

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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



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

No: IRTSA /Memo/ 11-2011

Date: 14-5-2011

Shri Pranab Mukherjee,
Hon'ble Minister of Finance,
Government of India,
North Block, New Delhi.

Respected Sir,

Subject: Grade Pay of Technical Supervisors (Senior Section Engineers & Junior Engineers) on Indian Railways.

Reference:-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)

1. We seek your kind intervention - since we have not been able get justice so far in spite of numerous representations at various levels - in respect of serious injustice regarding the Grade Pay of Technical Supervisors on Railways – as notified vide orders cited above & by the Sixth Pay Commission.

2. It is regretted that even the recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways to the Ministry of Finance – made as long back as in 2009 - had not so far been accepted by the by the Ministry of Finance regarding the Grade Pay of Senior Section Engineers & Junior Engineers and for some other categories of Indian Railways

3. Technical Supervisors, shoulder the direct responsibilities of safe and efficient running of Trains through front line supervision and management of “Failure Proof” production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways.

4. While other departments on the Railways provide only requisite support to them, Technical Supervisors are “directly responsible” for optimizing production, quality control and safety of Trains and millions of Passengers traveling daily on the Railways. Introduction of large number of high-speed new trains, addition of new assets and introduction of new technologies and reduced manpower etc have substantially added to their duties and responsibilities over the years.

5. Technical Supervisors, who are the backbone of the Railway system and safety thereof, are being denied of their justifiable Grade Pay. Higher duties, responsibilities and accountability that are linked directly to the safe operation of trains were not considered while deciding their pay band & grade pay.

6. Common bunching of pay scales equated pay scale / Grade Pays of Technical Supervisors with the categories working under them. Pay scales of categories - which were previously in lower pay scales - were placed even two Grade Pays above the Technical Supervisors. The category of Technical Supervisors - which was in the highest pay scale among all Group-C employees (**as indicated in Annexure I & II**) - has been humiliated by being placed in lower Grade Pay than the categories, which do not shoulder as much responsibilities as the Technical Supervisors.

7. It is unfortunate that both 5th and 6th pay commissions had undermined the significance and sensitiveness of the work content of the Rail Engineers, their duties, responsibility and accountability in the system. Many **decisive factors & criteria like ‘higher professional qualifications’, ‘longer training period’ & ‘greater responsibilities’ as well accountability**

towards 'public safety' and 'efficiency' of the Railways were just ignored by the Fifth Pay Commissions which placed them at par with other supporting non-technical staff. The Sixth Pay Commission had **placed the Technical Supervisors even below the supporting staffs** – thereby not only disturbing the existing relativity but even seriously hurting their dignity and status.

8. The categories like Accounts Staff, Teachers and Nurses - which were in the lower pay scales all through - were placed even two grades higher than the Technical Supervisors (**as indicated in Annexure II & II**). Worse still - the pay of categories which worked under the Technical Supervisors, were also equated to them - undermining the Supreme Court judgment that **"the pay of a supervisor cannot be equal to the person being supervised"**.

9. Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing technology. The Technical Supervisors being the first level of management, control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and not only guide / train the staff working under their control for safe and efficient induction of new technologies but also to effectively execute the same.

10. If the pay scales / Grade Pay of this vital category of Technical Supervisors, which is having direct responsibility in safe and efficient running of trains, are kept lower than that of pay scales of the categories like Accounts Staff - which are having supportive roles – it is bound to adversely affect their efficiency and in turn that of the Railways. Continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems. This humiliation needs to be removed early.

11. Factors contributing to the perpetration of injustice with the Rail Engineers / Technical Supervisors on the Railways:

- i) Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways *have* been ignored by 6th Pay Commission & the Government while deciding the Grade Pay of Technical Supervisors (Junior Engineers & Senior Section Engineer on the Railways) - (*Details submitted in Annexure I*).
- ii) Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways. - (*Table submitted in Annexure II*).
- iii) Fifth CPC had denied application of multiple factor of 3.25 only to S 13 scale. 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.
- iv) Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth CPC,
- v) Junior Engineers have at present unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians – even though they supervise the MCM (Master Craftsman / Senior Technicians). This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.
- vi) Increase in Duties & responsibilities of Technical Supervisors due to modernization, introduction of high speed trains & numerous other factors have all been ignored. Including technological advancements in Railway Engineering, greater application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways for production, repair and maintenance of Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.
- vii) Multifaceted duties & responsibilities, stringent punishments for any shortcomings, tough selection procedure that requires knowledge in all the fields of Railways were not considered.
- viii) While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased many folds.

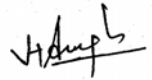
12. It is extremely painful that not even the barest minimum concern was shown by anybody in deciding the pay of a Jes (**Junior Engineers**) and SSEs (**Senior Section Engineers**) who performs the highly responsible duty in the core activities of Indian Railways. The apathetic attitude of Railways / Government has created severe heartburn among this category which needs to be addressed early.

13. It is, therefore, requested that, keeping in view the submissions made in the foregoing Paras:

- a. Senior Section Engineers & Section Engineers in pre-revised scale of Rs.7450-11500 & Rs.6500-10500 and presently in Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs. 5400.
- b. Junior Engineers in the in pre-revised scale of Rs.5000-8000 & Rs.5500-9000 - presently in Grade Pay of Rs.4200 - may please be granted the Grade Pay of Rs.4800 in PB-2.

Thanking you. With kind regards,

Yours faithfully,



(Harchandan Singh)
General Secretary, IRTSA

Encls 2 Annexures

Copy for information & kind consideration to:

1. Secretary Expenditure, Ministry of Finance, North Block, New Delhi.
2. Secretary Ministry of Personnel & Training, North Block, New Delhi
3. Member Staff, Railway Board, Rail Bhawan, New Delhi

RECRUITMENT QUALIFICATIONS, TRAINING, DUTIES & RESPONSIBILITIES
- TECHNICAL SUPERVISORS ON RAILWAYS

1. **RECRUITMENT, QUALIFICATIONS AND TRAINING**

A. 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 1½ year (*18 months*) 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).

iii) 25 % are selected as "Intermediate Apprentices" from more qualified (?) and experienced Technicians through Limited Departmental Selection and given a further training of 1½ years in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

B. 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.
- 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 but get seriously demoralized in their career.
- Whereas their counterpart Engineers from same universities who are appointed elsewhere have prosperous careers.
- 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 get rotten at the recruitment scale itself the basic purpose of induction of Graduate Engineers get defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay although previously they were in lower pay scales than the Technical Supervisors.
- All Group-C categories have been equated to the SSE with the Grade Pay of Rs.4600, despite lesser recruitment qualifications, minimum or nil training, lesser duties and responsibilities, no responsibility for passenger safety / Punctuality or custody of assets.

- Categories working under SSE also given the same Grade Pay.

2. a. Duties & RESPONSIBILITIES: As “Front Line Managers” JEs, and 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. **Inspection & Quality Control of materials** – produced and procured by the Railways. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including 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). Fitness certificates of all these assets are required to be certified by the **technical supervisors only** prior to putting them into operation. (*eg. Rolling Stock can not be put into operation until it is rectified and certified fit by the concerned technical supervisor*).
3. **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.
4. **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.
5. **Optimum utilization of men and material resources** - including large number of *Technicians and Helpers etc.* and machines tools & equipments costing several crores of rupees.
6. **Safety of Men, Material & Passengers** through intensive Supervision & Quality Control.
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.

2.b. 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 & JE 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.

**COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO
NURSING, TEACHING AND ACCOUNTS STAFF viz-a-viz SENIOR SECTION ENGINEERS**

Sl. No		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 School Teacher – Gr-III	380-560	1200-2040	4500-7000	6500-10500	4200, PB-2
6.	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7.	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8.	Trained Gr. Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
9.	Trained Gr Teacher – Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10.	Trained Gr. Teacher – Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
11.	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
12.	Asst. Accounts/Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
13.	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
14.	Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	<u>2375-3500</u>	<u>6500-10500 & 7450-11500</u>	7450-11500	<u>4600,</u> <u>PB-2</u>

**COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO
NURSING, TEACHING AND ACCOUNTS STAFF viz-a-viz JUNIOR ENGINEERS**

Sl No	Post	3 rd CPC Rs.	4 th CPC Rs.	5 th CPC Rs.	Upgraded to Scale by 6 th CPC	6 th CPC Grade Pay
1	Loco Inspector	425-700	2000-3200	6500-9000	7459-11500	4600
2	Power Controller	425-700	2000-3200	6500-9000	7459-11500	4600
3	Police Inspector	425-700	2000-3200	6500-9000	7459-11500	4600
4	Excise Inspector	425-700	2000-3200	6500-9000	7459-11500	4600
5	Staff Nurse	425-700	1600-2660	5000-8000	7459-11500	4600
6	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800
7	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800
8	Junior Engineer Diploma in Engg + 1 ½ years Training	<u>425-700 & 550-750</u>	<u>1400-2300 & 1600-2660</u>	<u>5000-8000 & 5500-9000</u>	6500-9000	<u>4200</u>