008//RSRP/1 dated 31.10.2008 (S No.PC-VI/41 & RBE No.162/2008) advising that the recommendations of 6th CPC regarding revised pay scale of Master Craftsman (Sr. Technician) in the Railways is to be referred to Fast Track Committee and pending decision of the Government normal replacement pay structure (viz. PB-2: GP Rs.4200) would apply. Thus above category / existing Master Craftsmen (Sr. Technician) would continue to be separate from that of Jr. Engineers in identical revised pay structure as per the position already existing

2. Consequent upon acceptance of the recommendation of the Fast Track Committee by the Government the President is pleased to decide that the above Note 6 may be read as follows:-

* The category of Sr Technicians in the present (pre-revised) scale of Rs 5000-8000 placed in Revised Pay Structure Pay Band PB-2 GP Rs 4200 would continue to be operated as part of Artisan Cadre as per prescribed %age distribution separate from that of Jr. Engineers in the revised pay structure PB-2 GP Rs.4200.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.


(Koshiy Thomas)
Joint Director, Pay Commission-II
Railway Board

EXISTING HIERARCHY, GRADE PAY, RECRUITMENT QUALIFICATION, MODE OF FILLING UP OF TECHNICAL SUPERVISORS ON RAILWAYS

Hierarchy	Pre-revised scale	Grade Pay granted after Sixth CPC	Existing Recruitment Qualification & mode of filling up
Technician Gr-III	3050 – 4590	1900 in PB-2	Direct Recruit – ITI 50% DR 25% QSE 25% Promotion by selection
Technician Gr-II	4000 – 6000	2400 in PB-2	100% promotion by trade test
Technician Gr-I	4500 – 7000	2800 in PB-2	100% promotion by trade test
Senior Technician	5000 – 8000*	4200 in PB-2 *	100% promotion by trade test
Junior Engineer	5000 – 8000 & 5500 – 9000	4200 in PB-2	Direct Recruit – Diploma in Engineering + 12 months training 50% DR 25% LDCE** 25% Promotion by selection
Section Engineer Senior Section Engineer	6500 – 10500 7450 – 11500	4600 in PB-2	Direct Recruit – Graduate in Engineering +12 months training 20% Direct Recruitment 80% by Promotion
Asst. Works Manager / Asstt. Divisional Engineer etc.	7500 – 12000 & 8000 - 13500	4800 in PB-2 to promotees & 5400 in PB-3 to Direct Recruits	70% selection among seniors 30% through LDCE
Works Manger	10000 - 15200	6600 in PB-3	100 % by promotion

* Fifth Pay Commission has recommended the scale of Rs.4500-7000 and Sixth Pay Commission has recommended the Grade Pay of Rs.2800 to Senior Technicians, which are one level below the JEs. Government has made the improvement to Rs.5000-8000 and Grade Pay Rs.4200 after the implementation of fifth and sixth pay commission recommendations respectively.

** 25% posts of Junior Engineers are filled up through LDCE (Limited Departmental Competitive Examination) from the employees in the Grade Pay of Rs.1900, Rs.2400, Rs.2800 and Rs.4200 who are then given 12 months training as Intermediate Apprentice.

Annexure – A-11

PAY IMPROVEMENT GIVEN TO VARIOUS CATEGORIES SINCE THIRD PAY COMMISSION.

S. N	Category	Post	3 rd CPC scale	4 th CPC scale	5 th CPC scale	Pay structure recommended by 6 th CPC	Improve ment given by Govt. after 6 th CPC
Classified as Group-B (Gaz) in Railways							
1	Accounts	AAO		2375-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB2, GP Rs.4800	PB2, GP Rs.5400
2	All major Departments	AWM /AEN/ ACM/AOM/ APO, etc		2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB2, GP Rs.4800	-----
3	NFSG-Gr.B (80% of organized service)		-----	-----	8000-13500	PB2, GP Rs.5400	PB3, GP Rs.5400
4	RBSS / RBSSS	SO/PS		2000-3500	6500-10500	PB2, GP Rs.4800	-----
5		NFSG SO/PS			8000-13500	PB2, GP Rs.5400	PB3, GP Rs.5400
6	Other Rly Board Misc. categories			2000-3500	6500-10500	No specific recommendations	-----
7	Teachers	Head Masters		2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB3, GP Rs.5400	-----
8		Sr.Grade		2200-4000	8000-13500	PB3, GP Rs.6600	-----
9	Nurses	ANOs		2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB3, GP Rs.5400	-----
10	Library	ALIO		2000-3500	6500-10500	PB2, GP Rs.4600	-----
Classified as Group-C in Railways even though DoPT classify the GP of these posts as Group-B (Gaz)							
11	Accounts	Sr.SO	775-1000	2000-3200	6500-10500 (7450-11500 w.e.f.2003)	PB2, GP Rs.4800	-----
12		SO	500-900	1640-2900	5500-9000 (6500-10500		-----

					w.e.f.2003)		
13	PGTs	PGTs Basic grade	550-900	1640-2900	6500-10500	PB2, GP Rs.4800	-----
14		PGT Sr.Grade	775-1000	2000-3500	7500-12000	PB3, GP Rs.5400	-----
15		PGT sel.grade	-----	2200-4000	8000-13500	PB3, GP Rs.6600	-----
16	TGTs	TGTs Basic grade	440-750	1400-2600	5500-9000	PB2, GP Rs.4600	-----
17		TGT Sr.Grade	740-880	1640-2900	6500-10500	PB2, GP Rs.4800	
18		TGT sel.grade	-----	2000-3500	7500-12000	PB3, GP Rs.5400	-----
19	Primary Teachers	PRTs Basic grade	330-560	1200-2040	4500-7000	PB2, GP Rs.4200	-----
20		PRT Sr.Grade	530-630	1400-2600	5500-9000	PB2, GP Rs.4600	-----
21		PRT sel.grade	-----	1640-2900	6500-10500	PB2, GP Rs.4800	-----
22	Nurses	Chief Matron	-----	-----	7450-11500 (w.e.f. 10.5.1998)	PB3, GP Rs.5400	-----
23		Matron	700-900 550-750	2000-3200	6500-10500		-----
24		Nursing sister	455-700	1600-2660	5500-9000	PB2, GP Rs.4800	-----
25		Staff Nurse	425-640	1400-2300	5000-8000	PB2, GP Rs.4600	-----
26	Technical Supervisors	SSE	840-1200 & 840-1040	2375-3500 (2375-3750)#	7450-11500	PB2, GP Rs.4600	-----
27	No improvement given	SE	700-900	2000-3200 (2000-3500)#	6500-10500		-----
28		JE-I	550-750	1600-2660 (1640-2900)#	5500-9000		-----
29		JE-II	425-700	1400-2300 (1600-2660)#	5000-8000		-----

- Upgraded by 5th Pay Commission

Annexure – A -12

minimum of scale in IV CPC	If 3.25 factor was applied	Actual factor applied	Pay scales granted by Fifth Pay Commission			Sixth Pay Commission	
				V CPC pay scale	Span in years	Grade Pay	40% of Max
750	2438	3.40	S-1	2550 - 3200	19	1300	1280
775	2519	3.37	S-2	2610 - 3540	22	1400	1416
			S-2A	2610 - 4000	25	1600	1600
800	2600	3.31	S-3	2650 - 4000	27	1650	1600
825	2681	3.33	S-4	2750 - 4400	30	1800	1760
950	3088	3.21	S-5	3050 - 4590	22	1900	1836
975	3169	3.28	S-6	3200 - 4900	20	2000	1960
1200	3900	3.33	S-7	4000 - 6000	20	2400	2400
1350	4388	3.33	S-8	4500 - 7000	20	2800	2800
1400	4550	3.57	S-9	5000 - 8000	20	4200	3200
1640	5330	3.35	S-10	5500 - 9000	20	4200	3600
			S-10A	6000 - 9800	20	4200	3920
2000	6500	3.25	S-12	6500 - 10500	20	4600	4200
2375	7719	3.14	S-13*	7450 - 11500	18	4600	4600
2500	8125	3.00	S-14	7500 - 12000	18	4800	4800
2200	7150	3.64	S-15	8000 - 13500	20	5400	5400
					New Scale	5400	
3000	9750	3.33	S-19	10000 - 15200	16	6600	6080
3700	12025	3.24	S-21	12000 - 16500	12	7600	6600
4100	13325	3.49	S-24	14300 - 18300	10	8700	7320
5100	16575	3.22	S-26	16400 - 20000	8	8900	8000
5100	16575	3.22	S-27	16400 - 20900	10	8900	8360
5900	19175	3.12	S-29	18400 - 22400	8	10000	8960
7300	23725	3.07	S-30	22400 - 24500	4	12000	9800
7300	23725	3.07	S-31	22400 - 26000	6		
7600	24700	3.16	S-32	24050 - 25000	3		
8000	26000	3.13	S-33	25000			
9000	29250	3.33	S-34	30000			

* Fifth CPC had denied application of multiple factor of 3.25 to S-13 scale. Fifth Pay Commission has recommended only 7000-11500 to the SSEs placed in S-13 scale, later it was revised Rs.7450-11500. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only. If the same common multiple factor of 3.25 was applied by the Fifth 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 consequently their grade pay should have been Rs 5400 after the Sixth CPC.

Annexure – A-13

Recommendation of Pay scales by various Pay Commission and improvements done by Government there after

Pay Commission	Pay Scales available to Group-C	Pay scales available to Group-B
Second Pay Commission	450-25-575	350-25-500-30-830-35-900
Third Pay Commission	700-30-760-35-900 840-40-1040 840-40-1000-EB-40-1200 (available only for the apex scale of Technical Supervisors)	650-30-740-35-880-40-1200
Fourth Pay Commission	2000-60-2300-75-3200 (upgraded to 2000-3500 for Technical supervisors by Fifth CPC) 2375-3500 (upgraded to 2375-3750 for Technical supervisors by Fifth CPC)	2000-60-2300-75-3200-100-3500 2375-75-3050-100-100-3750 (Made applicable to all Gr-B officers w.e.f.30.7.1993.)
Fifth Pay Commission	6500-200-10500 7450-225-11500 (Pay commission had recommended scale Rs.7000-225-11500 which was raised to 7450-11500 by Govt. on demand of staff side)	6500-200-10500 \$ 7500-250-12000 \$\$ 8000-275-13500 \$\$\$ \$ (Applicable to Group-B Gaz officers in the pre-revised scale of Rs.6500-10500 not extended the benefit of upgraded scale viz those in Railway Board, RDSO & AL&IOs in CTIs, etc.) \$\$ (Applicable to Group-B (Gaz) officers of Zonal Railways in pre-revised scale of Rs.2375-3750) \$\$\$ (Introduced as new functional pay scale to Group-B officers of Zonal Railways & Secretariat service officers. It was also available to Group-B Gaz. Head masters of Railway schools on non-functional basis.
Sixth Pay Commission	PB-2, GP Rs.4200 & 4600 + PB-2, GP Rs.4800 ++	PB-2, GP Rs.4800 * PB-2, GP Rs.5400 ** PB-3, GP Rs.5400 ***

	<p>PB-2, GP Rs.5400 + + +</p> <p>PB-3, GP Rs.5400 + + + +</p> <p>PB-3, GP Rs.6600</p> <p>+ + + + +</p> <p>+ (Replacement pay structure recommended for pre-revised scales of Rs.6500-10500 & 7450-11500)</p> <p>+ + (Group-C posts of SO / Sr.SO / TIA / Sr.TIA / ISA / Sr.ISA OF Accounts department, Nursing sister in pre-revised scale Rs.5500-9000, Selection grade primary teachers, Sr.Grade of TGTs, Basic grade of PGTs.)</p> <p>+ + + (Would be available only under MACPS to the staff recruited with the GP of Rs.4200/4600)</p> <p>+ + + + (Group'C' Matron / Chief Matron in pre-revised scales Rs.6500-10500 & 7450-11500, Sel.Gr.TGTs & Sr.Gr.PGTs in the pre-revised scale Rs.7500-12000)</p> <p>+ + + + + (Sel. Grade PGTs in pre-revised scale Rs.8000-13500)</p>	<p>PB-3, GP Rs.6600 * * * *</p> <p>PB-2, GP Rs.4200 & 4600 #</p> <p>* (General recommendation by SCPC to all Group-B Gaz officers in the scale of Rs.7500-12000 including accounts and secretariat service officers in pre-revised scale Rs.6500-10500)</p> <p>** (Recommended by the commission as replacement scale for non functional scale Rs.8000-13500 available for Group-B Railway officers of organized service & secretariat services.</p> <p>Granted to Group-B officers of accounts department by modifying the recommendations of the commission.</p> <p>Also applicable as nonfunctional pay scale to Group-B Gaz stenographers on Zonal Railways.)</p> <p>*** (Granted by the Govt as revised non-functional scale to Group-B officers of organized service and secretariat services.</p> <p>Also granted to Group-B Head Master in the pre-revised scale of Rs.7500-12000 and Assistant Nursing officers in pre-revised scale Rs.7500-12000.</p> <p>* * * * (Head Master (Sr.Grade) in the pre-revised scale Rs.8000-13500 (Group-B)</p> <p># (Group-B Assistant Librarian & information officers of department of libraries & Miscellaneous Group-B Gaz officers of Railway Board & CTIs etc which were not extended the improved Group-B scale and for which no specific recommendations have been made by 5th & 6th CPC.)</p>
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RECRUITMENT QUALIFICATIONS AND TRAINING OF JUNIOR
ENGINEERS &
SENIOR SECTION ENGINEERS

Recruitment qualification and training of Junior Engineers (in Grade pay of Rs.4200)

i) 50% posts of JEs (Junior Engineers) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for one year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.

ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview). They have to undergo six months mandatory pre-promotional training and qualify before being promoted as JEs

lii) 25 % are selected as "Intermediate Apprentices" from qualified and experienced Technicians through Limited Departmental Selection and given a further training of one year in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

Recruitment qualification and training of Senior Section Engineers (in the Grade pay of Rs.4600):

20% of posts of Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

Induction of Graduate Engineers only to demoralize the young and talented

- Graduate Engineers inducted in Railways as SSE, after stringent selection and scrupulous training in Railway working system.
- They have the highest entry qualification in the entire Government Group-C cadres.
- Undergoes one year on the job training.
- SSE are trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
- They perform Managerial, Technical and non-technical duties.
- Entered the Railways with great hope that they will have a career with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.

- Graduate Engineers, though came out from universities with flying colors, and joined Railways only to get demoralized in their career.
- Whereas their counterpart Engineers came out from same universities who are appointed elsewhere have prosperous career.
- Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.
- Induction of Graduate Engineers in Group "C" has been done for the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways. To excel in the higher grade posts with the good experience in field level management.
- But, by allowing the Graduate Engineers to rot at the recruitment scale itself the basic purpose of induction of Graduate Engineers gets defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay.
- All Group "C" categories have been equated to the SSE with the Grade Pay of Rs.4600, despite of their less recruitment qualifications, minimum/nil training, lesser duties and responsibilities, holding no assets, no risk element, no passenger safety issues and no Punctuality.
- Categories working under SSE also given the same Grade Pay.

BRIEF DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS ON RAILWAYS

MULTIFACETED DUTIES & RESPONSIBILITIES OF SSE:

As “Front Line Managers” SSEs are responsible for Management and Supervision of the following areas:

1. Production, Repair, Maintenance, Overhauling, Designing & Quality Control - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies;
2. Safety of Men, Material & Passengers through intensive Supervision, continuous Inspection & Quality Control of Rolling Stock, Locomotives, spares & equipments produced and procured by the Railways as well as of the Trains on line and on the move. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including those of the Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments).
3. Fitness certificates of all these assets are required to be issued by the technical supervisors prior to their operation. (e.g.. Rolling Stock can not move till it is rectified and certified as “Fit to move” by the concerned technical supervisor).
4. Time bound turn over, repair & maintenance - to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Locomotives, Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of “Safety Norms” and “Quality Control” etc. – in all conditions.
5. Inventory Control and Material Management: Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc for their repair & maintenance at sites.
6. Optimum utilization of men and material resources - including large number of Technicians, Senior Technicians, Master Craftsmen and Helpers etc. and machines tools & equipments costing several crores of rupees..

7. Effective execution of administrative policies and plans
8. Early restoration of Traffic after Accidents through effective "Disaster Management".
9. Ensuring staff discipline, holding inquiries, supervision of wage disbursement and effective house keeping.
10. Human Resource Management and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.
11. Multifaceted Responsibilities – Attracts more punishment – Tough selection
 - Multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
 - Stringent punishment for any lapses.
 - For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition, etc SSE of any one of the department will be fixed invariably.
 - Being taken up for lapses in non technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
 - Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.
 - No such stringent punishment or tough selection procedure for the highly paid categories of Nurses, Teachers and Accounts.

MULTIFARIOUS DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER (JE) ON THE RAILWAYS

JE is frontline manager on the Railways and is the in-charge of a Section directly supervising the work of 20 to 40 (or some times even more) artisans (including Senior Technicians (GP Rs.4200, Technicians Grade I (GP Rs.2800), Technicians Grade II GP Rs.2400), Technicians Grade III GP Rs.1900) and Helpers in GP Rs.1800) work under him for production, repair, maintenance, upkeep and overhauling of Locomotives, Coaches, Wagons, Signals, Telecommunication, Electrical equipments, Plants, Permanent Way, Works, Bridges etc.

They look after multifarious duties and responsibilities taking care of all types of technical requirements, safety, efficiency & productivity of the Railways.

Technical Duties of Junior Engineers

1. Planning, allocation and execution of work.
2. Man Power Planning.
3. Staff postings to various Load Centres in accordance to the requirement.
4. On the job training and identification of training needs to workers.
5. Incorporating on the job training for new jobs and new workers.

6. Ensuring sound Load Centre Planning, Process Planning, Machinery and Plant, Tool Planning, Jig & Fixture Planning, Identification and Execution of alternate process in case of failure or shortfall in the existing process.
7. Ensuring control of documents and data for effective implementation and adherence of production/maintenance schedules.
8. Ensuring availability of required Raw material/semi-finished/finished products for all the activities of the Shop.
9. Co-ordination between Sections in the Shop.
10. Co-ordination between Feeder Shop and the Customer Shop.
11. Ensuring sound in process for effective Quality Control.
12. Analysis of Rejections and implementation of Corrective and Preventive Action.
13. Effective handling, storage, packing, preservation and delivery of Raw material/semifinished/finished products.
14. Monitoring and ensuring good House Keeping.
15. Restoring normalcy during the natural calamities
16. Maintenance of good Industrial relation by ensuring implementation of welfare measures, safety regulations, etc.

Non-Technical Duties

1. Maintenance of various Files and Records for ISO, EMS and QMS.
2. Maintenance of History Cards, manuals for M&P, Record of Men Idle and Machine Idle / Break Down & under Repair etc).
3. Witnessing Gate attendance card punching of all employees of the Shop and authorizing form 442.
4. Payment of Wages to the employees of the Shop.
5. Maintenance of various Files and Records regarding staff matters.
6. Maintenance of Records and Files regarding all activities related to the Sections.
7. Maintenance of Attendance and Incentive Record for all employees of the section.
8. Claiming wages and ensuring distribution of wages to all employees working in section.
9. Ensuring smooth conduction of election for organized labour, Society etc.
10. Conduction of DAR inquires.
11. Court witness and certifying the Railway properties in court of law.

ANNEXURE - A 16

**GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)**

RBE No.: 108/2008

S.No.PC-VI/2

No.PC-VI/2008/I/RSRP/1

New Delhi, dated. 11th September, 2008

The General Managers/CAOs(R) ,
All Indian Railways &
Production Units,
(As per mailing list).

**Subject : Railway Services (Revised Pay) Rules, 2008 -
Schedules for Revised Scales of pay.**

Reference Railway Services (Revised Pay) Rules, 2008, notified vide G.S.R No 643-E dated 4.9.2008 and forwarded with Railway Board's endorsement No.PC-VI/ 2008/I/RSRP/1 dt.4.9.2008 on the above subject.

2. Schedule in two parts viz. Annexure 'A' and 'B' showing the revised pay structure applicable to the various categories of Railway employees in Group 'D', 'C', 'B' and 'A' is enclosed. Notification for Group 'A' and 'B' where higher replacement pay structure is to be given will be issued separately. The revised pay structure take effect from 1st January, 2006. The schedule has the sanction of the President.

3. In terms of Rule 6 of Railway Services (Revised Pay) Rules, 2008, Railway servants are required to exercise their options in the format appended as Second Schedule to the Rules. The sequence of action to be taken on receipt of the option will be as follows :-

- (i) The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the Railway Services (Revised Pay) Rules, 2008. On the basis of this Rule, detailed Fixation Tables for each stage in each of the pre-revised scales have been circulated by the Ministry of Finance under their OM No F.No. 1/1/2008-IC dated 30.8.2008. The Fixation Tables pertaining to the scales of pay /revised pay structure as applicable in the First Schedule to the Ministry of Railways' notification referred to above and Schedules annexed with this letter, are enclosed as Annex-E of this letter. These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006. The detailed Fixation Tables in respect of running staff are being issued separately.

- (ii) The Tables in Annex-E will be applicable in cases where the Government has approved normal replacement pay scales. In cases of upgradation of posts and merger of pre-revised pay scales, fixation of pay will be done as prescribed in Note 2A and 2B below Rule 7(1) and in the manner indicated in illustration 4A & 4B respectively of the Explanatory Memorandum to the Railway Services (Revised Pay) Rules, 2008.
- (iii) In terms of the Railway Services (Revised Pay) Rules, 2008, there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently, in the case of employees whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July 2006.
- (iv) On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be pay and allowances for the month of September, 2008 (or wage period of September-October, 2008) may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the State Railway Provident Fund which will be calculated with reference to the revised basic pay. In so far as the employees who have joined on or after 1.1.2004 are concerned, the enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and DA thereon.

"Basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.
- (v) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 2006 to August 31, 2008. The aggregate arrears, computed after deduction of subscription at enhanced rates of SRPF and New Pension Scheme with reference to the revised pay, may be paid in two installments, the first installment being restricted to 40% of the aggregate arrears. DDOs/PAOs concerned will ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription. Orders in regard to the payment of the second installment of arrears will be issued separately.
- (vi) Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those employees whose options might be received later.

4. The revised rates of all allowances, such as House Rent Allowance, Transport Allowance, Children Education Allowance, Special Compensatory Allowance, Special Duty Allowance, Island Special Duty Allowance, Hard Duty Allowance etc will be paid prospectively w.e.f.1.9.08. Accordingly, no arrears will be paid in respect of these allowances. However, Dearness Allowance and Non-Practicing Allowance for medical doctors at rates notified separately, will be payable w.e.f. 1.1.2006 or from the date of option.

5. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. The facility to disburse arrears without pre-check of fixation of pay will not, however, be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and drawal of the arrear claims, as well as in respect of those employees who had expired prior to exercising their option for the drawal of pay in the revised scales.

6. In order to ensure correct and systematic fixation of pay in the revised pay structure, a Proforma for the purpose (Statement of Fixation of Pay) is enclosed (Annex-C). The statement should be prepared in triplicate and one copy thereof should be pasted in the Service Book of the Railway employee, the second copy kept for office record and the third copy to be sent to the Accounts Officer for post check. The installment of Dearness Allowance sanctioned from 1.7.2006 onwards in the present scale will be adjusted against the installments & Dearness Allowance payable under revised formula in the arrears on account of revision of pay scales.

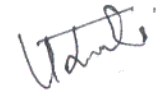
7. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. The Drawing & Disbursing Officers should, therefore, make it clear to the employees under their administrative control, while disbursing the arrears, that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears/pay and allowances for September, 2008 (or wage period of September –October) to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annex-D).

8. In authorizing the arrears, Income Tax due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a Government servant wishes to deposit his arrears in his State Railway Provident Fund account,

this may be permitted.

9. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

10. Hindi version will follow.

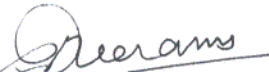


(U.K. TIWARI)
Deputy Director, Pay Commission,
Railway Board.

No.PC-VI/2008/I/RSRP/1

New Delhi, dated // .09.2008

Copy (with 100 spares) forwarded to the A.D.A.I., Railways, New Delhi.



For Financial Commissioner, Railways

No.PC-VI/2008/I/RSRP/1

New Delhi, dated // .09.2008

Copy forwarded to :-

1. FA&CAOs (a) All Indian Railways. (b) CLW, DLW, ICF, Wheel & Axle Plant/Bangalore, DCW/Patiala, RCF/Kapurthala © MTP (R) Mumbai & Chennai (d) Metro Railway (Calcutta) (e) COFMOW, Tilak Bridge, New Delhi (f) CORE/Allahabad.
2. FA&CAOs(Const.) & General Manager (Const.) (a) Northeast Frontier Railway, Guwahati and (b) Southern Railway, Bangalore.
3. The Pay & Accounts Officer, Railway Board, Rail Bhawan, New Delhi.
4. The General Secretary, IRCA/New Delhi.
5. The Commissioner, Railway Safety, Lucknow.
6. The Managing Directors (a) RITES, New Delhi House, 27, Barakhamba Road, New Delhi and (b) IRCON, Palika Bhawan, Sector XIII, R.K. Puram, New Delhi (c) CRIS, Safdarjung Rly. Station, Chanakyapuri, New Delhi (d) IRFC (e) CONCOR of India Ltd.
7. The Chairman-cum-Managing Director, Konkan Railway Corporation, New Delhi.
8. Director General, RDSO, Lucknow.
9. Joint Director (Finance), RDSO, Lucknow.
10. The Director (a) IRIEEN, Nasik, (b) IRICEN, Pune (c) IRIMEE, Jamalpur (d) IRISSET, Secunderabad.
11. The Principal, Railway Staff College, Vadodara.
12. The Chairman, RCC Lok Sabha Secretariat, New Delhi.
13. The Chairman, RRT, Chennai.
14. The Chairman, RCT.
15. The Chairman RRB/Ajmer, Ahmedabad, Allahabad, Bangalore, Bhopal, Bhubaneswar, Chandigarh, Chennai, Calcutta, Jammu, Gorakhpur, Guwahati, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum.

- 16.The General Manager (a)C.O.R.E./Allahabad (b) Metro Railway/Calcutta.
- 17.The Editor, 'Bhartiya Rail'.
- 18.The Editor, 'Indian Railways'.
- 19.The Chairman, Passenger Services Committee.
- 20.Member, Passenger Amenities Committee.
- 21.The C.A.O (g) COPFMOW, Tilak Bridge, New Delhi.
- 22.The Director, CAMTECH/Gwalior.
- 23.The C.A.O (a) MTP(g)/Mumbai (b) MTP(g)/Chennai.
- 24.Office of the Chief Project Administrator (Telecom), Indian Railway Central Organisation for Telecom Consultancy, Shivaji Bridgem, New Delhi.
- 25.The Chief Mining Advisor, Ministry of Railway, Dhanbad.
- 26.The C.A.O.(Const), Central Railway, Mumbai.
- 27.The Liaison Officer, Vith CPC, All Indian Railways and Pus/RDSO/Trg.Institutes Metro Railway/COFMOW/CORE/RSC etc.
- 28.Chief Mining Advisor, Ministry of Railways.
- 29.The Director(Movement) Railways/Calcutta.


(U.K. TIWARI)

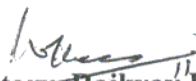
Deputy Director, Pay Commission
Railway Board

No.PC-VI/2008/I/RSRP/1

New Delhi, dated || . 09.2008

Copy forwarded to :-

The General Secretary, NFIR, 3, Chelmsford Road, New Delhi (with 35 spares)
The General Secretary, AIRF, 4, State Entry Road, New Delhi (with 35 spars)
Copy to all members of the National Council, Departmental Council and Secretary Staff Side,
National Council, 13-C, Ferozshah Road, New Delhi (with 90 spares).


For Secretary, Railway Board. 11.9.08

Copy to :-

1. The Secretary General, Federation of Railway Officers' Association.
2. The Secretary, Railway Board Secretariat Service, Group 'A' Officers Association.
3. The Secretary General, Indian Railway Promotee Officers Federation.
4. The President, Railway Board Class II Officers Association.
5. The Secretary, Railway Board Ministerial Staff Association.
6. The Secretary, Railway Board Class IV Staff Association.
7. The President, Indian Railways Class II Officers Association.

Sr.PPSs/PPSs/PSs/PAs : CRB, FC, MS, MT, ME, ML, MM, All Additional Members, DG/RHS, DG/RPF, Secretary, All Executive Directors, JS, JS(G), JS(E), JS©, JS(D), DS(G), JDPC-II, JDPC-I, JDE(P&A), DF(E), DDF(E)I, II, III, JDE(L), DDE(LR) I, II & III, DDE@II, DE(W)/Railway Board.

Cash - I, II,

III & IV, Budget, E(P&A) I & II, E(G), E(NG)I & II, PC-III & IV, E(Trg.), E(LR)I & II, F(E)-I, II & III, Security(E), Accounts III, ERB-I, II, III, IV, V & VI/Railway Board.

THE FIRST SCHEDULE

Section I

Revised pay structure for posts carrying scales in Group 'D', 'C', 'B' & 'A', except posts for which different revised pay structure is notified separately.

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-10A	6000-190-9800	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-19	10000-325-15200	PB-3	15600-39100	6600
19	S-21	12000-375-16500	PB-3	15600-39100	7600
20.	S-24	14300-400-18300	PB-4	37400-67000	8700
21	S-26	16400-450-20000	PB-4	37400-67000	8900
22	S-27	16400-450-20900	PB-4	37400-67000	8900
23	S-29	18400-500-22400	PB-4	37400-67000	10000
24	S-30	22400-525-24500	PB-4	37400-67000	12000
25	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil

26	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
27	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil

Notes :

- (i) The revised pay structure is applicable for all categories of Railway servants irrespective of their designations strictly on the basis of the existing scales of pay except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board).
- (ii) Group 'B' gazetted officers in the existing scale of Rs.8000-13500 in all the Organized Services will be granted Grade Pay of Rs.5400 in PB-3 retaining the existing classification of Group 'B' gazetted.
- (iii) The existing classification of Railway servants in group 'D', 'C', 'B' & 'A' on the basis of the existing scales of pay will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised scales.

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

xxxxxx

Revised Pay Band & Grade Pay of certain specified categories of staff.

S.N	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

ZONAL RAILWAYS/PRODUCTION UNITS**Important: See Notes at end of this Annexure****1 COMMERCIAL DEPARTMENT :****1.1 Commercial Clerks:**

(i)	Commercial Superintendent.	6500-10500	PB-2	9300-34800	4600	
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1.2 Ticket Checking Staff:

(i)	Chief Ticket Inspector	6500-10500	PB-2	9300-34800	4600	
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1.3 Enquiry cum Reservation Clerk:

(i)	Chief Enquiry & Reservation Supervisor	6500-10500	PB-2	9300-34800	4600	
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1.4 Commercial Inspectors:

(i)	Comml. Inspector Grade-II (Marketing/ Claims/ Rates/ R&D)	6500-10500	PB-2	9300-34800	4600	
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1.5 Law Assistants:

(i)	Law Assistant	6500-10500	PB-2	9300-34800	4600	
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1.6 Publicity Inspectors:

(i)	Chief Publicity Inspector	6500-10500	PB-2	9300-34800	4600	
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1.7 Catering Inspectors:

(i)	Chief Catering Inspector	6500-10500	PB-2	9300-34800	4600	
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2 TRAFFIC TRANSPORTATION DEPARTMENT :**2.1 Station Masters:**

(i)	Dy. Station Superintendent	6500-10500	PB-2	9300-34800	4600	
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S.N	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important: See Notes at end of this Annexure

2.2 Controllers :

(i)	Dy. Chief Controller	6500-10500	PB-2	9300-34800	4600	
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3 RUNNING STAFF:

3.1 LOCO RUNNING.

(i)	Loco Pilot (Mail)	6000-9800	PB-2	9300-34800	4200	i) Additional Allowance Rs.1000/-
(ii)	Loco Pilot (Passenger) Gr.I/ Sr. Motorman	6000-9800	PB-2	9300-34800	4200	i) Merged ii) Additional Allowance Rs.500/-pm.
(iii)	Loco Pilot (Passenger) Gr.II/ Motorman	5500-9000				
(iv)	Loco Pilot (Goods) Grade-I	5500-9000	PB-2	9300-34800	4200	i) Merged
(v)	Loco Pilot (Goods) Grade-II	5000-8000				
(vi)	Loco Pilot (Shunting) Grade-I	5000-8000	PB-2	9300-34800	4200	

3.2 TRAFFIC RUNNING.

(i)	Mail Guard	5500-9000	PB-2	9300-34800	4200	i) Additional Allowance Rs.500/-pm.
(ii)	Sr. Passenger Guard	5500-9000	PB-2	9300-34800	4200	i)merged
(iii)	Passenger Guard	5000-8000				

Note:(i) DA will be payable on the additional allowance.

4 CIVIL ENGINEERING DEPARTMENT :

4.1 Technical Supervisors:

(i)	Section Engineer	6500-10500	PB-2	9300-34800	4600	
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4.2 Drawing/Design Staff:

(i)	SE (Drawing/Design)	6500-10500	PB-2	9300-34800	4600	
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S.N	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important: See Notes at end of this Annexure

5 MECHANICAL ENGINEERING DEPARTMENT :

5.1 Technical Supervisors :

(i)	Section Engineer	6500-10500	PB-2	9300-34800	4600
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5.2 Drawing/Design Staff:

(i)	SE (Drawing/Design)	6500-10500	PB-2	9300-34800	4600
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5.3 Loco Inspectors:

(i)	Loco Inspector	6500-10500	PB-2	9300-34800	4600
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5.4 Loco Maintenance:

(i)	Section Engineer (Loco)	6500-10500	PB-2	9300-34800	4600
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5.5 Chemical & Metallurgical Staff :

(i)	Chemical & Metallurgical Superintendent Gr.II	6500-10500	PB-2	9300-34800	4600
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6 ELECTRICAL ENGINEERING DEPARTMENT:

6.1 Technical Supervisors :

(i)	Section Engineer	6500-10500	PB-2	9300-34800	4600
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6.2 Drawing/Design Staff:

(i)	SE (Drawing/Design)	6500-10500	PB-2	9300-34800	4600
-----	---------------------	------------	------	------------	------

6.3 Loco Inspectors:

(i)	Loco Inspector	6500-10500	PB-2	9300-34800	4600
-----	----------------	------------	------	------------	------

6.4 Loco Maintenance :

(i)	Section Engineer (Loco)	6500-10500	PB-2	9300-34800	4600
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7 SIGNAL & TELECOMMUNICATION ENGINEERING DEPARTMENT :

7.1 Technical Supervisors :

(i)	Section Engineer	6500-10500	PB-2	9300-34800	4600
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S.N	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important: See Notes at end of this Annexure

7.2 **Drawing/Design Staff:**

(i)	SE (Drawing/Design)	6500-10500	PB-2	9300-34800	4600
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8 **STORES DEPARTMENT :**

8.1 **Technical Supervisors :**

(i)	Section Engineer (Printing)	6500-10500	PB-2	9300-34800	4600
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8.2 **Depot Material Superintendent**

(i)	Depot Material Supdt.Gr.-I	6500-10500	PB-2	9300-34800	4600
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9 **MEDICAL DEPARTMENT**

9.1 **Lab Staff:**

(i)	Lab Supdt.Gr-I	6500-10500	PB-2	9300-34800	4600
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9.2 **Dietician :**

(i)	Sr.Dietician	6500-10500	PB-2	9300-34800	4600
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10 **GENERAL :**

10.1 **Ministerial Staff (other than Accounts Department)**

(i)	Office Supdt.-I	6500-10500	PB-2	9300-34800	4600
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11 **EDP CENTRE :**

11.1 **Data processing staff:**

(i)	Data Processing Supdt.	6500-10500	PB-2	9300-34800	4600
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12 **ZONAL RAILWAYS (WORKSHOPS) /PUs**

12.1 **Time Keeping Staff: (separate cadre on ER, SER & DMW only)**

(i)	Superintendent (Time Keeping)	6500-10500	PB-2	9300-34800	4600
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S.N	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important: See Notes at end of this Annexure

13 RPF/RPSF:

(i)	Constable	3050-4590	PB-1	5200-20200	2000
(ii)	Head Constable	3200-4900	PB-1	5200-20200	2400
(iii)	Assistant Sub-Inspector	4000-6000	PB-1	5200-20200	2800
(iv)	Inspector	6500-10500	PB-2	9300-34800	4600

14 Categories specific to RDSO:

14.1	Section Research Engineer	6500-10500	PB-2	9300-34800	4600
14.2	Section Engineer (Design)	6500-10500	PB-2	9300-34800	4600
14.3	Technical Section Engineer (Mech. etc)	6500-10500	PB-2	9300-34800	4600
14.4	M&C Directorate				
(i)	Chemical / Metallurgical Supervisor Gr II(Research)	6500-10500	PB-2	9300-34800	4600

Notes:

1) As the posts in existing scales Rs 5000-8000 and Rs 5500-9000(where both exist) in the cadres of the specific categories specified in this annexure have been placed in identical grade pay Rs 4200 in PB-2 (corresponding to existing Rs 6500-10500), unless otherwise specified they will stand merged along with functions . Rationalisation of functions as also revised designations, AVC, Recruitment Rules , classification as selection/ non selection etc., as decided by the Railway Board, will be issued through separate orders.

2) In categories as given in this annexure where the existing Rs 6500-10500 is to be placed in higher replacement of Grade Pay Rs 4600 in PB -2 (corresponding to existing Rs 7450-11500), wherever posts already exist in the existing scale Rs 7450-11500 (GP Rs 4600 in PB -2) they will stand merged along with functions . Rationalisation of functions as also revised designations, AVC, Recruitment Rules , classification as selection/ non selection etc., for the merged posts as well as for those posts in categories/cadres where the apex grade pay of Rs 4600 has been introduced, will be issued by Railway Board separately.

3) In all other categories/cadres except where otherwise subsequently specified by Ministry of Railways (Railway Board), the posts in the existing scales Rs 5000-8000, Rs 5500-9000 and Rs 6500-10500 will stand merged in Grade Pay Rs 4200 in Pay Band 2 along with functions. Rationalisation of functions as also revised designations, AVC, Recruitment Rules , classification as selection/ non selection etc., will be issued by Railway Board through separate orders.

4) Recommendations of the Sixth Central Pay Commission on pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply.

XXXXXXXXXXXX

Statement of Fixation of Pay under Railway Services (Revised Pay) Rules, 2008

- 1(a) Name of the Railway Servant :
- (b) S/o, D/o :
- (c) Department :
- (d) Station at which working :
2. Designation of the post in which pay is to be fixed as on January 1, 2006 :
- 3.(a) Status (substantive /Officiating/Under ACP) :
- (b) Whether Running staff (Yes /No) :
- (c) Whether Medical Officer (Yes/No) :
4. Pre-revised scales(s) of pay applicable for the post (in case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the Sixth CPC in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified) :
5. Existing emoluments as on January 1, 2006 :
 - (a) Basic Pay (including Stagnation Increments, if any) :
 - (b) Dearness Pay :
 - (c) Dearness Allowance applicable at AICPI :
average 536 (1982=100) :
 - (d) Total existing emoluments [(a) to (c)] :
6. Revised pay band and grade pay corresponding to the pre-revised scale shown at Sl. No. 4 above (In the case of HAG+ and above the appropriate scale may be mentioned) :
7. Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annex- (Table No.____). :
8. Grade Pay to be applied in terms of Rule 4 of RS (RP) Rules, 2008. :

9. Stepped up pay with reference to the revised pay of Junior, if applicable [Notes 7 and 10 below Rule 7(1) of RS(RP) Rules, 2008]. Name and pay of the junior also to be indicated distinctly. :
10. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Sub Rule (2) of Rule 7]. :
11. Personal Pay, if any [Notes 6 and 8 below Rule 7(1)] :
12. Revised emoluments after fixation :
 - (a) Pay in the Revised Pay Band/Pay Scale :
 - (b) Grade Pay :
 - (c) Special Pay, if admissible (Sub Rule 1(C) of Rule 7) :
 - (d) Personal Pay, if admissible :
 - (e) Non-Practising Allowance, if admissible [Sub Rule 1(D) of Rule 7] :
13. Date of next increment (Rules 9 & 10) and pay after grant of increment :

Date of Increment

Pay after Increment

Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

14. Any other relevant information :

Date:

Signature & Designation of the Personnel Officer

Signature & Designation of the Associate Accounts Officer

Remarks of the Accounts Officer (Internal Audit)

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature: _____
Name: _____
Designation: _____

Date:
Station:


ANNEXURE-'E'

Fitment Tables

Pre-revised scale (S - 1)
Rs.2550-55-2660-60-3200

Revised Pay Band + Grade Pay
-1S Rs.4440-7440 + Rs.1300

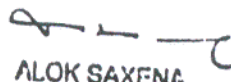
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
3,260	6,070	1,300	7,370
3,320	6,180	1,300	7,480
3,380	6,290	1,300	7,590


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Pre-revised scale (S - 2)
Rs.2610-60-3150-65-3540

Revised Pay Band + Grade Pay
-1S Rs.4440-7440 + Rs.1400

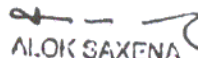
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,400	6,260
2,670	4,970	1,400	6,370
2,730	5,080	1,400	6,480
2,790	5,190	1,400	6,590
2,850	5,310	1,400	6,710
2,910	5,420	1,400	6,820
2,970	5,530	1,400	6,930
3,030	5,640	1,400	7,040
3,090	5,750	1,400	7,150
3,150	5,860	1,400	7,260
3,215	5,980	1,400	7,380
3,280	6,110	1,400	7,510
3,345	6,230	1,400	7,630
3,410	6,350	1,400	7,750
3,475	6,470	1,400	7,870
3,540	6,590	1,400	7,990
3,605	6,710	1,400	8,110
3,670	6,830	1,400	8,230
3,735	6,950	1,400	8,350


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Pre-revised scale (S - 2A)
Rs.2610-60-2910-65-3300-70-4000

Revised Pay Band + Grade Pay
-1S Rs.4440-7440 + Rs.1600

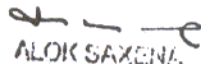
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,600	6,460
2,670	4,970	1,600	6,570
2,730	5,080	1,600	6,680
2,790	5,190	1,600	6,790
2,850	5,310	1,600	6,910
2,910	5,420	1,600	7,020
2,975	5,540	1,600	7,140
3,040	5,660	1,600	7,260
3,105	5,780	1,600	7,380
3,170	5,900	1,600	7,500
3,235	6,020	1,600	7,620
3,300	6,140	1,600	7,740
3,370	6,270	1,600	7,870
3,440	6,400	1,600	8,000
3,510	6,530	1,600	8,130
3,580	6,660	1,600	8,260
3,650	6,790	1,600	8,390
3,720	6,920	1,600	8,520
3,790	7,050	1,600	8,650
3,860	7,180	1,600	8,780
3,930	7,310	1,600	8,910
4,000	7,440	1,600	9,040
4,070	7,570	1,600	9,170
4,140	7,700	1,600	9,300
4,210	7,840	1,600	9,440


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Pre-revised scale (S - 3)
Rs.2650-65-3300-70-4000

Revised Pay Band + Grade Pay
-1S Rs.4440-7440 + Rs.1650

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	4,930	1,650	6,580
2,715	5,050	1,650	6,700
2,780	5,180	1,650	6,830
2,845	5,300	1,650	6,950
2,910	5,420	1,650	7,070
2,975	5,540	1,650	7,190
3,040	5,660	1,650	7,310
3,105	5,780	1,650	7,430
3,170	5,900	1,650	7,550
3,235	6,020	1,650	7,670
3,300	6,140	1,650	7,790
3,370	6,270	1,650	7,920
3,440	6,400	1,650	8,050
3,510	6,530	1,650	8,180
3,580	6,660	1,650	8,310
3,650	6,790	1,650	8,440
3,720	6,920	1,650	8,570
3,790	7,050	1,650	8,700
3,860	7,180	1,650	8,830
3,930	7,310	1,650	8,960
4,000	7,440	1,650	9,090
4,070	7,570	1,650	9,220
4,140	7,700	1,650	9,350
4,210	7,840	1,650	9,490

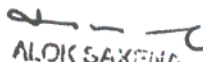

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Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 1)
Rs.2550-55-2660-60-3200

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	5,200	1,800	7,000
2,605	5,200	1,800	7,000
2,660	5,360	1,800	7,160
2,720	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,840	5,530	1,800	7,330
2,900	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,020	5,880	1,800	7,680
3,080	5,880	1,800	7,680
3,140	6,060	1,800	7,860
3,200	6,060	1,800	7,860
3,260	6,070	1,800	7,870
3,320	6,180	1,800	7,980
3,380	6,290	1,800	8,090

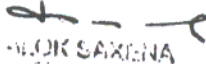

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Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 2)
Rs.2610-60-3150-65-3540

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,970	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,090	5,880	1,800	7,680
3,150	6,060	1,800	7,860
3,215	6,060	1,800	7,860
3,280	6,110	1,800	7,910
3,345	6,230	1,800	8,030
3,410	6,350	1,800	8,150
3,475	6,470	1,800	8,270
3,540	6,590	1,800	8,390
3,605	6,710	1,800	8,510
3,670	6,830	1,800	8,630
3,735	6,950	1,800	8,750

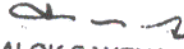

A. OK SAXENA
Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 2A)
Rs.2610-60-2910-65-3300-70-
4000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640



ALOK SAXENA
Director (IC)
Ministry of Finance
Dept. of Expenditure
New Delhi

Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 3)
Rs.2650-65-3300-70-4000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.1800

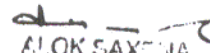
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	5,360	1,800	7,160
2,715	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,845	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640


ALOK SAXENA
Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S -4)
Rs.2750-70-3800-75-4400

Revised Pay Band + Grade Pay
PB-1 Rs.5200 -20200 + Rs.1800

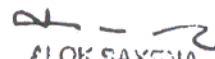
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,750	5,530	1,800	7,330
2,820	5,530	1,800	7,330
2,890	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,100	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,240	6,060	1,800	7,860
3,310	6,160	1,800	7,960
3,380	6,290	1,800	8,090
3,450	6,420	1,800	8,220
3,520	6,550	1,800	8,350
3,590	6,680	1,800	8,480
3,660	6,810	1,800	8,610
3,730	6,940	1,800	8,740
3,800	7,070	1,800	8,870
3,875	7,210	1,800	9,010
3,950	7,350	1,800	9,150
4,025	7,490	1,800	9,290
4,100	7,630	1,800	9,430
4,175	7,770	1,800	9,570
4,250	7,910	1,800	9,710
4,325	8,050	1,800	9,850
4,400	8,190	1,800	9,990
4,475	8,330	1,800	10,130
4,550	8,470	1,800	10,270
4,625	8,610	1,800	10,410


ALOK SAXENA
Director (G)
Ministry of P & W
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 5)
Rs.3050-75-3950-80-4590

Revised Pay Band + Grade Pay
PB-1 Rs.5200 -20200 + Rs.1900

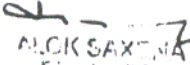
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440
4,670	8,690	1,900	10,590
4,750	8,840	1,900	10,740
4,830	8,990	1,900	10,890


ALOK SAXENA
Director (IG)
Ministry of Finance
Dept. of Expenditure
New Delhi

Pre-revised scale (S - 6)
Rs.3200-85-4900

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.2000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,200	6,060	2,000	8,060
3,285	6,110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120
4,985	9,280	2,000	11,280
5,070	9,430	2,000	11,430
5,155	9,590	2,000	11,590


N. C. SAXENA
Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 7)
Rs.4000-100-6000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.2400

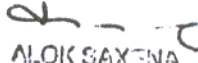
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
6,100	11,350	2,400	13,750
6,200	11,540	2,400	13,940
6,300	11,720	2,400	14,120

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Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 8)
Rs.4500-125-7000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200 + Rs.2800

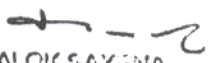
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520


ALOK SAXENA
Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 9)
Rs.5000-150-8000

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920


ALOK SAXENA
Director (D)
Ministry of Finance
Dept. of Expenditure
New Delhi

Pre-revised scale (S - 10)
Rs.5500-175-9000

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6,375	11,860	4,200	16,060
6,550	12,190	4,200	16,390
6,725	12,510	4,200	16,710
6,900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4,200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7,950	14,790	4,200	18,990
8,125	15,120	4,200	19,320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8,825	16,420	4,200	20,620
9,000	16,740	4,200	20,940
9,175	17,070	4,200	21,270
9,350	17,400	4,200	21,600
9,525	17,720	4,200	21,920

Pre-revised scale (S - 11)
Rs.6500-200-6900

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4200

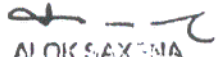
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150

ALOK SAXENA
Director (PC)
31 Mich. Office
Dept. of Ex. & Insp.
New Delhi

Pre-revised scale (S - 12)
Rs.6500-200-10500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4200

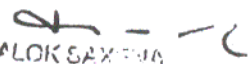
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110
10,900	20,280	4,200	24,480
11,100	20,650	4,200	24,850


ALOK SAXENA
Director (IC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 13)
Rs.7450-225-11500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4600

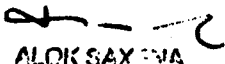
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7,450	13,860	4,600	18,460
7,675	14,280	4,600	18,880
7,900	14,700	4,600	19,300
8,125	15,120	4,600	19,720
8,350	15,540	4,600	20,140
8,575	15,950	4,600	20,550
8,800	16,370	4,600	20,970
9,025	16,790	4,600	21,390
9,250	17,210	4,600	21,810
9,475	17,630	4,600	22,230
9,700	18,050	4,600	22,650
9,925	18,470	4,600	23,070
10,150	18,880	4,600	23,480
10,375	19,300	4,600	23,900
10,600	19,720	4,600	24,320
10,825	20,140	4,600	24,740
11,050	20,560	4,600	25,160
11,275	20,980	4,600	25,580
11,500	21,390	4,600	25,990
11,725	21,810	4,600	26,410
11,950	22,230	4,600	26,830
12,175	22,650	4,600	27,250


ALOK SAXENA
Director (C)
Ministry of Railways
Deptt. of Personnel
New Delhi

Pre-revised scale (S - 14)
Rs.7500-250-12000

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.4800

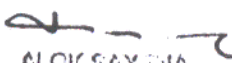
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7,500	13,950	4,800	18,750
7,750	14,420	4,800	19,220
8,000	14,880	4,800	19,680
8,250	15,350	4,800	20,150
8,500	15,810	4,800	20,610
8,750	16,280	4,800	21,080
9,000	16,740	4,800	21,540
9,250	17,210	4,800	22,010
9,500	17,670	4,800	22,470
9,750	18,140	4,800	22,940
10,000	18,600	4,800	23,400
10,250	19,070	4,800	23,870
10,500	19,530	4,800	24,330
10,750	20,000	4,800	24,800
11,000	20,460	4,800	25,260
11,250	20,930	4,800	25,730
11,500	21,390	4,800	26,190
11,750	21,860	4,800	26,660
12,000	22,320	4,800	27,120
12,250	22,790	4,800	27,590
12,500	23,250	4,800	28,050
12,750	23,720	4,800	28,520


ALOK SAXENA
Director (PC)
Ministry of Finance
Deptt. of Expenditure
New Delhi

Pre-revised scale (S - 15)
Rs.8000-275-13500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050


ALOK SAXENA
Director (G)
Ministry of Finance
Dept. of Revenue
New Delhi

New (Group A Entry)
Rs.8000-275-13500

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100 + 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

Pre-revised scale (S - 16)
Rs.9000

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100 + 5400


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
9,000	16,740	5,400	22,140

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Pre-revised scale (S - 19)
Rs.10000-325-15200

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100 + 6600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10,000	18,600	6,600	25,200
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830
12,275	22,840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30,650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14,225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15,525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
16,175	30,090	6,600	36,690


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Pre-revised scale (S - 21)
Rs.12000-375-16500

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

Pre-revised scale (S - 22)
Rs.12750-375-16500

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

Pre-revised scale (S - 24)
Rs.14300-400-18300

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,300	37,400	8,700	46,100
14,700	37,400	8,700	46,100
15,100	38,530	8,700	47,230
15,500	38,530	8,700	47,230
15,900	39,690	8,700	48,390
16,300	39,690	8,700	48,390
16,700	40,890	8,700	49,590
17,100	40,890	8,700	49,590
17,500	42,120	8,700	50,820
17,900	42,120	8,700	50,820
18,300	43,390	8,700	52,090
18,700	43,390	8,700	52,090
19,100	44,700	8,700	53,400
19,500	44,700	8,700	53,400

Pre-revised scale (S - 25)
Rs.15100-400-18300

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
15,100	39,690	8,700	48,390
15,500	39,690	8,700	48,390
15,900	40,890	8,700	49,590
16,300	40,890	8,700	49,590
16,700	42,120	8,700	50,820
17,100	42,120	8,700	50,820
17,500	43,390	8,700	52,090
17,900	43,390	8,700	52,090
18,300	44,700	8,700	53,400
18,700	44,700	8,700	53,400
19,100	46,050	8,700	54,750
19,500	46,050	8,700	54,750

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Pre-revised scale (S - 26)
Rs.16400-450-20000

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340

Pre-revised scale (S - 27)
Rs.16400-450-20900

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340
21,800	47,440	8,900	56,340
22,250	48,870	8,900	57,770

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New Delhi

Pre-revised scale (S - 29)
Rs.18400-500-22400

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18,400	44,700	10,000	54,700
18,900	46,050	10,000	56,050
19,400	46,050	10,000	56,050
19,900	47,440	10,000	57,440
20,400	47,440	10,000	57,440
20,900	48,870	10,000	58,870
21,400	48,870	10,000	58,870
21,900	50,340	10,000	60,340
22,400	51,850	10,000	61,850
22,900	53,410	10,000	63,410
23,400	55,020	10,000	65,020
23,900	56,680	10,000	66,680

Note : The last three stages in each of the pay scales above relates to fixation for those drawing stagnation increment in the pre-revised scale

Pre-revised scale (S - 30)
Rs.22400-525-24500

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 12000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22,400	51,850	12,000	63,850
22,925	53,410	12,000	65,410
23,450	55,020	12,000	67,020
23,975	56,680	12,000	68,680
24,500	58,380	12,000	70,380

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Pre-revised scale (S - 31)
Rs.22400-600-26000

Revised Pay Scale
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
22,400	75,500
23,000	75,500
23,600	77,765
24,200	77,765
24,800	80,000
25,400	80,000
26,000	80,000

Pre-revised scale (S - 32)
Rs.24050-650-26000

Revised Pay Scale
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
24,050	77,765
24,700	80,000
25,350	80,000
26,000	80,000

Pre-revised scale (S - 33)
Rs.26000 (fixed)

Revised Pay Scale
Apex Scale Rs.80000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
26000 (fixed)	80,000 (fixed)

Pre-revised scale (S - 34)
Rs.30000 (fixed)

Revised Pay Scale
Cab. Sec./Equ. Scale Rs.90000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
30000 (fixed)	90000 (fixed)

NOT APPLICABLE

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Deptt. of Expenditure
New Delhi

ANNEXURE - A 17

भारत सरकार
रेल मंत्रालय
(रेल मंत्रालय)

क्रम संख्या पी सी-6/18

आर बी ई सं. 124/2008

सं. पी सी-6/2008/आई/आरएसआरपी/1

नई दिल्ली, दि. 22.09.2008

महाप्रबन्धक/मुख्य प्रशासनिक अधि. (आर)
सभी भारतीय रेलें एवं उत्पादन इकाइयां
(डाक सूची के अनुसार)

विषय : रेल सेवा (संशोधित वेतन) नियम, 2008 -- संशोधित वेतनमानों का शिड्यूल

इस मंत्रालय के पत्रांक पी सी-6/2008/आई/आर एस आर पी/1 दिनांक 11.09.2008 (क्रम संख्या पी सी-6/2) द्वारा जारी शिड्यूल के संलग्नक "ख" की निरंतरता में निम्नांकित को दर्शाये गये स्थान पर अंतःस्थापित किया जाये :-

क्रम सं.	पद	वर्तमान वेतनमान (रु.)	संशोधित वेतन बैंड एवं ग्रेड वेतन			टिप्पणी
			वेतन बैंड का नाम	समकक्ष वेतन बैंड (रु.)	ग्रेड वेतन (रु.)	
1	2	3	4	5	6	7

आवश्यक : इस पत्र के नोट 5) के साथ रेल मंत्रालय के समसंख्यक पत्र दिनांक 11.09.2008 (क्रम सं. पी सी -6/2) के संलग्नक "ख" के अन्त में दिये गये नोट देखें।

1 वाणिज्य विभाग

1.1 वाणिज्य लिपिक

(ii) व.वाणिज्य लिपिक 4000-6000 पी बी-1 5200-20200 2800

1.8 ट्रांजिट क्लर्क (केवल पश्चिम रेलवे):

(i) व. ट्रांजिट क्लर्क 4000-6000 पी बी-1 5200-20200 2800

9. स्वास्थ्य विभाग:

9.3 नर्सिंग स्टाफ

(i) मुख्य मैट्रन* 7450-11500

(ii) मैट्रन * 6500-10500

पी बी-3

15600-39100 5400

i) आमेलित
ii) नीचे नोट
देखें

(iii) नर्सिंग सिस्टर* 5500-9000

पी बी-2

9300-34800 4800

i) नीचे नोट
देखें

(iv) स्टाफ नर्स 5000-8000

पी बी-2

9300-34800 4600

i) नीचे नोट
देखें

*नोट: i) ये कोटियां अपना वर्तमान वर्गीकरण ग्रुप "सी" ही रखेंगी। ii) संलग्नक के अन्त में नोट भी देखें।

क्रम सं.	पद	वर्तमान वेतनमान (रु.)	संशोधित वेतन बैंड एवं ग्रेड वेतन			टिप्पणी
			वेतन बैंड का नाम	समकक्ष वेतन बैंड (रु.)	ग्रेड वेतन (रु.)	
1	2	3	4	5	6	7

आवश्यक : इस पत्र के नोट 5) के साथ रेल मंत्रालय के समसंख्यक पत्र दिनांक 11.09.2008 (क्रम सं. पी सी-6/2) के संलग्नक "ख" के अन्त में दिये गये नोट देखें।

9.4 रेडियोग्राफर :

(i) रेडियोग्राफर : 4000-6000 पी बी-1 5200-20200 2800

10. सामान्य

10.2 शिक्षण स्टाफ (रेलवे स्कूल): i) नीचे नोट देखें

(i) प्राइमरी स्कूल शिक्षक : ** i) नीचे नोट देखें

सलेक्शन ग्रेड	6500-10500	पी बी-2	9300-34800	4800
वरिष्ठ ग्रेड	5500-9000	पी बी-2	9300-34800	4600
बेसिक ग्रेड	4500-7000	पी बी-2	9300-34800	4200

(ii) प्रशिक्षित स्नातक शिक्षक ** i) नीचे नोट देखें

सलेक्शन ग्रेड	7500-12000	पी बी-2	9300-34800	5400
वरिष्ठ ग्रेड	6500-10500	पी बी-2	9300-34800	4800
बेसिक ग्रेड	5500-9000	पी बी-2	9300-34800	4600

(iii) स्नातकोत्तर शिक्षक : ** i) नीचे नोट देखें

सलेक्शन ग्रेड	8000-13500	पी बी-3	15600-39100	6600
वरिष्ठ ग्रेड	7500-12000	पी बी-3	15600-39100	5400
बेसिक ग्रेड	6500-10500	पी बी-2	9300-34800	4800

**नोट: i) ये कोटियां अपना वर्तमान वर्गीकरण गुप "सी" ही रखेंगी । ii) रेसीडेंसी अवधि यथावत रहेगी।

15. लेखा विभाग :

15.1 अनु.अधि.(लेखा)/चल लेखा निरीक्षक/मण्डार लेखा निरीक्षक*

i) (i) व.अनु.अधि	7450-11500	} पी बी-2	9300-34800	4800	i) आमेलित
(ii) अनु.अधि	6500-10500				ii) नीचे नोट देखें

क्रम सं.	पद	वर्तमान वेतनमान (रु.)	संशोधित वेतन बैंड एवं ग्रेड वेतन			टिप्पणी
			वेतन बैंड का नाम	समकक्ष वेतन बैंड (रु.)	ग्रेड वेतन (रु.)	
1	2	3	4	5	6	7

आवश्यक : इस पत्र के नोट 5) के साथ रेल मंत्रालय के समसंख्यक पत्र दिनांक 11.09.2008 (क्रम सं. पी सी-6/2) के संलग्नक "ख" के अन्त में दिये गये नोट देखें।

iii)	वरिष्ठ चल लेखा निरीक्षक	7450-11500	पी बी-2	9300-34800	4800	i) आमेलित
iv)	चल लेखा निरीक्षक	6500-10500				ii) नीचे नोट देखें
v)	वरिष्ठ भण्डार लेखा निरीक्षक	7450-11500	पी बी-2	9300-34800	4800	i) आमेलित
vi)	भण्डार लेखा निरीक्षक	6500-10500				ii) नीचे नोट देखें

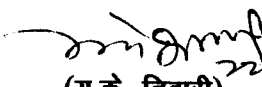
*नोट: i) ये कोटियां अपना वर्तमान वर्गीकरण ग्रुप "सी" ही रखेंगी । ii) संलग्नक के अन्त में नोट भी देखें।

नोट :

रेल मंत्रालय के दिनांक 11.9.2008 के समसंख्यक पत्र (क्रम सं. पी सी-6/2) के संलग्नक "ख" के अन्त में दिये गये वर्तमान नोट 1) से 4) के अन्त में निम्नलिखित नोट को नोट 5) के रूप में अन्तःस्थापित किया जाये।

5) जहां पर कोटियों/संवर्गों को शिड्यूल में इंगित किये अनुसार आमेलित कर दिया गया है तथा उच्चतर वेतन ढांचे में पीबी-2 या पीबी-3 में, जैसा भी मामला हो, रखा गया है, कार्यकलापों का युक्तिकरण, तथा संशोधित पदनाम, एवीसी, भर्ती नियम, चयन/अचयन के रूप में वर्गीकरण इत्यादि, जैसा भी रेलवे बोर्ड द्वारा निर्णय लिया जाये, अलग आदेशों द्वारा जारी किया जायेगा।

(छठे केन्द्रीय वेतन आयोग की कुछ कोटियों के बारे में अनुशंसायें अभी निरीक्षणाधीन है। निर्णय होने तक सामान्य प्रतिस्थापन वेतन ढांचा जोकि प्रथम शिड्यूल में दिये गये हैं, लागू होगा।)


 (यू.के. तिवारी)
 उप निदेशक/वेतन आयोग
 रेलवे बोर्ड

GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(RAILWAY BOARD)

S.No. PC-VI/18

No. PC-VI/2008/I/RSRP/1

RBE No.: 124 /2008

New Delhi, dated 22.09.2008

The General Managers/CAO(R)
 All Indian Railways & Production Units
 (as per mailing list)

Sub: Railway Services (Revised Pay) Rules, 2008 - Schedules for Revised Scales of Pay.

In continuance to Annexure 'B' of Schedule circulated under this Ministry's letter No. PC-VI/2008/I/RSRP/1, dated 11.09.2008 (S.No. PC-VI/2), the following may be inserted as indicated against each, to the said letters:-

SN	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important : See notes at end of annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 (S.No. PC VI/2) alongwith note 5) appended to this letter

1 COMMERCIAL DEPARTMENT:

1.1 Commercial Clerks.

(ii) Sr. Commercial Clerk 4000-6000 PB-1 5200-20200 2800

1.8 Transit Clerks (Western Railway only):

(i) Sr. Transit Clerk 4000-6000 PB-1 5200-20200 2800

9. MEDICAL DEPARTMENT:

9.3 Nursing Staff :

(i)	Chief Matron*	7450-11500] PB-3	15600-39100	5400	i) merged ii) see note below
(ii)	Matron*	6500-10500				
(iii)	Nursing Sister*	5500-9000	PB-2	9300-34800	4800	i) see note below
(iv)	Staff Nurse	5000-8000	PB-2	9300-34800	4600	i) see note below

*Note: i) These categories will retain their existing classification as Group 'C' . ii) Also see notes at end of annexure

SN	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important : See notes at end of annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 (S.No. PC VI/2) alongwith note 5) appended to this letter

9.4 **Radiographer :**

(i) Radiographer 4000-6000 PB-1 5200-20200 2800

10. **GENERAL**

10.2 **Teaching Staff (Railway Schools):** i) see note below

(i) **Primary School Teacher : **** i) see note below

Selection Grade	6500-10500	PB-2	9300-34800	4800
Senior Grade	5500-9000	PB-2	9300-34800	4600
Basic Grade	4500-7000	PB-2	9300-34800	4200

(ii) **Trained Graduate Teacher**** i) see note below

Selection Grade	7500-12000	PB-2	9300-34800	5400
Senior Grade	6500-10500	PB-2	9300-34800	4800
Basic Grade	5500-9000	PB-2	9300-34800	4600

(iii) **Post Graduate Teachers : **** i) see note below

Selection Grade	8000-13500	PB-3	15600-39100	6600
Senior Grade	7500-12000	PB-3	15600-39100	5400
Basic Grade	6500-10500	PB-2	9300-34800	4800

****Note:** i) These categories will retain their existing classification as Group 'C'.
ii) Residency period will remain unchanged.

15. **ACCOUNTS DEPARTMENT :**

15.1 **SO(A/cs.)/TIA/ISA***

(i) Sr. Section Officer	7450-11500	} PB-2	9300-34800	4800	i) merged ii) see note below
(ii) Section Officer	6500-10500				

SN	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands(Rs)	Grade Pay (Rs.)	
1	2	3	4	5	6	7

Important : See notes at end of annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 (S.No. PC VI/2) alongwith note 5) appended to this letter

iii)	Sr TIA	7450-11500	PB-2	9300-34800	4800	i)merged
iv)	TIA	6500-10500				ii) see note below
v)	Sr ISA	7450-11500	PB-2	9300-34800	4800	i)merged
vi)	ISA	6500-10500				ii) see note below

*Note: i) These categories will retain their existing classification as Group 'C'.
ii) Also see notes at end of annexure.

Notes :

The following note should be inserted as Note 5) below existing notes 1) to 4) at the end of annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 (S.No. PC VI/2)

5) Where categories/cadres have been merged as specifically indicated in the schedule and placed in higher replacement pay structure either in PB-3 or PB-2 as the case may be, rationalization of functions as also revised designations, AVC, Recruitment Rules, classification as Selection / non selection etc., as decided by the Railway Board, will be issued through separate orders.

(Recommendations of the Sixth Central Pay Commission on pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply)

Hindi version will follow.

U.K. Tiwari
22/9/08
(U.K. TIWARI)

Deputy Director, Pay Commission
Railway Board.

No.PC-VI/2008/I/RSRP/1

New Delhi, dated 22.9.2008

Copy (with 40 spares) forwarded to ADAI (Railways), New Delhi.

SPM
for Financial Commissioner/Railways

No.PC-VI/2008/I/RSRP/1

New Delhi, dated 22.9.2008

Copy forwarded to :

FA& CAO's (a) All Indian Railways, (b) CLW, DLW, ICF, Wheel & Axle Plant / Bangalore , DMW/ Patiala , RCF/ Kapurthala (c) MTP (R) Mumbai & Chennai
(d) Metro Railway (Calcutta), (e) COFMOW, Tilak Bridge, New Delhi (f) CORE / Allahabad.
FA& CAOs (Const.) & General Manager (Const.) (a) Northeast Frontier Railway Guwahati and
(b) Southern Railway, Bangalore.
The Pay & Accounts Officer, Railway Board, Rail Bhawan , New Delhi.
The General Secretary, IRCA/ New Delhi.
The Chief Commissioner, Railway Safety, Lucknow.
The Managing Directors (a) RITES, RITES Bhavan, Plot No. 1, Sector-29, Gurgaon, (b) IRCON
(c) CRIS Safdarjung Rly . Station Chanakyapur, New Delhi, (d) IRFC, (e) CONCOR of India Ltd.
(f) RVNL, (g) RAILTEL, (h) RLDA
The Chairman- Cum Managing Director, Konkan Railway Corporation, New Delhi.
Director General RDSO Lucknow.
Joint Director (Finance), RDSO Lucknow .
The Director (a) IRIEEN, Nasik, (b) IRICEN, Pune, (C) IRIMEE. Jamalpur,
(d) IRISSET, Secunderabad
The Director General, Railway staff college, Vadodara.
The Chairman RCC Lok Sabha Secretariat, New Delhi
The Chairman RRT, Chennai.
The Chairman RCT, New Delhi
The Chairman RRB/ Ajmer, Ahmedabad, Allahabad , Bangalore Bhopal,
Bhubaneswar, Bilaspur, Chandigarh, Calcutta, Jammu, Gorakhpur, Guwahati, Malda, Mumbai,
Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum.
The General Manager (a) C.O.R.E./ Allahabad, (b) Metro Railway/ Calcutta.
The Editor, 'Bhartiya Rail'.
The Editor, 'Indian Railways'.
The Chairman Passenger Services committee.
The Chairman, Passenger Amenities Committee.
The C. A. O.(R), COFMOW, Tilak Bridge, New Delhi.
The Director, CAMTECH/ Gwalior.
The C. A. O . (a) MTP (R) Mumbai, (b) MTP(R) Chennai.
Office of the Chief Project Administrator (Telecom), Indian Railway Centre Organisation For
Telecom Consultancy, Shivaji Bridge, New Delhi.
The Chief Mining Advisor, Ministry of Railways, Dhanbad.
The C.A.O. (Const). Central Railway, Mumbai.
The Liaison Officer, Vith CPC, All Indian Railways and PUS/ RDSO/Trg.
Institutes / Metro Railway/ COFMOW/ CORE/ RSC/etc.
Chief Mining Advisor, Ministry of Railways.
The Director (Movement) Railways/ Calcutta.

(U.K. TIWARI)

Deputy Director, Pay Commission
Railway Board.

No PC-VI/2008/I/ RSRP/1

New Delhi, dated 22.09.2008

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- 6) The President, Railway Board Group 'B' Officers' Association
- 7) The Secretary General, IRPOF
- 8) The Secretary General, All India RPF Association
- 9) The Secretary, Railway Board Ministerial Staff Association
- 10) The Secretary, Railway Board Class IV Staff Association
- 11) Railway Board Promotee Officers Association, Room No, 341-C, Rail Bhawan.
- 12) The Secretary, All India SC/ST Association, Rail Bhavan.



for Secretary, Railway Board

Copy to :-

PPSs/PSs/Sr. PAs/PAs to :-

MR, MSR(V), MSR(N), CRB, FC, MS, MT, ME, ML, MM, DG/RHS, DG/RPF, AM(B), AM(CE), AM(C), AM(C&IS), AM(Elec), AM(Plg), AM(Projects), AM(Sig), AM(Mech), AM(PU), AM(RS), AM(T&C), AM(Telecom), AM(T), AM(Vig), AM(Works), Adv(Staff), Adv(Vig), Adv(F), Adv(IR), Adv(L&A), Adv(Safety), Adv(Infrastructure), Adv(Legal), Adv(CC), Add. Chief Economic Adviser, Secretary, ED(Plg), ED(A), EDF(BC), EDCE(B&S), EDCE(G), EDCE(Plg), ED(Chg), ED(CC), ED(C&IS), ED(E&R), EDEE(Dev), EDEE(G), EDEE(RS), EDE, EDE(RRB), EDE(N), EDE(Res), EDF(C), EDF(E), EDF(S), EDF(B), EDF(RM), EDF(X)I, EDF(X)II, EDH(P), EDH(G), ED(LM), ED(MIS), EDE(GC), EDT(MPP), EDME(Chg), EDME(Fr), EDME(Tr), EDME(TOT), EDME(Dev), EDME(W), EDPC-I, EDPC-II, ED(PP), ED(Proj)-DMRC, ED(RE), EDRE(S&T), EDRE(S), ED(Safety), ED(Sig), ED(S&E), EDRS(C), EDRS(P), EDRS(G), EDRS(S), EDRS(W), ED(TD), EDTrack(M), EDTrack(MC), EDTrack(P), ED(T&C), ED(CP), ED(PM), ED(PG), EDT(R), EDTC(FM), EDTT(M), EDTT(S), EDV(A), EDV(E), EDV(S), EDV(T), ED(W), JS, JS(G), JS(E), JS(C), JS(E&P), DS(E), DS(D), DS(G), Dir(Estt.), JDPG, DE(N) II, Dir(MPP), DE(G), DPC-I, DPC-II, JDF(E), JDPC-II, JDE(N), JDE(P&A), JDE(GC), JDE(Gaz), JDE(W), JDE(GP), JDE(Res.) I, JDE(L), DDF(E) I, II & III, DDPC-V, DDPC-VI, DDE(P&A)II, DDE(P&A)III, USE(O)I, US(D&A) I & II, US(Cash), DDE(LR) I, II & III/Railway Board

Copy to :-

Cash - I, II, & III, Budget, E(P&A) I & II, E(G), E(NG) I & II, PC - III, PC-IV, PC-V, E(Trg.), E(MPP), E(LR) I & II, F(E) - I, II & III, F(E) Special, Security (E), Accounts III, ERB - I, II, III, IV, V & D, G(Pass), G(Acc), E(Welfare), E(SCT), E(O) I, II III & III(CC), E(GR) I & II, E(GP), E(GC), PR, E(D&A)/branches of Railway Board.



ANNEXURE- A 18

भारत का राजपत्र

The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)
PART II—Section 3—Sub-section (i)
प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 515]

नई दिल्ली, मंगलवार, सितम्बर 23, 2008/आश्विन 1, 1930

No. 515]

NEW DELHI, TUESDAY, SEPTEMBER 23, 2008/ASVINA 1, 1930

रेल मंत्रालय

(रेलवे बोर्ड)

अधिसूचना

नई दिल्ली, 23 सितम्बर, 2008

क्र.सं. पीसी VI/19

आरबी ई सं. 128/2008

सा.का.नि. 674(अ).—राष्ट्रपति, संविधान के अनुच्छेद 309 के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए एतद्वारा निम्नलिखित नियम बनाते हैं, अर्थात् :—

1. संक्षिप्त नाम और प्रारंभ.—(1) इन नियमों को रेल सेवा (संशोधित वेतन) प्रथम संशोधन नियम, 2008 कहा जाएगा।
(2) इन्हें 1 जनवरी, 2006 से प्रवृत्त माना जाएगा।
2. रेल सेवा (संशोधित वेतन) नियम, 2008 की पहली अनुसूची के 'भाग-ख' के नीचे निम्नलिखित प्रविष्टि को शामिल किया जाए, अर्थात् :—

भाग-ग

क्षेत्रीय रेलों/उत्पादन इकाइयों और अन्य रेल कार्यालयों में कतिपय विनिर्दिष्ट पदों के लिए संशोधित वेतन-बैंड और ग्रेड वेतन

क्र. सं.	पद	वर्तमान वेतनमान		संशोधित वेतन बैंड एवं ग्रेड वेतन	
		(रुपए)	वेतन बैंड का नाम	तदनुरूपी वेतन बैंड (रुपए)	ग्रेड वेतन (रुपए)
(1)	(2)	(3)	(4)	(5)	(6)
1.	सहायक लेखाधिकारी (समूह 'ख' राजपत्रित)	7500-12000	पी.बी.-2	9300-34800	5400 (समूह 'ख' राजपत्रित के मौजूदा वर्गीकरण को बनाए रखा जाए)
2.	सहायक नर्सिंग अधिकारी (समूह 'ख' राजपत्रित)	7500-12000	पी.बी.-3	15600-39100	5400 (समूह 'ख' राजपत्रित के मौजूदा वर्गीकरण को बनाए रखा जाए)
3.	प्रधानाचार्य/हैडमास्टर (माध्यमिक/हाई स्कूल और समतुल्य) (समूह 'ख' राजपत्रित)	7500-12000 (मूल ग्रेड)	पी.बी.-3	15600-39100	5400 (समूह 'ख' राजपत्रित के मौजूदा वर्गीकरण को बनाए रखा जाए)
		8000-13500 (वरिष्ठ ग्रेड)	पी.बी.-3	15600-39100	6600 (समूह 'ख' राजपत्रित के मौजूदा वर्गीकरण को बनाए रखा जाए)

(1)	(2)	(3)	(4)	(5)	(6)
4.	प्रधानाचार्य/हैडमास्टर/मुख्याध्यापिका इंटरमीडिएट कॉलेज/उच्चतर माध्यमिक विद्यालय/उच्चतर माध्यमिक बहुदेशीय विद्यालय (समूह 'क' राजपत्रित)	10000-15200	पी.बी.-3	15600-39100	7600 (समूह 'क' राजपत्रित)
5.	केवल विभागीय पुस्तकालयों के सहायक पुस्तकालय एवं सूचना अधिकारी (रेलवे बोर्ड/राष्ट्रीय रेल संग्रहालय सहित) (समूह 'ख' राजपत्रित)	6500-10500	पी.बी.-2	9300-34800	4600 (समूह 'ख' राजपत्रित के मौजूदा वर्गीकरण को बनाए रखा जाए)

[फा. सं. पी सी-VI/2008/आई/आर एस आर पी/1]

मैथ्यू जॉन, सचिव

नोट :—मूल नियम भारत के राजपत्र, असाधारण, भाग II, खंड 3, उप-खंड (i) में सं. सा.कानि. 643(अ), दिनांक 4-9-2008 द्वारा प्रकाशित किए गए थे।

MINISTRY OF RAILWAYS

(RAILWAY BOARD)

NOTIFICATION

New Delhi, the 23rd September, 2008

S. No. PC VI/19

RBE No. 128/2008

G.S.R. 674(E).—In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President hereby makes the following rules, namely :—

1. **Short title and commencement.**—(1) These rules may be called the Railway Services (Revised Pay) First Amendment Rules, 2008.

(2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. Below PART-B of the First Schedule to the Railway Services (Revised Pay) Rules, 2008, the following entry shall be inserted, namely :—

PART-C

Revised Pay Band and Grade Pay for certain specified posts in Zonal Railways/Production Units and other Railway offices

S.No.	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay		
			Name of Pay Band	Corresponding Pay Bands (Rs.)	Grade Pay (Rs.)
(1)	(2)	(3)	(4)	(5)	(6)
1.	Assistant Accounts Officer (Group 'B' Gazetted)	7500-12000	PB-2	9300-34800	5400 (Existing classification of Group 'B' Gazetted to be retained)
2.	Assistant Nursing Officer (Group 'B' Gazetted)	7500-12000	PB-3	15600-39100	5400 (Existing classification of Group 'B' Gazetted to be retained)
3.	Principal/Head Master (Secondary/High School & equivalent) Group 'B' Gazetted	7500-12000 (Basic Grade)	PB-3	15600-39100	5400 (Existing classification of Group 'B' Gazetted to be retained)
		8000-13500 (Senior Grade)	PB-3	15600-39100	6600 (Existing classification of Group 'B' Gazetted to be retained)
4.	Principals/Head Master/Head Mistress, Intermediate College/ Higher Secondary Schools/Higher Secondary Multi-purpose Schools (Group 'A' Gazetted)	10000-15200	PB-3	15600-39100	7600 (Group 'A')
5.	Assistant Library & Information Officers of departmental libraries only (including Railway Board/ NRM) (Group 'B' Gazetted)	6500-10500	PB-2	9300-34800	4600 (Existing classification of Group 'B' Gazetted to be retained)

[F. No. PC-VI/2008/I/RSRP/1]

MATHEW JOHN, Secy.

Note : The principal Rules were published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (i), vide No. GSR 643 (E), dated 4-9-2008

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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



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

No: IRTSA/Memo / 2012-20

Date: 8-10-2012

1. SECRETARY FINANCE REVENUE, GOI, Ministry of Finance, GOI, North Block, New Delhi
2. SECRETARY PERSONNEL & TRAINING, Ministry of Personnel, GOI, North Block, New Delhi
3. CHAIRMAN, & SECRETARY Ministry of Railways, Railway Board, Rail Bhawan, New Delhi

Subject: Grade Pay of Technical Supervisors (Senior Section Engineers & Junior Engineers) on Railways - Unjustly kept at par with staff working under them – In violation of the settled Law that a) An equal cannot be over an equal; b) 'Promotion' implies advancement to a higher grade; & c) Supervisor should be in a scale higher than Supervised.

Ref:- i) Gazette notification No.470, Ministry of Finance G.S.R. 622(E) dated 29-8- 2008

ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

Dear Sir,

1. We seek your benign intervention in a matter of serious concern - wherein Technical Supervisors i.e. Senior Section Engineers & Junior Engineers (JEs & SSEs) on the Railways have been placed in the same Grade Pay as that of the employees working under them, which violates the basic principle of law of natural justice - upheld by the Hon'ble Supreme Court of India that –
 - a) "An equal cannot be over an equal"
 - b) 'Promotion' implies advancement to a higher grade; &
 - c) Supervisor should be in a scale higher than Supervised.
2. Technical Supervisors on Indian Railways have not been able to get justice so far in spite of numerous representations at various levels - in respect of serious injustice done to them (vide orders cited above - after the Sixth Pay Commission) regarding the Grade Pay of Rs.4200 granted to Junior Engineers (JEs) which is at par with Senior Technicians (MCM) working under them; and Rs.4600 granted to Senior Section Engineers (SSEs) which is at par with Chief Office Superintendent working under them on the Railways.
3. Hierarchy in the Technical Departments of Indian Railways in Group-C is as under:

Senior Section Engineer (SSE) (GP – 4600, PB-2) ↑ Junior Engineer (JE) (GP – 4200, PB-2) ↑ Senior Technician (GP – 4200, PB-2) ↑ Technician Gr-I (GP – 2800, PB-1) ↑ Technician Gr-II (GP – 2400, PB-1) ↑ Technician Gr-III (GP – 1900, PB-1)	<p>Around 52000 Technical Supervisors are responsible for safe and efficient running of Trains through front line supervision and management of production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, Buildings & Works, Signal & Telecommunication systems, traction & distribution, etc.</p> <p>Around 8.2 lakh Senior Technicians and Technicians I, II & III work under JEs & SSEs; apart from above Technical categories a large number of Non Technical categories like Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent also work directly under the JEs & SSE and are supervised by them in execution of the above said work</p>
--	---

4 Supreme Court of India – (as reported in 1996 (1) S.C.C. 562) - has held as under:

“8. The High Court, in our opinion, was not right in holding that promotion can only be to a higher post in the Service and appointment to a higher scale of an officer holding the same post does not constitute promotion. In the literal sense the word “promote” means “to advance to a higher position, grade, or honour”; . So also ‘promotion’ means “advancement or preferment in honour, dignity, rank, or grade” (Ref: Webster’s Comprehensive Dictionary, International Edition., page1009)

‘Promotion’ thus not only covers advancement to a higher position or rank but also implies advancement to a higher grade.

(Ref: Union of India vs. S.S. Ranade (1995) 4 SCC 462 at page 468)

5 Sixth Pay Commission (in Para, 2.2.11 of its Report) - itself recommended that – “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.

6.1 Junior Engineers (JEs) who supervise the work of Senior Technicians and responsible for their output are at present placed in the same Grade Pay of Rs.4200 which leads to the hierarchical confusion. Promotion from Senior Technician to JE also happens in the same Grade Pay after qualifying through stringent departmental selection, and they have to shoulder higher responsibilities as JEs.

6.2 Third Pay Commission kept the scales the Apex scale of Technicians Rs.425-640 - below the pay scale of Junior Engineers (then Chargemen-B) Rs.425-700.

6.3 Fourth Pay Commission Senior Technicians (then MCM) were allotted the scale of Rs.1400-2300 at par with JEs and the then Mistries / Supervisors.

6.4 CAT New Delhi accepted the contention of the Petitioners with directions to grant higher scale to JEs as 'an equal cannot be over an equal" (vide OA No. 1527/1990 IRTSA-vs-UOI) – This direction was duly considered and accepted by Fifth CPC while deciding the Pay scale of JEs – and recommended a higher Pay Scale of Rs.5000-8000 for the JEs (who were then designated as Chargemen) - as against the scale of Rs.4500-7000 for Sr. Technicians (Previously called MCM). .

6.5 Fifth Pay Commission in para 54.36 of its Report, while specifically dealing with the problem of supervisor and supervised being placed in the same scale of pay, removed the anomaly by recommending different pay scales to Master Craftsman (Rs.4500-7000) and Chargeman (Rs.5000-8000). But later Government / Railways upgraded the scale of Master Craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer). contrary to the principle of natural justice, thus creating an anomaly. .

Para 54.35, 54.36, 54.37 & 54.38 of Fifth Pay Commission recommendations - Annexure-I.

6.6 Unjust Manipulation: To circumvent the problem of supervisors being placed in the same scale as that of the employees working under them, Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 (Annexure-II) made the impracticable preposition that the work of Senior Technicians (MCM) in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000 – even though in actual practice the JE II continued to supervise Senior Technicians (MCM) the Railway Labour Tribunal (1969) – headed by Justice Miabhoy - had held that the work in a section could not be segregated and also in most cases post of JE grade I was not available at the same working area. Benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II is was allowed to Sr.Technician on their promotion to JE from Sr.Technician but the scale of pay/ Grade Pay is was the same on promotion as JE from SeniorTechnician (earlier called Master Craftsme/MCM).

6.7 Sixth Pay Commission: The anomaly of "supervisor" in the same scale as that of the "supervised" was again removed by Sixth Pay Commission by recommending the Grade Pay Rs.2800 for Senior Technician & Rs.4200 for JEs. But later on the Railways upgraded only the scale of Senior Technicians without correspondingly upgrading the scale of Junior Engineers.

6.8 Impracticable order dated 22-2-2005 (Annexure-II) has become more irrelevant (as the JE-II in the pre-revised scale of Rs.5000-8000 and JE-I in the pre-revised scale of Rs.5500-9000 have been merged and granted the Grade Pay of Rs.4200. Work of Senior Technicians in the Grade Pay of Rs.4200 are being supervised by the Junior Engineers in the same Grade Pay of Rs.4200. The Junior Engineers (JEs) and Senior Technicians have been placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, which is totally in violation on principle of

natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India. This is also in violation of the principle defined by Sixth CPC (in Para, 2.2.11 of its Report) cited in para-5 heretofore.

7. Senior Section Engineers (SSEs) who are now in Grade Pay of Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. The Chief Office Superintendents working under the SSE, are also placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard to the settled law that a) An equal should not be over an equal; b) ‘Promotion’ implies advancement to a higher grade; & c) Supervisor should be in a scale higher than Supervised.
8. Disregard of Duties & Responsibilities: Pay Scale of SSE has always been higher than pay scales of Supervisors of other departments in Railways. After the Third Pay Commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors ie. Senior Section Engineer (of the then Foreman). In the categories of Teachers, Nurses and Accounts Staff the apex scale were allotted two or three grades below the SSEs. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element of Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above (i.e. Teachers, Nurses and Accounts staff) were now placed in the Grade Pay of Rs.4800. Rs.5400 and even higher – in complete disregard to the Duties & Responsibilities of the SSE towards the safety and efficiency of the Trains & its related operations, repairs, maintenance and production processes (as emphasized by the Railway Board in their proposal to upgrade these posts to Grade Pay of Rs.4800).
9. Injustice by Fifth Pay Commission: Fifth 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. If the same common multiple factor of 3.25, had been applied by the Fifth 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 consequently their grade pay should have been Rs.5400 after the Sixth CPC as per the norms adopted by it.
10. Higher Recruitment Qualifications: In the case of Senior Section Engineer direct recruitment is for those with Degree in Engineering in Grade Pay of Rs.4600, PB-2 with training period of one year. In Accounts cadre as well as in Clerical cadre, Direct recruitment is in PB-1 with Grade pay of Rs.2800, , in the Station Master cadre it is in Pay Band - 2 with the Grade Pay of Rs.4200. But still those of Accounts cadre have been allotted higher Grade Pay.

Recruitment Qualifications and Training period are given in Annexure-III

11. DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATAVITIES: Horizontal Parity and vertical Relativities have been seriously disturbed on the Railways after the Sixth Pay Commission – (as indicated in Annexure IV) –

ignoring the Duties and Responsibilities of the Technical Supervisors (i.e. the JEs & SSEs) on the Railways.

12. It is, therefore, requested that – (keeping in view the submissions made heretofore – especially the need to restore the horizontal parity & vertical relativities) following Grade Pays be granted to the Technical Supervisors on the Railways:

i) Junior Engineers (JEs) may please be granted Grade Pay of Rs.4800 in PB-2;

ii) Senior Section Engineers (SSEs) may please be granted Grade Pay of Rs.5400 in PB-3.

Hoping for an early favourable decision; thanking you.

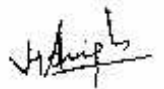
Encls: FOUR ANNEXURE:

- i) Fifth CPC on "Supervisors and Supervised
- ii) Copy of Rly Bd's letter reg Filling up of promotion quota vacancies
- iii) RECRUITMENT QUALIFICATIONS AND TRAINING OF SSEs & JEs
- iv) COMPARATIVE UP-GRADATION AFTER SIXTH CPC – DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY – (Tabulated)

Copy for information & favourable consideration to:

1. Member Staff, Railway Board, New Delhi
2. Additional Member/Staff, Railway Board, New Delhi
3. Advisor Industrial Relations, Railway Board, New Delhi.
4. Executive Director Pay Commission, Railway Board, New Delhi.
5. Secretary (Establishment), Railway Board, New Delhi.

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

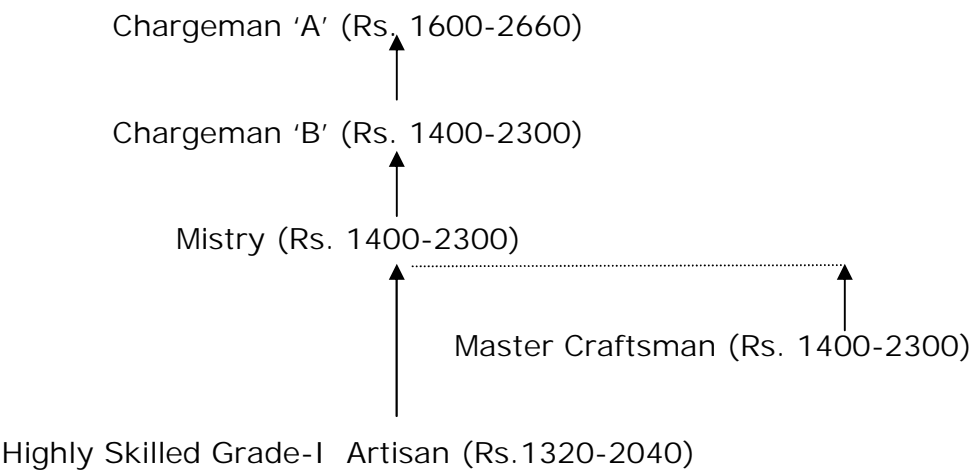
Fifth Pay Commission addressed the problem of “Supervisors and Supervised in same scale of pay” and recommended a higher pay Scales for Technical Supervisors.

54.35 Mistries in Railway Workshops and Production Units are in the same scale of pay (Rs.1400-2300) as Chargeman ‘B’ which is a promotion post for them. The Federations of Railwaymen have contended that the Mistries who are promoted from ranks after long years of service and experience work like Chargemen ‘B’ as supervisors and technical advisors to the technicians. The Federations have, therefore, demanded that Mistry be redesignated as Chargeman ‘B’. The Ministry of Railways has explained that the Mistries were in the scale of pay of Rs.330-560 which was lower than that of Chargeman ‘B’ (Rs.425-700) before the 4th CPC report. We have recommended a slightly higher pay scale of Rs. 1600-2660 for the Chargeman ‘B’. Accordingly, the Mistry, being lower than Chargeman ‘B’ cannot be re-designated as Chargeman ‘B’. We recommend that the pay scale of the Mistries be retained at the present level of Rs.1400-2300. The Ministry of Railways in consultation with the recognised Federations of Railwaymen, has recently changed the designation of the ‘Mistry’ as ‘Supervisor’ without any change in duties, responsibilities and pay scale. We suggest that the Ministry may consider the revision of designation of ‘Mistry’ to ‘Master Technician’ without any change in status.

54.36The Technical Supervisors in Defence and Railway industrial establishments are in the four standard pay scales of Rs.1400-2300, Rs.1600-2660, Rs.2000-3200 and Rs.2375-3500. The initial pay scale of the Technical Supervisors is the same as that of Master Craftsmen and Mistries (in Railways). This anomalous situation has arisen due to merger of the pay scales of Rs.425-700 (Chargeman), Rs.380-560 (Mistry, Highly Skilled Grade-I) and Rs.425-640,(Master Craftsman) by the 4th CPC and replacement of these scales with a common scale of pay of Rs.1400-2300. We have been informed that the identical pay scales of Master craftsman, Mistry and Chargeman have resulted in a large number of court cases. The New Delhi Bench of the Central Administration Tribunal in a case.O.A. No. 1527/1990 has directed the Ministry of Railways to refer such cases to the 5th CPC.

54.37 The Ministry of Railways has submitted following facts for our consideration:

(i) The avenue of promotion leading to the post of Chargeman ‘A’ is as under:



The posts of Master Craftsmen are filled from artisans in Highly Skilled Gr-I by converting an equal number of posts of artisans to the Grade of Master Craftsmen. The post reverts to High Skilled Grade-I after the Master craftsman vacates the post. The promotion of artisans to the grade of Master Craftsman is thus personal in nature. The fitness as Master Craftsman does not give any advantage to the Highly Skilled Artisans in seniority for promotion as Mistry.

- (iii) The Master Craftsmen have to seek promotion as Mistries who in turn get promotion to the posts of Chargeman ‘B’.
- (iv) The posts of Chargeman ‘B’ are in technical supervisory cadre and those of Mistry are specifically excluded from this cadre.

54.38 We find that the direct recruitment qualification for the initial pay scale of technical supervisors in Workshops is Diploma in Engineering of relevant discipline or Graduation in Science. We have, as a general principle decided to improve the remuneration of Diploma Engineers in Government. In accordance with this general approach, we recommend following grade-structure for technical supervisors in Workshops: -

	Existing (Rs)	Recommended (Rs)	Revised Designation in Railways (#) Decided by the Ministry in July'96	Remarks
Chargeman-B / Charegeman	1400- 2300	1600-2660	Junior Engineer Gr-II	Higher scale due to the Engineering Diploma entry at this level
Chargeman-A / Senior Chargeman	1600- 2660	1640-2900	Junior Engineer Gr-I	Due to feeder grade upgraded
Assistant Shop Superintendent / Deputy Shop Superintendent	2000- 3200	2000-3500	Section Engineer	Higher scale due to rationalization as also the degree in engg at this level
Shop Superintendent / Foreman	2375- 3500	2375-3750	Senior Section Engineer	Due to rationalization

(*)Part Direct Recruitment of Engineering Graduates in Railways

(#) Other Departments may revise designations, if necessary, in consultation with representatives of organised labour.

Copy of Railway Board's letter No. E(NG)/I/99/PM7/3 dated 22-2-2005 (RBE No.31/2005)

Sub: Filling up of promotion quota vacancies in the category of JE Gr. II scale Rs.5000-8000 consequent upon implementation of V Pay Commission scales of pay.

The avenue of promotion of Mistries (Redesignated as Supervisors) and Master Craftsmen (Redesignated as Sr. Technicians) to the post of JE Gr.II scale Rs. 5000-8000 has been laid down in this Ministry's letters No. E[NG]/I/87/PM7/9 dated 29-9-1987 and No. E[NG]/I/86/PM7/8 dated 17-10-1990. In terms of these instructions, the then existing Gr. I Artisans as on 29-9-1987, till such time they remain available for promotion, along with Master Craftsmen and Mistries are eligible to be considered for promotion by selection as JE Gr.II based on their integrated seniority with reference to their date of entry on regular basis in the category of Skilled Gr.I Artisans and Mistries, keeping in view the stipulations that: -

- i) by reason only of his opting for and getting fitted in as Master Craftsman, a Skilled Gr.I Artisan will not gain in seniority over others who opt to continue as Skilled Gr. I Artisans or fail to qualify as Master Craftsman; and
- ii) If a Gr. I Artisan is not found suitable for the post of Mistry in future or does not avail of the chance of promotion as Mistry he will be considered junior to a Gr. I Artisan who may qualify for the post of Mistry and be promoted thereto.

1.1 The stipulation at (i) above is based on the consideration that the scheme of introduction of the category of Master Craftsman vide para 1(iii) of this Ministry's letter No. PC-III/82/PS3/10 dt. 14-02-1986 provides that the scale of pay attached to the post will be personal to the incumbent.

2. Consequent upon the implementation of V Pay Commission scales of pay in which while Senior Technicians (erstwhile MCMs) and JE-II came to be placed in the identical scales of pay though the former continued to be held as personal by Skilled Gr.I Artisans, the Mistries were placed distinctly in the lower scale of pay of Rs.4500-7000 plus Rs.100 as special allowance, the question of revision of the basis of filling up the promotion quota posts of JE-II has been under consideration of this Ministry in consultation with the recognised Federations. The federations have, however, been insisting on the question of upgradation of posts of Mistries, being decided in the first instance. The posts of Supervisors (erstwhile Mistries) have since been upgraded in all departments except P.Way Mistries in Civil Engineering Department as JE-II vide instructions contained in this Ministry's letter No. PC-III/2003/CRC/6 dt. 9-10-2003. Accordingly the question as to what should be the basis for promotion of Master Craftsmen to the post of JE Gr.II, has been considered afresh by the Ministry of Railways.

It has now been decided as under:

i) The post of MCM (redesignated as Sr. Technician) in the scale of pay Rs.5000-8000 will no longer be personal to Technician Gr.I but will constitute a part of the regular hierarchy in the artisan cadre thereby making it as a normal / functional channel of promotion for Technician Gr. I. Accordingly, the Railway should review the existing duties and responsibilities of Sr. Technicians and prescribe additional duties and responsibilities which are of greater importance than those of existing Sr. Technicians / MCMs) and Artisans Gr.I,

ii) The post of Sr. Technician will be filled from amongst Technician Gr. I on the basis of seniority-cum-suitability,

iii) The post of JE-II earmarked for promotion by selection will be filled from amongst Sr. Technicians in identical grade Rs.5000-8000 subject to the condition that the existing Technician Grade I as may be senior to those fitted as Sr. Technician as per procedure in force until now will also be considered for selection for promotion as JE-II,

iv) Sr. Technicians on their promotion as JE-II though in the identical scale of pay may be allowed the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II (erstwhile FR22C),

v) The work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.

3.1 Para 3(iv) above also disposes of Staff Side demand in the DC-JCM.

These instructions shall come into force from the date of issue of this letter

This issues in consultation with and concurrence of Finance Directorate of the Ministry of Railways.

RECRUITMENT QUALIFICATIONS AND TRAINING OF SSE

Senior Section Engineers (in the Grade pay of Rs.4600)

20% of posts of Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

- Graduate Engineers inducted in Railways as SSE, after stringent selection and scrupulous training in Railway working system.
- They have the highest entry qualification in the entire Group-C cadres.
- Undergoes one year on the job training.
- SSE are trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
- They perform Managerial, Technical and non-technical duties.
- Entered the Railways with great hope that they will have a career with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.
- Graduate Engineers, though came out from universities with flying colors, and joined Railways only to get demoralized in their career.
- Whereas their counterpart Engineers came out from same universities who are appointed elsewhere have prosperous career.
- Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.
- Induction of Graduate Engineers in Group "C" has been done for the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways. To excel in the higher grade posts with the good experience in field level management.
- But by allowing the Graduate Engineers to rot at the recruitment scale itself, the basic purpose of induction of Graduate Engineers gets defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay.
- All Group "C" categories have been equated to the SSE with the Grade Pay of Rs.4600, despite of their less recruitment qualifications, minimum/nil training, lesser duties and responsibilities, holding no assets, no risk element, no passenger safety issues and no Punctuality of trains need to be ensured by them.
- Categories working under SSE also given the same Grade Pay.

RECRUITMENT QUALIFICATIONS AND TRAINING OF JEs

Junior Engineers (in Grade pay of Rs.4200)

- i) 50% posts of JEs (Junior Engineers) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for one year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.
- ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview).
- lii) 25% are selected as "Intermediate Apprentices" from qualified and experienced Technicians through Limited Departmental Selection and given a further training of one year in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

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

SI No	Post		3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded to 5 th CPC Scale by 6th CPC (& granted after Sixth CPC)	Grade Pay after Sixth CPC
1	Loco Inspector		425-700	2000-3200	6500-9000	7450-11500	4600
2	Power Controller		425-700	2000-3200	6500-9000	7450-11500	4600
3	Police Inspector		425-700	2000-3200	6500-9000	7450-11500	4600
4	Excise Inspector		425-700	2000-3200	6500-9000	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)	Recom-mended	425-640 New Scale	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 + 1½ / Now 1 years Training)		550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	<u>4200</u>

(CONTINUED)

COMPARATIVE UP-GRADATION AFTER SIXTH CPC

– DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY

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>

A comparison between Senior Section Engineer & others:

Posts Criteria	Matron (Nurse)	Senior Section Officer (Accountant)	Primary teacher (Selection Grade)	Trained Graduate Teacher (Sr. Grade)	Senior Section Engineer
Minimum Qualification	Diploma in nursing	B.A / B. Sc/ B.Com	+12th STD with D.Ed	Graduate with B.Ed	B.E. / B.Tech.
Nature of work	Conventional	Conventional	Conventional	Conventional	Challenging
Activity	Non-core	Non-core	Non-core	Non-core	Core
Role in Train Movement	NIL	NIL	NIL	NIL	Active role
Safety aspect	NIL	NIL	NIL	NIL	100% Responsible
Category of Staff	Welfare	Supporting	Welfare	Welfare	Executive
HOER classification	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Intermittent (with specific periodical rest)	Excluded (without specific periodical rest)
Old pay scale	6500-10500	6500-10500	6500-10500	6500-10500	6500-10500
New pay scale	15600-39100	9300-34800	9300-34800	9300-34800	9300-34800
Pay Band (PB) / Grade Pay (GP)	PB-3 / 5400	PB-2 / 4800	PB-2 / 4800	PB-2 / 4800	PB-2/ 4600 Why ?