

Submission to Committee to examine issues relating to Supervisory Categories

Indian Railways Technical Supervisors' Association



Justifications for core demands of Technical Supervisors, CMT, Stores & IT Engineers

- 1) Stagnation at L-7 and modalities to improve promotion prospects for Technical Supervisors.
 - a) All SSE, CMS, CDMS and SE(IT) may please be placed in level-8 w.e.f. 01.01.2016.
 - b) Upgradation to level-9 after completion of 4 years in level-8 without any restriction.
 - c) All JE, CMA and DMS should be placed in level-7.
 - d) DR quota for Graduate Engineers may be kept as 10% of sanctioned strength of SSE.
 - e) As one time measure DR vacancies of SSE may please be filed through promotion from eligible JEs and same principle should be applied for CMT and stores.
- 2) SSE, CMS, CDMS in level-8 to be classified as Group-B.
- 3) Indian Railways to follow classification of posts aligning with classification issued by DoPT.

- Supremacy of pay to SSE in 2nd, 3rd & 4th CPC needs to be restored. Unique having DR in level-6 and level-7.

Pay Commission	Minimum pay for SSE (apex)	Minimum pay for other Group-C apex
2 nd CPC	Rs.600	Rs.450
3 rd CPC	Rs.840	Rs.700
4 th CPC	Rs.2375	Rs.2000

- Less than 20% of SSE received actual upgradation to level-8 from level-7 vide RBE 155/2022. Upgradation of all SSE, CMS, CDMS & SE(IT) to level-8 and NFU to level-9 after 4 years of service in level-8 without any restriction. Implementation from 01.01.2016.
- Railways already classified posts in Level-8 as Group B Gazetted, as per RBE No. 5/2010, dated 08.01.2010. Classify existing 25,237 sanctioned posts of SSE, CMS & CDMS in Level-8 as Group-B immediately in first phase.
- Share of Group 'B' posts in Railways is only 0.34% as compared to average 2.94% in Central Government departments. Classify all 75,500 posts of Technical Supervisors / Rail Engineers as Group-B in 2nd phase to improve the supervision level in present scenario.
- Fill all existing vacancies in the categories of Technical Supervisors, CMT and stores. 8500 vacancies in level-7 SSE, CMS & CDMS.
- Create new posts for new assets & introduction of new trains.

Detailed memorandums enclosed

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INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-Committee for L-8

Date:03.12.2024

EDPC, Railway Board

Convener

Committee to examine issues relating to Supervisory Categories.

Respected Sir,

Sub: Long pending issues of Technical Supervisors / Rail Engineers. For the kind attention of the committee to examine issues relating to Supervisory Categories.

Ref: Railway Board Order No. ERB-I/2024/23/65, dated 20.11.2024.

IRTSA welcomes formation of committee to examine issues relating to Supervisory Categories with following terms of reference

- To study the issue of stagnation at L-7 and to suggest modalities to improve promotion prospects for all supervisory categories.
- To study implications and modalities for allotting Group B status to Supervisors upgraded to level-8 vide RBE No.155/2022.
- To study implications and suggest modalities for aligning the classification policy of Railways with DoPT.

In the same time, we request that the committee's recommendation should be logical and implementable within the existing classifications of Group-B in Railways. The recommendations of this committee should not be shelved as like the committee's recommendations formed vide Railway Board's Order No RBE-I/2018/23/29, dated 12.06.2018, "To examine in detail the issue of granting Group 'B' status (Gazetted / Non-Gazetted) to various existing Group 'C' posts in Indian Railways (including repercussions and modalities) in line with DoP&T's order No.11012/10/2016, Estt-A-III, dated 09.11.2017."

IRTSA submits its justifications pertaining to Technical Supervisors / Rail Engineers for the three terms of reference of the committee separately.

Issue of stagnation at L-7 and modalities to improve promotion prospects for Technical supervisory categories.	Memorandum-1
Implications and modalities for allotting Group B status to SSE, CMS & CDMS upgraded to level-8 vide RBE No.155/2022.	Memorandum-2
Aligning the classification policy of Railways with DoPT.	Memorandum-3

Thank you

Enclosure: Three memorandums

Copy to

EDE(GC), EDE(N), EDCE(G) & EDF(E)

Yours' truly

K.V.RAMESH
General Secretary, IRTSA

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No:IRTSA/Memo-Committee for L-8

Date:03.12.2024

Memorandum-1

EDPC, Railway Board

Convener

Committee to examine issues relating to Supervisory Categories.

Respected Sir,

Sub: Issue of stagnation at L-7 and modalities to improve promotion prospects for Technical supervisory categories.

1) Sanctioned strength of Technical Supervisors (JE, SSE, CMS & CDMS) in Railways

Designation	Pay Level	Sanctioned Strength before upgradation RBE No 155/2022	After RBE No 155/2022	
			From 01.12.2022	From 01.12.2026
Junior Engineer	PL-6 \$	23911	23911	23911
Senior Section Engineer (Including CMS)	PL-7 #	48546	24273	24273
	PL-8		24273	12137
	PL-9			12136
Sub Total		72457	72457	72457
SSE (Printing Press) & CDMS	PL-7 #	1927	963	963
	PL-8		963	482
	PL-9			482
Grand Total		74384	74384	74384
For total 48,546 sanctioned posts in level-7 (before implementation of RBE No.155/2022) 6573 posts to the tune of 13.5% are vacant. It might be increased further because no Engineering Graduate recruitment has been done for level-7 since 2015 RRB notification.				
\$ Having 50% DR. # Having 20% DR				

(Ref: Finance Ministry's approval Note for upgradation of pay structure of Supervisory cadre of Railways working in level-7 of pay matrix)

2) Senior Section Engineers (SSEs) having element of direct recruitment stagnated in level-7 are least benefitted by upgradation orders RBE No. 155/2022 dated 17.11.2022 even though they are the most stagnated cadre on the Railways as mentioned by 7th CPC and as mentioned by the Minister for Railways himself in his speech in the Video conference with the GMs on 16.11.2022. This order didn't clear the stagnation of SSEs at GP Rs.4600 as recommended by 7th CPC in para 10.40.113.

3) On 01.12.2022 at the time of 50% upgradation of SSEs from level-7 to level-8, Majority of the SSEs were already placed in the Pay Level-8 & 9 under the MACPS and as such got no benefit from the upgradation orders. Effect of upgradation in phase-I from 01.12.2022 gave relief to meager number of SSEs. In case of SSEs working in Mechanical and Electrical departments of Integral Coach Factory (ICF) out of 836 sanctioned posts of SSEs, only 72 SSEs (17% of sanctioned strength) working in regular level-7 promoted to level-8 and remaining 341 SSEs promoted to level-8 were already placed in level-8 and level-9 through MACPS as shown in table.

Sanctioned strength of SSE in ICF	Sanctioned Strength as on 31.10.2022	50% upgradation from L-7 to L-8	SSEs got financial upgrading under MACPS before 01.12.2022		Promoted to level-8 with pay fixation on 01.12.2022	% of supervisors placed in level-8 with actual financial implication
			Level-9	Level-8		
SSE Mech CSU	610	239	75	116	48	20%
SSE Mech Non-CSU		64	53	6	5	8%
SSE Mech Coach Dsg	72	35	9	25	1	3%
SSE Mech J&T	16	7	0	7	0	0%
SSE Elec	125	62	10	35	17	27%
SSE Elec Dsg	13	6	1	4	1	17%
Total	836	413	148	193	72	17%

- 4) A large number of SSEs are already working in Pay Level-8 under MACPS for the past many years but don't get any promotion related benefit of the said orders as they will have to wait for another 4 years from the date of effect of the said orders that is 1.12.2022 for getting non-functional promotion to Level 9.
- 5) Restricting further upgradation in phase-II, non-functional upgradation from Pay Level-8 to Level-9 after 4 years of service to 50% posts in Level-8, further narrows down the promotional avenues.
- 6) As per order, there will be no change in the nomenclature/designation and classification of the posts after upgradation and they will remain classified as Group 'C' which would be totally unjustified and against the existing orders of the Railway Board for Classification of Posts on the Railways.
- 7) **One of the important cadres of IT engineers** working in Indian Railways is not covered in this order. Organised cadre of JE (IT) & SE (IT) is having less than 600 on-roll strength against the sanctioned strength of 1067 vide RBA No22/2019 dated 28.03.2019. Recommendations of Railway Board's order No:ERB-I/2011/25/4 dated 14.07.2011 in para 6.v & 6.vi that, existing posts of JE/IT in the Grade Pay of Rs.4200 and Senior Engineer/IT in the Grade Pay of Rs.4600 shall be placed in the Grade Pay of Rs.4600 & Rs.4800 respectively in line with staffing pattern at Railway Board's computer center has not been considered. IRTSA submitted detail memorandum No.IRTSA/Memo/26 dated 22.05.2024 on "Anomalies in pay level & MACPS for IT Engineers working in Indian Railways".
- 8) JEs working in four technical departments of Railways have been totally left out of the upgradation.
- 9) **Decision taken in Department Anomaly Committee of Railways & Recommendations of high-level committee ignored by Railways. Nor followed DoE approval dated 01.11.2022.**
- a) Ministry of Railways in its proposal sent to Ministry of Finance after 6th CPC, O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010, has asked approval for 100% upgradation for JEs from GP Rs.4200 to Rs. 4600 and SSEs from Rs.4600 to Rs.4800. O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010 is given as annexure-1

b) Recommendation of high-level committee constituted by Railway Board not followed

Recommendation of high-level committee consisting of EDPC-II (convener) and EDE(GC) and ED/Tranf. cell (Mech) (Members) was constituted by Railway Board was not followed by Railway Board while pursuing level-8 & 9 upgradation with Finance Ministry. The committee submitted its report on December 2018 and recommended following structure for estimated 70,000 posts in level-7. **DoE's approval communicated to Railways (copy in annexure-2) was not followed.**

GP / Pay Level	% recommended by the committee	% approved by FM	Implemented w.e.f. 01.12.2022
GP 5400 (L-9)	25%	NFU after four years in level-8	50% of posts in L-8 NFU to L-9 after 4 years. i.e 25% of cadre Strength
GP 4800 (L-8)	50%	50%	25%
GP 4600 (L-7)	25%	50%	50%

10) Reversal of relativities between Technical Supervisors with Accounts department supervisors and other

Senior Section Officer (Accounts), Senior Travelling Inspector (Accounts) and Senior Inspector (Store Accounts) who were in the scale of Rs.2000-3200 were upgraded to Rs.7450-11500 in 5th CPC scale vide RBE No.48/2003 dated 07.03.2003. They were granted GP 4800 in 6th CPC and Level-8 of Pay Matrix and Level-9 (PB-2/GP-5400) on non-functional basis on completion of four-year service in Grade Pay of Rs. 4800/- (PB-2)/Level-8 in 7th CPC w.e.f. 01.01.2016 vide RBE No. 39/2021, File No. PC-VITI/2016/R/1/1/2, dated 21/06/2021.

SSEs who were in Rs.840-1040 in 3rd CPC, Rs.2375-3500 in 4th CPC were placed only in Rs.7450-11500 in 5th CPC, PB-2, GP 4600 in 6th CPC and Pay Level-7 in 7th CPC pay matrix. Pay level-8 was granted to 50% of SSE w.e.f. 01.12.2022 and 25% of SSE will get non functional upgradation w.e.f. 01.12.2026.

Reversal of relativities between Technical Supervisors and Accounts & others

Category	3 rd CPC	4 th CPC	5 th CPC	6 th CPC	7 th CPC
Technical Supervisors					
Foreman/ Shop Superintendent/SSE	Rs.840-1200 Rs.840-1040	2375-3500	7450-11500	PB-2 GP-4600	Level – 7 50% L-8
Asst. Foreman/Dy. Shop Superintendent/SE	Rs.700-900	2000-3200	6500-10500	PB-2 GP-4600	w.e.f.1.12.22. 25% L-9 NFU w.e.f.1.12.26
Chargeman-A/ Junior Engineer	Rs.550-750	1600-2660	5500-9000	PB-2 GP-4200	Level - 6
Accounts					
Sr.Secton officer	Rs.775-1000 (Non functional selection grade on personal basis)	2000-3200 (w.e.f.1.4.87)	6500-10500 (7450-11500 w.e.f.7.3.2003)	PB-2 GP-4800	Level-8 NFU to L-9 after completion of 4 year.
Section Officer	Rs.500-900	1640-2900	5500-9000 (6500-10500 w.e.f.7.3.2003)	PB-2 GP-4800	Level-8 NFU to L-9 after completion of 4 year
Ministerial					
Ch.Office Supt	-	-	7450-11500	PB-2 GP-4600	Level - 7
Office Supdt Gr-I	700-900	2000-3200	6500-11500	PB-2 GP-4600	Level - 7
Office Supdt	550-750	1600-2660	6500-10500	PB-2 GP-4600	Level - 7
Nurses					
ANO	-	2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB-3 GP-5400	Level-9
Chief Matron	-	-	7450-11500 (w.e.f.10.5.99)	PB-3 GP-5400	Level-9
Matron	700-900 550-750	2000-3200	6500-10500	PB-3 GP-5400	Level-9
Nursing Sister	455-700	1600-2660	5500-9000	PB-2 GP-4800	Level-8
Staff Nurse	425-640	1400-2300	5000-8000	PB-2 GP-4600	Level-7

11) Railway Board submitted to 7th CPC that, Graduate Engineers (SSE) gets promotion to Assistant Engineer on completion of average 4 year service. This incorrect submission made the IIM's study

report futile and done grave injustice to SSEs. Railways should correct its mistake now by upgrading all SSE posts to level-8. Para 6.16 of IIM Ahmedabad study report submitted to 7th CPC is given in annexure-3.

12) Uniform promotion for seniors not ensured by RBE No.155/2022 – Disparity among SSEs widened

- a) There are various seniority units available for Technical Supervisors working in four technical departments of Indian Railways. Since RBE No.155/2022 was implemented for the sanctioned strength of individual seniorities, many of the seniors were left of the upgradation.
- b) Juniors recruited/promoted several years later got the promotion to level-8 on 01.12.2022 vide RBE No.155/2022, while many of the seniors were left out. For Example, in ICF Sri.Kandasamy Emp No. 719912 appointed as App JE on 25.09.1990 posted as JE in the scale of Rs.1400-2300 after completion of training on 10.08.1992. He got his promotion to SE on 04.02.1997 and SSE on 06.10.2005. He was stagnated in level-7 till December 2022 for nearly 25 years. Still, he was left out of promotion to level-8 on December 2022. While Junior batch Technical Supervisor who was promoted as JE on 28.05.1998 and SSE on 01.11.2013 was promoted to level-8 on 01.12.2022 vide RBE No 155/2022. It has created severe heart burn among stagnant seniors.
- c) Many of incumbents of cadres having meagre strength in single digit or cadres having single posts in divisions have left out of upgradation to Level-8. They will be denied NFU to level-9 also.
- d) This situation has defeated basic objective of the upgradation. Only 100% upgradation of SSE posts to level-8 from level-7 will avoid the anomaly of seniors left out of upgradation.

13) Reduction in promotional chances for Junior Engineers & 8500 vacancies in SSE, CDMS & CMS

Quota for Graduate Engineers' direct recruitment increased steadily over the years,

- a) Prior to implementation of 6th CPC recommendations direct recruitment of Graduate Engineers in the pay scale of Rs.6500-10,500 was limited to 20% sanctioned posts of Section Engineers (SEs). Percentage of SE grade was 29% of total Technical Supervisory category.
- b) After the implementation of 6th CPC recommendations, posts of SSE & SE were merged as SSE and JE-I & JE-II were merged as JE. Hence after implementation of 6th CPC percentage of SSE stood 50% in Technical Supervisory category.
- c) Cadre restructure implemented on 1st November 2013 (RBE No. 102/2013, dated 08/10/2013) revised the percentage of SSE to 67%.
 - i. Thus, quantum of DR quota for Graduate Engineers for the post of SSE was increased from 20% of 29% of Technical Supervisors' strength to 20% of 67% of Technical Supervisors' strength. i.e. For a sanctioned strength of 100 Technical Supervisors quantum of direct recruitment Engineering Graduate was increased to 13.4 from 5.8.
 - ii. Last RRB notification for the posts SSE was issued in the year 2015. Direct recruitment of SSE was discontinued from year 2018. Resumption order for direct recruitment of SSE was issued in the year 2021. Till date no recruitment happened in SSE grade since 2015 notification, resulting in huge vacancies.
 - iii. DR quota for Graduate Engineers may be calculated 10% of sanctioned strength of SSE. Even then quantum of DR quota will be higher (6.7 posts for 100 sanctioned strength of Technical Supervisors) than DR quota (5.8 posts for 100 sanctioned strength of Technical Supervisors) available prior to merger of SE and SSE by 6th CPC.

- iv. As one time measure DR vacancies of SSE may please be filed through promotion from eligible JEs.
 - v. This may be implemented in the grade of SSE in all departments, CMS and CDMS which are having element of Graduate Engineers' entry.
- 14) **We propose the following for the categories of Technical Supervisors / Rail Engineers having the element of direct recruitment in level-6 and level-7 which is unique.**
- a) **All SSE, CMS, CDMS and SE(IT) may please be placed in level-8 w.e.f. 01.01.2016.**
 - b) **Non functional upgradation to level-9 after completion of 4 years in level-8 without any restriction.**
 - c) **To clear the severe stagnation among seniors, nonfunctional upgradation to level-9 may be extended after completion of 2 years in level-8 atleast upto the year 2026.**
 - d) **All JE, CMA and DMS should be placed in level-8.**
 - e) **DR quota for Graduate Engineers may be calculated 10% of sanctioned strength of SSE.**
 - f) **As one time measure DR vacancies of SSE may please be filed through promotion from eligible JEs and same principle should be applied for CMT and stores.**

Thank you

Yours' truly



K.V.RAMESH
General Secretary, IRTSA

Annexure-1

S.No.18

SECRET

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. PC VI/2009/DAC/1 (Pt2)

New Delhi, dated 11.06.2010

OFFICE MEMORANDUM

Sub: Implementation of the recommendations of the VI Central Pay Commission – Departmental Anomaly Committee of the Ministry of Railways.

In pursuance of an agreement with the staff side Members of the Standing Committee of National Council (JCM) Department of Personnel and Training had issued an Office Memorandum dated 12.1.2009 providing for setting up of Anomaly Committees at the National as well as Departmental levels. These Committees were to consist of representatives of official side and the staff side and were expected to make recommendations for settlement of anomalies arising from the recommendations of the Pay Commission as defined in the said Office Memorandum. While a National Anomaly Committee was to be set up to deal with anomalies common to two or more departments and in respect of common categories of employees, Departmental Anomaly Committees were to be set up in each Department to deal with anomalies pertaining exclusively to the Department concerned and having no repercussions on the employees of another Ministry/Department.

A Departmental Anomaly Committee (DAC) had accordingly been set up in the Ministry of Railway vide letter No.PC-VI/2009/DAC/1 dated 16.2.2009. The Staff Federations raised 41 items for discussion in the DAC forum. These items were deliberated at length in the meetings of the DAC held during the subsequent period. During deliberations, it was noted that pursuant to staff side raising the issue in the National Anomaly Committee that the definition of anomaly which had been adopted earlier has been altered, the staff side has

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been requested to forward issues which could have become anomalies had the said para not been deleted for further examination of the same (Para 5 of the Minutes of the meeting of the National Anomaly Committee held on 12.12.2009 circulated vide DOP&T letter No.11/2/2008-JCA 05/02/2010). Keeping interalia this aspect in view, the issues along with justification in brief are enclosed in the Annexure -A for consideration and approval of Ministry of Finance.

Ministry of Finance is requested to consider and communicate their decision on the enclosed issues.

DA: As above

o/c



(Koshiy Thomas)
Jt. Director, Pay Commission
Railway Board

Attn. Smt. Madhulika P. Sukul, JS(Per)
Ministry of Finance,
Dept. of Expenditure,
North Block, New Delhi

DAC Item No. 3. TECHNICAL SUPERVISORS -

The pay structure allotted to the category consequent upon implementation of Sixth CPC pay structure is as follows :

Pre-revised scale	Revised pay structure	
	Pay Band	Grade Pay
7450-11500	PB2	4600
6500-10500		
5500-9000	PB2	4200
5000-8000		

It was brought out in the discussion that Technical Supervisors have superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. They are also given induction training after recruitment for 18 months period which is much longer as compared to other categories. The pay commission has allotted

them Pay Band – 2 with Grade Pay Rs.4200/- and Rs.4600/- to those who were pre-revised pay scale Rs.6500-10500 and Rs.7450-11500. Whereas the Accounts, teachers and Nursing staff who work under better working conditions and comparatively with no tension, have been allotted better pay. Accordingly, Technical Supervisors in pre-revised scales Rs.5000-8000 and 5500-9000 may be allotted grade Pay Rs.4600. This is consequential to the proposal already referred to Ministry of Finance regarding grant of GP Rs.4800 to posts including Technical Supervisors in pre-revised scale of Rs.6500-10500 and Rs.7450-11500.

Ministry of Finance may please consider the above proposal for allotment of entry Grade Pay of Rs. 4600 in place of Rs. 4200.

Annexure-2

Ministry of Finance
Department of Expenditure


Subject : Proposal for upgradation of the pay structure of Supervisory cadres of Railways working in Level-7 of Pay matrix.

Reference: Ministry of Railways ID Note No.PC-VII/2019/RSRP/3 (Pt.) dated 02.12.2021.

Ministry of Railways may please refer to their notes on pre-pages in connection with upgradation of 50% of Supervisory cadres in Level-7(PB-2, GP 4600) to Level-8(PB-2, GP 4800) and further upgradation of these posts to Level-9 (PB-2, GP 5400) on non-functional basis after 4 years of service in Level-8.

2. The matter has been examined in this Department. This Department agrees to the upgradation of 50% of posts in the Supervisory cadres covered under this proposal from existing Level-7 to Level-8 of the pay matrix, and further upgradation of these posts to Level-9 after 4 years of regular service in Level-8, with prospective effect.

3. This issues with the approval of Finance Minister.


(Ambrish Kumar Sharma)
Under Secretary(E.III-B)
Ph. 23095724

Principal Executive Director (Ms. Aruna Nayar), Ministry of Railways,
Railway Board, Rail Bhawan, New Delhi.
M/o Finance, D/o Expenditure ID No.36(1)/E.III(B)/2015 dated 1.11.2022

Annexure-3

Salary Comparison Study – 2015 IIM Ahmedabad

(Study Commissioned by the 7th CPC constituted by the Government of India)

6.16 GRADUATE ENGINEERS THROUGH RRB

6.16.1 Sector-Wise Job Descriptions

Entry level qualification for Jr. Engineers in Railway is 3 years Diploma in Engineering. Jr. Engineers in Railway assist Sr. Section Engineer in the performance of jobs. Entry level qualification for Sr. Section Engineer in Railway is B.E./ B.Tech. Sr. Section Engineer in Railway is responsible to extend technical support to Indian Railways in the fields of Path-ways, Works, Bridges, Carriage & Wagons, Locos, Electricals, and Signals etc.

6.16.2 Sector-Wise Career Progression & Promotion Rules

Job Role: Graduate Engineer	Designation/ Post	Promotion Criteria
Entry Level	Graduate Engineer through RRB in Railways	
Entry + 1 Level	Assistant Engineer	Period prescribed for promotion to this level as per R/Rs is 2 years in the previous level. Actual average period of promotion is 4 years.
Entry + 2 Levels	Divisional Engineer	Period prescribed for promotion to this level as per R/Rs is 4 years in the previous level. Actual average period of promotion is 6 years.
Entry + 3 Levels	Sr. Divn. Engineer	Period prescribed for promotion to this level as per R/Rs is 4 years in the previous level. Actual average period of promotion is 4 years.

Source: Based on data provided by the Seventh Central Pay Commission

Graduate Engineers are recruited into engineering jobs in the Indian Railways by the Railway Recruitment Board (RRB). RRB conducts its own competitive examinations for various positions in the Indian Railways.

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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No:IRTSA/Memo-Committee for L-8

Date:03.12.2024

Memorandum-2

EDPC, Railway Board

Convener

Committee to examine issues relating to Supervisory Categories.

Respected Sir,

Sub: Implications and modalities for allotting Group B status to SSE, CMS & CDMS upgraded to level-8 vide RBE No.155/2022.

1) Classification of posts not revised by Indian Railways since 2010

Following the implementation of the 6th Central Pay Commission's recommendations effective January 1, 2006, Indian Railways classified posts in Level 8 as Group B Gazetted, as per RBE No. 5/2010, dated January 8, 2010. However, since then, there has been no review of classification of posts. Notably, following 7th CPC recommendations, the Department of Personnel and Training's (DoPT) OM F. No. 11012/10/2016-Estt.A-III, dated December 8, 2017, classified Central Civil Posts in Pay Levels 6-9 as Group B, but this has not been implemented in the Railways.

2) Denial of group 'B' gazetted status to SSEs, CDMS, CMS & SE(IT) is hindering the efficiency of the Railways.

Railway Engineers SSE, CMS, CDMS and SE/IT are currently classified as Group 'C' employees. Despite their significant responsibilities in managing a large workforce of technicians, senior technicians, and other staff across various departments, they are not accorded the corresponding gazetted status. This disparity is adversely impacting the performance and effectiveness of this critical junior management cadre, ultimately affecting the overall efficiency of the Railways.

3) Lack of gazetted status for Railway Engineers severely limits their authority, hindering their ability to execute work and maintain discipline among their staff:

As technical supervisors and site managers, Railway Engineers play a crucial role in ensuring productivity, efficiency, quality control, and safety across various railway functions, including:

- Design, Manufacture, repair, and maintenance of rolling stock and infrastructure
- Signal and telecommunication systems
- Engineering works and bridges
- Overhead electrification
- Spare parts, equipment, and processes

Denying them Group 'B' status undermines their role and deprives them of the necessary powers to effectively manage their teams and ensure timely execution of work.

4) Number of Group 'B (Gazetted)' posts in Railways has significantly decreased between 2010 and 2022, severely impacting the promotional prospects of Technical Supervisors/Rail Engineers. Key statistics illustrate this trend:

- a) Number of Group-B posts in Railways declined from 7,652 in 2010 to 5,053 in 2022, representing a negative growth.

- b) The total number of Group-A and Group-B gazetted posts in Railways has remained stagnant at around 1% of total sanctioned posts between 2010 and 2022.
- c) In contrast, Central Government departments have seen a growth in Group-B posts from 91,307 in 2010 to 1,16,978 in 2022.
- d) Additionally, Central Government departments witnessed increase in total Group-A and Group-B gazetted posts from 5.21% in 2010 to 6.43% in 2022 of total sanctioned posts.

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

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

Ref: Annual report of pay & allowances of central Government civilian employees

- e) Classifying 25,000 posts of SSE, CMS, and CDMS as Group-B would increase the percentage of total gazetted posts (Group-A and Group-B) in Railways to 2.85% of the total sanctioned strength. However, this would still be significantly lower than the 6.43 percentage of total gazetted posts in Central Government departments, highlighting the need for further review and alignment."
- f) This disparity highlights the need to address the declining number of Group 'B (Gazetted)' posts in Railways to ensure fair promotional opportunities for Technical Supervisors/Rail Engineers.

5) Percentage of Group 'A' & group 'B' posts on Railways is the lowest vis-à-vis other central government departments:

As per the sanction on 31.03.2022

- a) Percentage of Group 'A' posts is only 0.85% on Railways as compared to 3.49% in Central Govt.
- b) Percentage of Group 'B' posts is only 0.34% on Railways as compared to 2.94% in Central Govt.
- c) Percentage of Group 'C' posts is 98.77 % on Railways as compared to 86.36 % in Central Govt.

6) Classifying these posts as Group-B will have no financial implications, as they are already placed in Level-8.

Indian Railways have sanctioned strength of:

- 25,237 posts in technical departments in Level-8
- 18,335 posts in other departments in Level-8

Since these posts are already in Level-8, their classification as Group-B will not incur any additional expenses for the Railways.

7) Recommendations for upgrading rail engineers to Group 'B' Gazetted:

Railway Accident Inquiry Committees (RAICs) and the Railway Reforms Committee (RRC) have consistently recommended upgrading Senior Technical Supervisors (SSEs) to Group 'B' Gazetted to ensure safety and discipline on the Railways. However, these recommendations have not been implemented, compromising safety on the Railways.

The RRC recommended that Diploma Holders (joining as Junior Engineers) should be able to reach the Junior Administrative (JA) Grade within 30 years, with 5 years to spare at the highest

level. Unfortunately, the Railways have not implemented these recommendations, neglecting safety and efficiency while causing frustration among Engineers/Technical Supervisors due to limited promotion avenues.

8) Railways huge capital expenditure & new initiative to augment capacity & efficiency requires more management cadre in Group-B.

With a significant increase in capital expenditure for Indian Railways in 2024-25 (Rs 2,65,200 crore) and various new initiatives to augment capacity and efficiency, such as high-speed corridors, Vande Bharat semi-high speed train set variants, dedicated freight corridors, increasing speed & capacity of P.Ways and the implementation of Kavach, a collision avoidance system, it is essential to strengthen the management cadre (Group B) to improve accountability in implementing Government policies.

9) Railways made formal decision earlier to increase Group-B posts

Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and had agreed to the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

(Views of Members of Railway Board on of Classification of posts on Railways are attached in Annexure)

10) Considering the above submissions, we request that the posts of:

- Senior Section Engineers (SSEs)
- Chief Depot Material Superintendents (CDMS)
- Chemical & Metallurgical Superintendents (CMS)

in level-8 be classified as Group 'B' Gazetted (instead of Group 'C') to enhance efficiency, productivity, and safety on the Railways. and

- Senior Engineer/IT (SE/IT) be classified as Group 'B' after extending upgradation to level-8 on par with Technical Supervisors / Rail Engineers

Thank you

Yours' truly



K.V.RAMESH
General Secretary, IRTSA

Annexure

Views of Members of Railway Board on the issue of Classification of posts

Railways fully accepted the demand of IRTSA, that there is an administrative need to increase Group-B posts to absorb and capitalize huge investment, technology induction, formation of PSUs and extension of Railway System – as per documents attached here – which clearly bring out the following facts:

- a. In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.
- b. Parts of Railway Board meeting minutes are reproduced below:-

Minutes of meeting chaired by Member Staff (MS) Railway Board held on 19.07.2007

A meeting was convened on 19.07.2007 in MS's chamber, which was attended by Adviser (Staff), Advisor Finance, EDF(F) and the undersigned along with JDPC to discuss the modalities for processing implementation of the up-gradation scheme for Group-C employees to Group-B. All were briefed about the background of the case and the salient issues involved.

All concerned noted the intent of the top management to implement the scheme and of the assurance given to the Federations, for a favourable decision. Infact there is a need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Indian Railways.

While Cadre Restructuring of all groups of staff and officers and reclassification from Group 'D' to 'C' has taken place, no such step has been taken for advancement of staff from Group 'C' to Group 'B'. The meeting took note of stagnation resulting from non-implementation of up-gradation from Group 'C' to Group 'B'. MS also indicated that that the Railway Ministry remains the solitary exception in non-implementation of the DoPT's order for reclassification of posts issued in 1998. In view of this it was agreed that there is sufficient ground to move forward with the scheme.

The modalities for implementation of the scheme was discussed and the meeting took note of the fact that the proposal apart from reclassification also involved upgradation of posts and as such, would need to be referred to the Ministry of Finance, for approval. On being indicated that the MOF may not entertain such a proposal at this stage, when matters relating to pay, allowance, etc were under consideration of the 6th CPC, it was opined that process may be initiated for a minimum number of posts to be upgraded, for which functional justification would be provided for each such post by the Railways. The Zonal Railways would need to be suitably addressed, for obtaining the requisite information, so as to process the case further.

Before action is taken on the above lines, may kindly approve.

B.B.VERMA
EDPC-1

Considering duties & responsibilities Railway Board agreed to classify senior supervisors as Group 'B' (Gaz)

a) Minutes of Board meeting on the subject of upgradation of posts in the Grade Pay Rs.7450-11500 to Group-B in scale 7500-12000.

Member Staff (MS) Note dated 25.05.2007

The issue of upgradation of highest grade of Group 'C' to Group 'B' is a longstanding agenda item in various formal forums from the 2 recognised Federations. The demand is justified as in addition to large scale stagnation in the highest grades at maximum of the grade, there is a massive up-gradation of technology, updation of management and IT practices on Indian Railways.

Whole Group 'A' cadre, Group 'C' cadre and Group 'D' cadre have been restructured and there has been reclassification of Group 'D' post to Group 'C' posts in large number of categories. But reclassification from Group 'C' to Group 'B' has been very marginal and is needed for enlarging the Management Cadre.

However, financial evaluation and issue of approving authority may be viewed as projected in the above note.

K.C.Jena
Member Staff

b) Financial Commissioner (FC) note dated 26.5.2007

During discussions held in many forums one issue that used to get highlighted was the acute shortage of supervisory officers (in Junior officers category) which might affect the huge outlay of plan expenditure and also the growth in revenue expenditure related works. In case the shortage persists we may have to resort to outsourcing of such works in significant volumes to outside agencies like Project Management Consultancies.

We should try to workout the above financial impact of outsourcing atleast as a rough estimate so that the Rs.51 crore consequential impact of this measure be validated.

Subject to this being done I have no objection to this proposal, but before we approach MOF/DoPT, it is better to provide some justification on the lines suggested. Any other benefits, that we can think of will add to the strength of the proposal.

MS in consultation with other members may attempt such an exercise.

Financial Commissioner

c) Advisor Staff note dated 30.05.2007

As already indicated above larger management cadre is required to absorb and capitalize huge investment, technology induction, formation of PSUs and extension of Railway System. The process of additional investments, change of technology and extension of railway system will continue to exist and need for more managers is going to be there. The proposal of upgradation of Group 'C' senior most supervisors to Group 'B' is also in compliance of the DoP&T order dated 20.04.1998, which suggested that a Central Civil Post carrying a pay or a scale of pay with a maximum of not less than Rs.9,000 but less than Rs.13,500 be classified as Group 'B'

It is therefore, once again proposed that keeping in view the large scale of upgradation of Group 'A' posts and cadre restructuring of Group 'C' and Group 'D' posts, it is necessary that some fillip to the upgradation of junior management cadre i.e. upgradation of Group 'C' posts to Group 'B' posts is also done to absorb the ensuring changes in Railway working. The observations of FC to assess the impact of the outsourcing to financially justify this proposal would be done in due course before the case sent to Hon'ble MR for approval.

**P.K.Sharma / Advisor (Staff)
30.05.2007**

d) Financial advantage to Railways by placing the senior supervisors from Group 'C' to Group 'B'.

EDPC/Railway Board recorded that...“the expenditure on supervision outsourcing through PMC (project Management Consultancy) will be to the tune of almost Rs.287 crores on a straight line method. With these Junior Management officers in place, the expenditure will substantially reduce and will more than absorb the expected impact of Rs.51 crores indicated above. There is even a dispute about the financial impact worked out above as remarked by FC on the account of impact taken on passes which seems exaggerated”...

e) Financial Commissioner (FC) concurrence dated 31.5.2007

Originally when this was discussed by Board, it was stated to be a revenue (near) neutral proposal because most of the staff who would be the beneficiaries would have reached the maximum of their pay scales. If at all there is any marginal financial implications, that would be more than off-set by the possible savings from outsourcing the supervisory man power through project management and consultancies for supervisions.

The next five year plan provides Rs.250,000cr plan expenditure ie 2007/08 – 2012 as compared to a plan expenditure of Rs.81000 cr in 10th plan period. This outlay requires a massive supervisory manpower for effective and safe implementation. That shortfall will have to be made good through outsourcing (PMCs). It is here that we will be able to obtain savings through these upgradations.

These should be quantified and kept on record. Subject to such an exercise, I concur with this proposal.

Financial Commissioner

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-Committee for L-8

Date:03.12.2024

Memorandum-3

EDPC, Railway Board

Convener

Committee to examine issues relating to Supervisory Categories.

Respected Sir,

Sub: Aligning the classification policy of Railways with DoPT.

- 1) DoP&T's vide its order No.11012/10/2016, Estt-A-III, dated 09.11.2017 classified all civil posts as under.

Description of Posts	Classification
Central Civil Posts carrying the pay in the Pay Matrix at the Level from 10 to 18.	Group-A
Central Civil Posts carrying the pay in the Pay Matrix at the Level from 6 to 9.	Group-B
Central Civil Posts carrying the pay in the Pay Matrix at the Level from 1 to 5.	Group-C

- 2) Indian Railways should follow the classification of posts aligning with classification done by DoPT to improve the accountability, and functional efficiency of the system. Indian Railways should not remain isolated from all other Central Government departments.
- 3) Group-B posts are essential for fulfilment of quick decision making at sectional level, issuing specific instructions according to the need at field level following the policy of the department, managing staff of various streams & departments, optimum utilization of infrastructure, managing & approving bills, pay rolls etc, managing & approval of contracts, preparing survey report or estimate, compiling data & authorizing them, auditing & performance analysis, inter departmental coordination, coordination with Central & State Government agencies, etc.
- 4) All Central Government departments are administratively benefited by entrusting responsibilities to the large size gazette cadre. Railways denying the opportunity to itself. Even before to the implementation of RBE No.155/2022, there were large number of SSEs working in level-8 and level-9 through MACPS. For example, in ICF one the PU of Indian Railways out of 836 SSEs around 340 (42%) SSEs were already in level-8 & 9 through MACPS even before the 50% upgradation of SSE to level-8 from level-7 by RBE No.155/2022.
- 5) Additional facilities to be extended for Group-B posts like stenographic assistance and separate office can be addressed by modifying existing office of SSEs without much additional inputs. Rest house facilities for additional Group-B posts may be managed by upgrading existing sub ordinate rest houses.
- 6) **Hence, to improve the accountability, and functional efficiency of the system of Indian Railways and to have uniformity among all Central Government departments, Indian Railways should follow the classification aligning with classification of DoPT.**

Thank you

Yours' truly

K.V.RAMESH
General Secretary, IRTSA