

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/Memo/RB/Mod Selections/10-2010

Date: 7-04-2010

1. **Chairman, Railway Board, Rail Bhavan, New Delhi**
2. **Member Staff, Railway Board, Rail Bhavan, New Delhi**

Sub: Maintaining inter-se seniority in the modified selection procedure for Technical Supervisors on their promotion from Rs.4200 Grade Pay (JE) to Rs.4600 Grade pay (SE/SSE).

Ref: 1. RBE No.127/2008, No.E(NG)I-2008/PM1/15, Dated – 23.09.2008
2. RBE No.161/2009, No.E(NG)I-2008/PM1/15, Dated – 03.09.2009
3. RBE No.08/2009, No.E(NG)I-2008/PM1/15, Dated – 11.01.2010

1. With reference to the Railway Board orders mentioned above on modified selection procedure, issued after the implementation of recommendations of Sixth Central Pay Commission, we would like to bring to your kind notice the following points for redressal thereof.
- 2.a. As per Chapter – II, Section – B, Rules Governing Promotions of Group-C staff, Para 216, “..... *it is essential that all the selections are conducted annually in a regular manner. However, where holding of the next selection becomes necessary before a gap of one year on account of the panel getting exhausted, the earlier selection not throwing up adequate number for empanelment / promotions, etc., the same may be held after a minimum time gap of six months....*”.
- 2.b. But, after the implementation of Sixth Central Pay Commission recommendations, the selection could not be conducted at the requisite regular interval due to the temporary ban on the promotions placed vide Board's order RBE No.127/2008, No.E(NG)I-2008/PM1/15, Dated – 23.09.2008 which inter-alia laid down that “*the matter of promotion of non-gazetted staff within merged or upgraded & merged within same Grade Pay posts has been considered and it has been decided that promotions within the merged grade (i.e from the lower grade to next higher grade of 5th CPC scales) or within upgraded & merged in higher Grade Pay, should not be made herein after till further orders*”.
- 3.a. As per Board's order RBE No.161/2009, No.E(NG)I-2008/PM1/15, Dated – 03.09.2009, selection procedure for the category of Technical Supervisors from the Grade pay of Rs.4200 (JE) to the Grade pay of Rs.4600 (SE/SSE) has been modified as “suitability with bench mark”. This has been approved as one time exemption promotion to all vacancies as existed on 31.08.2009.
- 3.b. Railway Board further clarified in its order No RBE No.08/2009, No.E(NG)I-2008/PM1/15, Dated – 11.01.2010, that, “*In case of change of classification / mode of filling up in merged grades, any promotion / filling up of vacancies on or after 04.09.2008, made through a mode other than prescribed in letter dated 03.09.2009 will be treated as adhoc and will not confer any right on the incumbents promoted / posted as such hold or continue to hold the said post*”.
- 3.c. Due to the above mentioned two orders no selection has been conducted from 04.09.2008 to 31.08.2009 and if any selections held at the intervening period they were also cancelled.
- 4.a. Some Divisions on Zonal Railways released the promotion orders from the JEs in Grade Pay Rs.4200 to SE/SSE in the Grade pay Rs.4600 in different dates based on the modified selection procedure according to the administrative convenience for the vacancies existed upto 31.08.2009. Many Divisions on Zonal Railways have not even started the procedure.
- 4.b. Apart from the procedural delays and clarifications (in the new modified selection procedure) there after, missing of ACRs for meager number of employees in a seniority unit etc. - is also delaying the selection process for the whole group in many Divisions / Cadres.
- 4.c. Due to the above mentioned administrative reasons (and not because of reasons attributable to the employees) for delays, promotion orders are being issued in a scattered manner in various divisions,

which results in loss of inter-se seniority for the seniors, since date of entry (to say the SE / SSE) in Grade Pay of Rs.4600 will be reckoned as inter-se seniority for the purpose of Group-B selection.

5. To avoid the seniors of one Division being superseded by the juniors of another Divisions, for the reasons beyond their control, Zone wise inter-se seniority as on 31.08.2009 may please be maintained in the promotion orders issued based on the Modified Selection Procedure - irrespective of effective date of promotion.
6. In similar type of case awarding inter-se seniority for the RRB candidates belonging to one panel is already in Practice as explained in Chapter – III, Rules Regulating Seniority of Railway Servants, Para 303, ... *"In case, however, persons belonging to same RRB panel are sent for initial training in batches due to administrative reasons and not because of reasons attributable to the candidates, the inter-se seniority will be regulated batch-wise provided persons higher up in the panel of RRB not sent for training in the appropriate batch (as per seniority) due to administrative reasons shall be clubbed along with the candidates who took the training in the appropriate batch for the purpose of regulating the inter-se seniority provided such persons pass the examination at the end of the training in the first attempt"*.
7. **a) Hence it is requested that in the promotions awarded as per the Modified Selection Procedure, inter-se seniority as on 31.08.2009 may please be maintained irrespective of date of promotion order and effective date of promotion, so that seniority of senior employees are protected for the purpose of Group-B selection.**
b) It is further requested that necessary orders may also be issued early regarding Revised Designations in case of posts of merged scales.
c) Orders regarding procedure filling up of posts fallen vacant after 31-8-2009 may also be issued early to avoid further monetary loss to all concerned in various cadres.

Yours sincerely,



**(Harchandan Singh),
GS, IRTSA**

Copy for information & necessary action to:

- i) Additional Member (Staff), Railway Board, Rail Bhavan, New Delhi
- ii) Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi
- iii) Advisor (Industrial Relations), Railway Board, Rail Bhavan, New Delhi.
- iv) Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi.
- v) Director Pay Commission. Railway Board, Rail Bhavan, New Delhi