

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

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

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in Ph: 044-26710007
9003149578, 9444100842

No:IRTSA/Memo-27

Date: 05.06.2025

Director General (HR)

Railway Board, New Delhi.

Respected Sir,

Sub: Main demands of C&M Engineers.

IRTSA wishes to bring to your kind notice regarding main demands of C&M Engineers working as Chemical & Metallurgical Assistant (CMA) and Chemical & Metallurgical Superintendent (CMS) in Railways.

1) Brief about C&M Engineers

- Chemical & Metallurgical Organization is engaged in testing and certifying of raw materials, finished products etc., assuring usage of standard materials and effective quality control of vital safety components required for Rolling stocks & Locomotives. The Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments.
- CMT organization is essentially doing the technical work of inspection and testing of raw materials, finished products, fuel etc. Functions of CMT departments in Zonal Railways and production units are independent of RDSO and their functional heads are Mechanical HODs of respective Zonal Railways and Production units.

c) Sanctioned strength of CMA & CMS

Designation	% distribution	Pay Level	Sanctioned Strength	Sanctioned strength from 01.12.2022 (RBE No.155/2022)
CMA	20 %	PL-6	257	257
CMS	80 %	PL-7	1027	513
		PL-8		(w.e.f.01.12.2022) 514
		PL-9		Non-functional upgradation to L-9 after Completion of 4 years of service in L-8 (w.e.f.01.12.2026)
Total	100%		1284	1284

2) Pay level for C&M Engineers – Recommendations of 7th CPC not implemented

- Vide para 11.40.124, 7th CPC recommended that, Chemical and Metallurgical Assistants should be upgraded to GP 4600, Chemical and Metallurgical Superintendents to GP 4800, and Assistant Chemist and Metallurgist to GP 5400 (PB-2). This recommendation of 7th CPC was not implemented by the Government.
- Railway Board through its letter No. E (NG)-II/2004/RR-1/5Pt (RBE No.24/2018) dated 16.02.2018 prescribed Pay Level-6 for CMA and Pay Level-7 for CMS, which is against 7th CPC recommendations.
- It is requested that as per the recommendations of 7th CPC on the pay level of CMA & CMS should be granted pay level-7 & pay level-8 respectively.**

3) Promotion of all eligible Chemical & Metallurgical Assistants (CMA) in pay level-6 to Chemical & Metallurgical Superintendent (CMS) in pay level-7, utilising 50% hived off DR quota in CMS posts which was available 100% promotion for CMAs.

- a) Through centralised notifications in the year 2014 & 2015 Railway Board had recruited 258 Chemical & Metallurgical Assistant (CMA) in GP Rs. 4200, with the entry qualification of degree in Metallurgy / Chemical Engineering or M.Sc Degree in Chemistry / Applied Chemistry.
- b) Prior to 2018, CMS posts (equivalent to level-7) were filled through 100% promotion. Vide RBE No.24/2018 dated 16.02.2018, 50% Direct Recruitment has been incorporated in CMS grade in level-7 and posts were earmarked for DR. Since then, no RRB recruitment for CMS happened.
- c) Disadvantageous scenario and adverse promotional chances for serving CMA after implementation of RBE No.24/2018 dated 16.02.2018 is given in the table below. **Their promotional chances to CMS is suddenly reduced to 17% from 100%. It has also resulted in excess posts at CMA PQ in level-6 and vacancy in CMS level-7.**

CMS	% distribution prior to 2018	% distribution after 2018
DRQ	-	50%
LDCE	-	33%
PQ	100%	17%
Total	100%	100%

- d) Vacancies in CMS could not be filled because of no recruitment happened for DR quota vacancies. This has resulted in significant number of vacancies in the post of CMS across Indian Railways even though CMAs with requisite qualification for promotion are available. Almost in all Zonal Railways and PUs 100% of CMS posts earmarked for direct recruitment laying vacant putting lot of pressure on the quality control system.
- e) From the information available for five major PUs except for PLW all other PUs are having 100% vacancies in the sanctioned recruitment quota of CMS.

	CMS posts sanctioned for Direct recruit	Vacancy	% Vac
MCF	2	2	100%
RCF	12	12	100%
ICF	25	25	100%
PLW	7	4	57%
RWF	27	27	100%

- f) **It is therefore requested that all existing and arising DR vacancies of CMS grade in Level-7 may be filled by incumbent CMAs till recruitment for CMS is initiated through RRB.** (Detailed memorandum on this demand is enclosed with this memorandum).

4) Considering entry as GP Rs.4600/level-7 for the purpose of MACP to all the directly recruited Graduate Engineers / M.Sc in C&M cadre.

- a. In the cadre of C&M Engineers, in 5th CPC pay scales element of DR with entry qualification of Engineering Graduate has been kept incorrectly in the post of Chemical Metallurgical Assistant Gr-I (CMA-I) in the pay scale of Rs.5500-9000. Chemical Metallurgical Assistant Gr-II (CMA-II) with DR qualification of Bachelor Degree in Science had been granted the pay scale of Rs.5000-8000.

- b. In 5th CPC scales posts like Section Engineers, Depot Material Superintendent, etc which were having the element of Direct Recruitment with the education qualification of Engineering Graduate had been granted with the pay scale of Rs. 6500-10500. Subsequently entry grade for Graduate Engineers in the posts of SSE and CDMS were kept at GP Rs.4600 in 6th CPC and Pay Level-7 in 7th CPC.
- c. After the implementation of 6th CPC recommendations, due to the merger of pre revised pay scales of Rs.5000-8000 & Rs.5500-9000, the posts of CMA-II & CMA-I are merged in PB-2 GP-Rs.4200, even though these two posts were having different recruitment qualifications before the merger.
- d. This anomaly was corrected by Railway Board through its letter No. E (NG)-II/2004/RR-1/5Pt (RBE No.24/2018) dated 16.02.2018, prescribing education qualification of Degree in Metallurgy / Chemical Engineering from recognised Institution approved by AICTE (or) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University for the post of CMS.
- e. Engineering Graduates who were all appointed prior to 16.02.2018 in GP Rs.4200/level-6 will be getting financial up-gradation one grade below than that of those appointed after 16.02.2018. Engineering Graduates appointed prior to 16.02.2018 in level-6 will reach level-9 on completion of 30 years through MACPS, whereas those appointed after 16.02.2018 in level-6 with same education qualification will reach level-10. This is against the natural justice and the basic spirit of motivational element in the MACPS.
- f. **It is therefore requested that, for the purpose of MACPS for all directly recruited CMA in level-6 with the entry qualification of Graduate Engineers / M.Sc, their entry grade should be taken as GP Rs.4600/level-7.**

5) Inclusion of C&M Engineers (CMA & CMS) in incentive bonus system working on shop floor of PUs and Mechanical and S&T workshops of Indian Railways.

- a. Chemical & Metallurgical Engineers (CMA & CMS) in Indian Railways are shouldering responsibility on Quality Control of various major items used in Rolling stocks. They are performing their quality control duties in Production Units & Mechanical workshops in laboratories as well as directly on the shop floors.
- b. Inclusion of CMA & CMS working on shop floors in **incentive bonus system is not being followed uniformly in PUs and workshops**. Railway Board's instruction vide letter No.2004/M(W)/814/41, dated 21.05.2008 on payment of incentive bonus to CMA & CMS working on shop floors and further reiteration by Railway Board through its letter No.2022/M(W)/814/26, dated 21.03.2024 is not followed by many of the PUs and Workshops.
- c. **It is therefore requested that, necessary instructions may please be given to all PUs and Mechanical workshops (which have not included CMA & CMS in incentive bonus system) to include CMA & CMS in incentive bonus system working on shop floors of PUs and mechanical and S&T workshops.** (Detailed memorandum on this demand is enclosed with this memorandum).

6) Re-Designation of C&M Engineers on par with Technical Supervisors

- a. C&M Engineers perform their duties of inspection and certification of materials along with Technical Supervisors in workshops, production units and open line. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer and Senior Section Engineer) with suitable suffix, since they essentially do the technical work of

quality control during manufacture and maintenance of Rolling Stock, locomotives and other infrastructure on Railways.

- b. **It is requested that the C&M Supervisors who invariably do the technical work may please be redesignated as Junior Engineer (C&M) and Senior Section Engineer (C&M) like other Technical Supervisors.**

7) Making eligible, candidates with higher qualification in same field for direct recruitment for the post of CMA in Level-6

- a) Educational qualification for direct recruitment to the post of Chemical and Metallurgical Assistant in Pay level-6 is a Bachelor's degree in science with Physics & Chemistry with minimum of 45%marks. (RBE No.24/2018, Advance correction slip No:240). Candidates with higher qualifications like Degree in Metallurgy / Chemical Engineering could not apply for the post.
- b) But, for all other posts candidates with higher qualifications than the prescribed qualification in the same field are eligible to apply for the selection conducted by RRBs.
- c) For example, for recruitment of Assistant Loco Pilots even though prescribed minimum educational qualification is ITI, candidates who are having higher qualifications of Diploma or Degree in relevant engineering field can also apply.
- d) Educational qualification prescribed for the post of **Assistant Loco Pilot in RRB** Centralised Notice CEN10/2025 is "Matriculation / **SSLC plus ITI** from recognised institutions of NCVT/SCVT in prescribed trades. Or Matriculation / SSLC plus Course Completed Act Apprenticeship in prescribed trades or Matriculation / SSLC plus three years Diploma in Mechanical / Electrical / Electronics / Automobile Engineering (OR) combination of various streams of these Engineering disciplines from a recognised Institution in lieu of ITI and **Degree in the Engineering** disciplines as above will also be acceptable in lieu of **Diploma in Engineering**."
- e) **Similarly for direct recruitment for the post of CMA in Level-6, candidates with higher qualifications like Degree in Metallurgy or Chemical Engineering or M.Sc should be allowed to apply.**

Thanking you, with regards,

Yours' truly



K.V. RAMESH
General Secretary, IRTSA
9003149578

Copy for kind information and necessary action
Additional Member / Staff, Railway Board, New Delhi.
Secretary, Railway Board, New Delhi.

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

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

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in Ph: 044-26710007
9003149578, 9444100842

No:IRTSA/Memo-27/Promotion

Date: 06.05.2025

Director General (HR)

Railway Board, New Delhi

Respected Sir,

Sub: Promotion of all eligible Chemical & Metallurgical Assistants (CMA) in pay level-6 to Chemical & Metallurgical Superintendent (CMS) in pay level 7, utilising 50% hived off DR quota in CMS posts which was available 100% promotion for CMAs.

Ref: Railway Board letter No.E (NG)-II/2004/RR-1/5Pt (RBE No.24/2018) Dated 16.02.2018.

- 1) In 5th CPC scales posts like Section Engineers, Depot Material Superintendent, etc which were having the element of Direct Recruitment with the education qualification of Engineering Graduate had been granted with the pay scale of Rs. 6500-10500.
- 2) 6th CPC recommended Grade Pay Rs.4200 by merging pre-revised pay scales of Rs.5000-8000 and Rs. 5500-9000 and Grade Pay Rs.4600 by merging pre-revised pay scales Rs.6500-10500 & Rs.7450-11500.
- 3) All posts in Group 'C' which are having the element of Direct Recruitment with the entry qualification of Engineering Graduate have been granted uniformly Grade Pay Rs.4600 in PB-2 in 6th CPC Pay Band system. Element of direct recruitment with entry qualification of Engineering Graduate have been kept in Grade Pay Rs.4600 for the posts of Senior Section Engineers (SSE) and Chief Depot Material Superintendent (CDMS).
- 4) But, in the case of C&M Engineers, in 5th CPC pay scales element of DR with entry qualification of Engineering Graduate has been kept incorrectly in the post of Chemical Metallurgical Assistant Gr-I (CMA-I) in the pay scale of Rs.5500-9000. Chemical Metallurgical Assistant Gr-II (CMA-II) with DR qualification of Bachelor Degree in Science had been granted the pay scale of Rs.5000-8000.
- 5) After the implementation of 6th CPC recommendations, due to the merger of pre revised pay scales of Rs.5000-8000 & Rs.5500-9000, the posts of CMA-II & CMA-I are merged in PB-2 GP- Rs.4200, even though these two categories of posts were having different recruitment qualifications before the merger.
- 6) Through RBE No. 161/2009 dated 03.09.2009 Railway Board in Scheme for filling up of vacancies as existed on 31.08.2009 earmarked 66²/₃% posts of CMA for Direct Recruitment.
- 7) Through centralised notifications in the year 2014 & 2015 (*relevant portion of the notifications enclosed in Annexure*) Railway Board had recruited 258 Chemical Metallurgical Assistant (CMA) in GP Rs. 4200, with the entry qualification of degree in Metallurgy / Chemical Engineering from recognised Institution approved by AICTE (or) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University.
- 8) Railway Board through its letter No. E (NG)-II/2004/RR-1/5Pt (RBE No.24/2018) dated 16.02.2018 prescribed following educational qualification for direct recruit CMA & CMS,

- a. CMA (Pay Level-6) - Bachelor's Degree in Science with Physics & Chemistry with minimum of 45% marks.
- b. CMS (Pay Level-7) - Degree in Metallurgy / Chemical Engineering from recognised Institution approved by AICTE (or) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University.

9) This has created an anomalous situation that employees with same entry qualification of Engineering Graduates/M.Sc are recruited in two different grades of Pay Level -6 & Pay Level - 7. Candidates who will be appointed in future will be placed in Pay Level-7, while employees already in service will continue to be in Pay Level-6.

10) **Present cadre structure of C&M Engineers**

Name of the posts	Pay level	Method of recruitment / promotion
CMS	Pay level-8 (w.e.f.01.12.2022)	50% of sanctioned posts in level-7
CMS	Pay level-7	a. 50% DR (Engg. Graduate or M.Sc) b. 33% LDCE from CMA having qualification of Engg. Graduate or M.Sc. c. 17% from CMA on seniority cum suitability.
CMA	Pay level-6	a. 66 ² / ₃ % DR b. 33 ¹ / ₃ % promotion from lab. Asst in level-5 DR qualification relax able to minimum +2.

11) From the above table it is evident that cadre of CMA and CMS are mainly fed from direct recruitment from open market. Prior to RBE No.24/2018, CMS posts (equivalent to level-7) were filled through 100% promotion. After the announcement of direct recruit element in CMS in level-7, no RRB recruitment happened since then. Almost in all Zonal Railways and PUs 100% of CMS posts earmarked for direct recruitment laying vacant putting lot of pressure on the quality control system. From the information available for five major PUs except for PLW all other PUs are having 100% vacancies in the sanctioned recruitment quota of CMS.

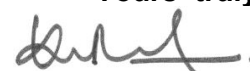
	CMS posts sanctioned for Direct recruit	Vacancy	% Vac
MCF	2	2	100%
RCF	12	12	100%
ICF	25	25	100%
PLW	7	4	57%
RWF	27	27	100%

12) It is therefore requested that all existing and arising DR vacancies of CMS grade in Level-7 may be filled by incumbent CMAs till recruitment for CMS is initiated through RRB all the incumbents CMA recruited with the entry qualification of Engineering Graduate / M.Sc may please be placed as CMS in level-7.

Thanking you, with regards,

Annexure – Relevant portion of Centralised Employment Notification

Yours' truly



K.V. RAMESH
General Secretary, IRTSA
9003149578

Annexure

CENTRALISED EMPLOYMENT NOTICE No.02/2014

77.	Chemical Metallurgical Assistant	9300-34800 GP-4200	Ajmer	NWR	19	0	0	0	19	2	0	0	0	B - 1	20 - 35	Degree in Metallurgy / Chemical Engineering from Recognised Institution approved by AICTE (OR) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University. Note: For RWF/ Bangalore required Experience in Chemical & Metallurgical Analysis and Testing in any Foundry/ Rolling Mill/ Refractory Manufacturing. Exposure to Computer Application.	Not Suitable
			Banglore	RWF	6	1	0	4	11	1	0	0	0				Not Suitable
				SWR	2	1	1	1	5	0	0	0	0				Not Suitable
			Chandigarh	NR	4	1	0	2	7	0	0	0	0				Not Suitable
			Chennai	ICF	7	2	1	2	12	0	0	0	0				Not Suitable
				SR	8	3	0	1	12	0	0	0	0				OH (OL)
			Jammu Srinagar	RCF	8	2	1	5	16	1	0	0	0				Not Suitable
			Kolka	ER	7	2	4	4	17	2	0	0	0				Not Suitable
				SER	19	9	7	0	35	4	0	0	0				Not Suitable
				MR	0	0	0	1	1	0	0	0	0				Not Suitable
			Mumbai	CR	16	3	2	7	28	3	0	0	0				OH (OL)
				WR	15	2	2	1	20	2	0	0	0				Not Suitable
			Total		111	26	18	28	183	15	0	0	0				

CENTRALISED EMPLOYMENT NOTICE No.01/2015

52.	Chemical and Metallurgical Assistant	9300-34800 GP-4200	Allahabad	NCR	16	5	3	6	30	3	0	0	0	A - 3	20-34	Degree in Metallurgy / Chemical Engineering from Recognised Institution approved by AICTE (OR) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University.	Not Suitable
			Banglore	SWR	7	2	1	0	10	1	0	0	0				Not Suitable
			Bhopal	WCR	11	0	0	2	13	0	0	0	0				Not Suitable
			Gorakhpur	RCFRBL	4	1	1	2	8	1	0	0	0				Not Suitable
			Secunderabad	SCR	7	2	1	4	14	0	0	0	0				Not Suitable
			Total		45	10	6	14	75	5	0	0	0				

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

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

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in Ph: 044-26710007
9003149578, 9444100842

No:IRTSA/Memo-27/Incentive

Date: 06.05.2025

Director General (HR)

Railway Board, New Delhi

Respected Sir,

Sub: Inclusion of C&M Engineers (CMA & CMS) in incentive bonus system working on shop floor of PUs and Mechanical and S&T workshops of Indian Railways.

Ref: 1) Railway Board letter No.2022/M(W)/814/26, dated 21.03.2024.
2) Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.

- 1) IRTSA wishes to bring to your kind notice about non-inclusion of Chemical & Metallurgical Laboratories' staff (CMA & CMS) working on shop floor in many of Production Units and Mechanical and S&T workshops of Indian Railways under incentive bonus system as per Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.
- 2) Chemical & Metallurgical Laboratories' staff (CMA & CMS) in Indian Railways are shouldering responsibility of Quality Control of various major items used in Rolling stocks. They are performing their quality control duties in Production Units & Mechanical workshops in laboratories as well as directly on the shop floors.
- 3) Effective quality control through analysis of chemical composition & metallurgical specifications as well as inspection & testing of safety components – especially vital safety items like Spring Steel Bars & Springs, Axles, Wheels, Bogie Frames, Bogie Bolsters, Body Bolsters, draw gear items, etc are certified by CMA & CMS on the shop floor working along with shop floor Technical Supervisors. DFT & Gloss Value for painting of rolling stocks are tested inside paint shops. All items mentioned are tested 100%, except a few which are tested as per specified sample size.
- 4) Additionally in workshops, Dye Penetrant Test for all the under slung brackets, j-brackets, channels & brackets for bio tanks, CBC coupler head assembly, brackets for battery box & auxiliary reservoir, solebar joints, wire rope brackets and all other miscellaneous components are done on fitted condition on shop floors. Dye Penetrant Test is also done for under slung water tanks and overhead water tanks for given samples. All additional works are being carried out without any addition of man power.
- 5) Inclusion of CMA & CMS working on shop floors in incentive bonus system is not being followed in many of PUs and workshops. Some of the PUs and workshops are extending incentive bonus for CMA & CMS working on shop floor manufacturing or doing POH for Spring Steel Bars & Springs, Axles, Wheels, Bogie Frames, Bogie Bolsters, Body Bolsters, draw gear items, etc. But, many of PUs and workshops are not extending the same to the CMA & CMS working in same shops, despite Railway Board's instruction vide letter No.2004/M(W)/814/41, dated 21.05.2008 on payment of incentive bonus to CMA & CMS working on shop floors. This has been reiterated by Railway Board through its letter No.2022/M(W)/814/26, dated 21.03.2024.

- 6) It is therefore requested that, necessary instructions may please be given to all PUs and Mechanical workshops (which have not included CMA & CMS in incentive bonus system) to include CMA & CMS in incentive bonus system working on shop floors of PUs and mechanical and S&T workshops.

Thanking you, with regards,

Yours' truly



K.V. RAMESH
General Secretary, IRTSA
9003149578

Annexure: Retyped letter of Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008

Annexure

Retyped letter of Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.

The General Managers
All Indian Railways and
Production Units.

Sub: Policy for PCO Allowance

- Ref: 1. Board's letter No.E(P&A)I-99/SP-1/WS-1, dated 10.08.1999.
2. Board's letter No. E(NG)I-78SR6/44, dated 09.06.1978.
3. DLW letter No. M.PLO/I&L/MPR/32, dated 16.04.2004.
4. CLW letter No. SFM-05/54/12, dated 14.11.2006.

With reference to above the following is being clarified on the subject of PCO allowance.

- a. JE-I and JE-II working in PCO shall be eligible for allowance in terms of Board's letter No. E(P&A)I-99/SP-1/WS-1, dated 10.08.1999. The provisions made vide para 2(iii) of Board's letter No. E(NG)I-78SR6/44, dated 09.06.1978 for the purpose of ascertaining entitlement in cases of posting to PCO on promotion would not be applicable.
- b. CMT staff working in various laboratories and inspection wings is not eligible for PCO allowance of incentive bonus/allowance. **The existing instructions about incentive payment to CMT staff working on shop floor have however continue to remain applicable.**

This issues in consultation with Establishment (NG) directorate and with concurrence finance directorate of Ministry of Railways.

-sd-

Ajay Nandhan
Dir. Mechanical Engg (P)
Railway Board