

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/CHq/Memo RB/ 2018-2

Date: 17-1-2018

**Shri. Aswani Lohani,
Chairman, Railway Board,
Rail Bhawan, New Delhi - 110001**

Respected Sir,

Sub: Classification of posts of Technical Supervisors as Group 'B' on Railways.

Ref: 1. DoPT Notification S.O. 3578 (E) dated 9.11.2017.

2. DoPT O.M. F.No.11012/10/2016-Estt.A-III, dated 8.12.2017.

1) a) Kind attention of the Railway Board is invited towards the decision of the Govt. vide Gazette Notification of GOI Dated 9.11.2017 and OM of DOP&T dated 8.12.2017 cited above wherein it has been decided as under:

"A central civil post carrying the pay in the pay matrix at the level from 6 to 9 shall be classified as Group 'B'.

b) It is requested that the above decision of the Government may please be implemented on the Railways without deviating in respect of the Technical Supervisors in Level 6 and 7 who may please be classified in Group 'B' keeping in view their duties and responsibilities towards safety, efficiency and productivity on Railways and to control & manage and get the work done from large sections of manpower, managing huge assets and **above all, to ensure safety of human life.**

c) Technical Supervisors in Railways bear far greater responsibilities than their counterparts in any other Central government department covered under Central Civil Services (Classification, Control and Appeal) Rules, 1965, but still they were unjustly deprived of classification in Group 'B' vide Railway Board's letter No.PC VI/2009/1/RSRP/4 (RBE No.5/2010) dated 08.01.2010 even though their counterparts in all other central government departments in same or lower Pay Scales, who were all classified in Group 'B' as per orders of the DOP&T but the Railways were the only ones to exclude them from Group B unjustly clubbing them with the non- technical staff in Group C.

2) Kind attention of the Railway Board is invited to the following recommendations of the 7th CPC about the stagnation at the level of SSEs, vide para 11.40.113:

"Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level,"

a) Kind attention is also invited towards Railway Board's decision taken long back to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and it was 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"*. Extract of minutes of Railway Board is reproduced in para-viii of Annexure-I

b) Railway Board agreed to the fact that there will be financial advantage in increasing the Group 'B' posts in Railways, since expenditure on supervision outsourcing through Project Management Consultancy (PMC) will reduce to the tune of Rs.287 crore in the year 2007. Extract of minutes of Railway Board is reproduced in para-vi of Annexure-I

c) FINANCIAL ADVANTAGE TO INDIAN RAILWAYS BY INCREASING JUNIOR LEVEL MANAGEMENT CADRE:

Financial Commissioner Railway Board had long back given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board. FC had recorded that, it was a revenue neutral proposal and if at all there is any marginal financial implications, that would be more than off-set by the savings from reduction in outsourcing the supervisory man power through project management and consultancies for supervisions. FC's concurrence for the proposal reproduced in para-vii of annexure-I

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

3) PERCENTAGE OF GROUP 'A' & GROUP 'B' POSTS ON RAILWAYS IS THE LOWEST VIS-À-VIS OTHER CENTRAL GOVERNMENT DEPARTMENTS:

- a) Percentage of Group 'A' posts is only 0.79% on Railways as compared to 3.1% in Central Govt.
 - b) Percentage of Group 'B' posts is only 0.57 % on Railways as compared to 9.0 % in Central Govt.
 - c) Percentage of Group 'C' posts is 98.72 % on Railways as compared to 87.9 % in Central Govt.
- as indicated in the Table below,

Group	Central Government		Indian Railways	
	Sanctioned posts	% to strength	Sanctioned posts	% to strength
Group A	1,13,279	3.1 %	9,462	0.71 %
Group B	3,28,742	9.0 %	7,610	0.57 %
Group C	32,08,347	87.9 %	13,09,365	98.72 %

As on 01.03.2015 – Annual report of pay & allowances of central Government civilian employees 2015-16

This has resulted in a lower level of management personnel i.e. Technical Supervisors / Railway Engineers who are all working in Group 'C' even though modernization, higher speeds and sophisticated technology all require more intensive management to ensure effective quality control, productivity and safety on the Railways.

4) DENIAL OF GROUP 'B' GAZETTED STATUS - IS ADVERSELY AFFECTING THE EFFICIENCY OF THE RAILWAYS:

Technical Supervisors / Railway Engineers are classified in Group 'C' even though they have to manage a large strength of workforce of Technicians, Senior Technicians and other staff working under them in various Departments of Indian Railways. The denial of Group 'B' status to them is adversely affecting the efficiency of this junior management cadre on the Railways.

5) LACK OF GAZETTED STATUS DEPRIVES TECHNICAL SUPERVISORS, OF THE POWERS TO GET THE WORK EXECUTED OR TO ENSURE DISCIPLINE AMONG THE STAFF UNDER THEM:

Technical Supervisors play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture, repair, maintenance of Locomotives, Coaches, Wagons, P-Way Track, Signal & Telecommunication, Engineering Works, Bridges, Over-Head electrification and related spare parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, Depots, C&M Laboratories and IT Centers. Undermining of their role – by denying them the Group 'B' status – has deprived them the powers to effectively execute their work and to get the same executed from the staff working under them.

6) GRANT OF GROUP 'B' GAZETTED STATUS TO RAIL ENGINEERS WILL IMPROVE EFFICIENCY, SAFETY & DECIPLINE ON RAILWAYS:

Grant of Group 'B' status to Senior Technical Supervisors will improve the efficiency and productivity on the Railways and will also ensure better discipline among over 8 lakh staff working under them and

ensure safety of train services through improved quality of products and services as recommended by various "Railway Accident Inquiry Committees" (RAICs) and Railway Reforms Committee (RRC).

7) RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC) HAD RECOMMENDED FOR UPGRADING OF RAIL ENGINEERS TO GROUP 'B' GAZETTED:

a) All the Railway Accident Inquiry Committees (RAICs) (headed by Justice Wanchoo – 1968, Justice Sikri – 1978 & Justice Khanna - 1998) - had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B' Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. But this had not been implemented, thereby, adversely affecting the safety on the Railways. Extracts of recommendations of RAIC headed by Justice K. N. Wanchoo are placed as Annexure II for ready reference please as these are as much relevant today as ever before.

b) RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service within span of 30 years – with 5 years to spare at the highest level.

It is unfortunate that the Railways did not implement either of the said recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee – ignoring the safety and efficiency of the system and breeding much frustration among the Technical Supervisors due to absolute lack of avenues of promotion for them.

8) EXTREME STAGNATION AND ABSOLUTE LACK OF PROMOTIONS FOR RAIL ENGINEERS:

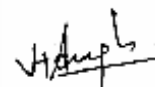
a) There is extreme stagnation and absolute lack of promotion for Rail Engineers

There is virtually no career planning and hardly any avenues of promotion till retirement even for Graduate Engineers – recruited as Technical Supervisors / Rail Engineers (including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / Information Technology) on the Railways. They are frustrated and disgruntled. This is adversely affecting safety and efficiency on the Railways.

b) Majority of Technical Supervisors / Rail Engineers (including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / IT) retire in the initial grade itself with just one promotion (from JE to SSE) and not even one promotion in the entire career in case of Direct recruited Graduate Engineers inducted as SSE on the Railways - in spite of vast experience and expertise due to which they can be valuable assets to the administration as Gazetted officers. .

9) It is, therefore, requested that, keeping in view the foregoing submissions, the posts of Technical Supervisors in Pay Level 6 & 7 may please be classified in Group 'B' (instead of Group 'C') for greater efficiency, higher productivity and safety on the Railways.

Yours faithfully,



**(Harchandan Singh)
General Secretary, IRTSA**

Encls: 2 Annexure

Copy for kind information & favourable consideration to

1. Shri. D.K. Gayen, Member (Staff), Railway Board, Rail Bhawan, New Delhi - 110001.
2. Shri. Ravindra Gupta, Member (Rolling Stock), Railway Board, Rail Bhawan, New Delhi - 110001
3. Shri. M.K. Gupta, Member (Engineering), Railway Board, Rail Bhawan, New Delhi - 110001
4. Shri. Ghanshyam Singh, Member (Traction), Railway Board, Rail Bhawan, New Delhi - 110001
5. Shri. B.N. Mohapatra, Finance Commissioner, Railway Board, Rail Bhawan, New Delhi - 110001
6. Executive Director Pay Commission-I, Railway Board, Rail Bhawan, New Delhi - 110001
7. Executive Director Pay Commission-II, Railway Board, Rail Bhawan, New Delhi - 110001

VIEWS OF MEMBERS OF RAILWAY BOARD
REG: CLASSIFICATION OF POSTS IN GROUP B

i) Extracts of minutes of Railway Board dated 16.05.2007

V CPC had recommended revised classification of all Central Government civil posts into six categories namely top executives, senior executives, executives, supervisory staff, supporting staff & auxiliary staff. This recommendation was not accepted by the Government. DOP&T vide their Gazette Notification, dated 20-04-98 conveyed orders for classification of posts more or less on the existing pattern placing Government servants into group 'A', 'B', 'C' & 'D'. As per this O.M., posts in the pay scale of Rs.5500-9000 and above but below Rs.8000-13500 have been placed in Group 'B', though all of them are not gazetted.

Traditionally, Railway has adopted a classification different from the DoP&T's classification. A table indicating slab-wise classification in the IVth and Vth scales is placed below.

At this juncture, Federation had raised an issue in the forum of PNM for reclassification of all the posts in apex Group 'C' scale of Rs.7450-11500 as group 'B' gazetted. The matter was first examined by the Board in its meeting held on 17-12-98 and after taking into account the various implications, it was decided to maintain status quo. The issue of classification was re-examined by the Board in its meeting held on 26th and 29th July, 1999 and then again on 30-9-99 wherein it was decided that a committee consisting of AM(Staff), OSD(A/cs) and OSD(Management Services) would examine the implications including financial, of reclassification of the posts in the highest Group 'C' scale of Rs.7450-11500 to Group 'B' gazetted.

ii) Extracts of 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. In fact 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

iii) Extracts of 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

iv) Views of 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 work out 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

v) Views of 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

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

EDPC/Railway Board recorded that...“Taking a conservative estimate of 1% PMC costs, 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”...

EDPC
25.06.2007

vii) Views of 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 i.e. 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

viii) Extracts of minutes of Railway Board dated 11.08.2010

It is stated that the percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% which is 5.6% for All India Central Government Employees and the same needs to be rationalized in view of the facts mentioned in para-2 of our proposal.

**EXTRACTS FROM REPORT OF THE RAILWAY ACCIDENT INQUIRY COMMITTEE –PART-II
AUGUST 1969**

Chapter – II

Status and grade of Supervisors

96. Loss of self confidence among Supervisors:

During our tour of the various Railways and the discussions with the heads of the administrations and other senior officers it was repeatedly pointed out to us that while supervisors have a vital role to play in the efficient and smooth functioning of Railways, their status, prestige and authority have suffered greatly in recent years; they have generally become ineffective and a feeling of helplessness and frustration has overcome most of them. They feel that they are not able to take work from the staff or to enforce discipline. Cases of manhandling, assaults, or intimidation of supervisors at the hands of employees themselves or their agents were related to us and the evidence pointed to the fact that the administration had not been able to provide adequate security or legal assistance.

97. A retired Chairman of Railway Board, in his evidence before us, pointed out that among the most unfortunate things which have happened in recent years one is that the quality of supervisors has greatly deteriorated and that today the weakest link in the administration chain is the senior supervisor. A retired member of Railway Board stated that the supervisory staff have lost heart and that they find it extremely difficult to pull up the staff.

98. The Railways, in their reply to the questionnaire, stated that the authority of senior supervisors has greatly weakened. Some stated that they do not possess adequate powers for taking disciplinary actions against the staff. Others held the view that they are reluctant to exercise whatever disciplinary powers are already delegated to them. Some railways pointed out that supervisors have a feeling that they would not get adequate support from those above them because of their anxiety to get work done. One Railway stated that supervisors' inability to enforce discipline is primarily because of spirit of indiscipline fostered among the workers by the unions. By and large, according to this Railway, supervisors are still a disciplined force on the Railways and that it is not too late to rebuild their authority and rehabilitate their position.

105. We are entirely in agreement with the Railway Administrations that to strengthen the measure and quality of supervision over the working of staff, it is essential that the position and authority of senior supervisors should be restored. Earlier in this chapter we have already recommended that senior supervisors should be recognised as junior members of management and that their organisation should be fostered. We would offer following suggestions for consideration:.....

iii) **To improve the status of senior supervisors, to impart them greater self-confidence and to broaden their channels of promotion, we consider that wherever there is a large concentration of staff working under a senior supervisor, the post should be upgraded to gazetted status Class-II.**