

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

M. Shanmugam,
Central President, IRTSA
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
(M; 09316131598 & 08360452584)

No. IRTSA/Memo RB - Classification/2018-3

Date: 30-6-2018

Executive Director Pay Commission – II,

Convener:

Committee to Examine Classification of Posts in Group B on Railways,
Railway Board, Rail Bhawan, New Delhi 110001

Email – railwayclassificationcommittee@gmail.com

Respected Sir,

Subject: Classification of posts of Technical Supervisors / Rail Engineers in Railways in Group 'B' Gazetted.

- Ref
1. Railway Board's Order No RBE-I/2018/23/29, dated 12.06.2018.
 2. Railway Board's letter No-PV/VII/2017/RSRP/2(Pt-II), dated 18.06.2018.
 3. DoP&T's order No.11012/10/2016, Estt-A-III, dated 09.11.2017.

1. On behalf of 67,000 Technical Supervisors / Rail Engineers working in various Departments in Indian Railways, we submit this memorandum for the kind consideration of the Committee formed by the Railway Board *"To examine in detail the issue of granting Group 'B' status (Gazetted/Non-Gazetted) to various existing Group 'C' posts in Indian Railways"* with a request to classify the posts of Technical Supervisors / Rail Engineers as Group 'B' (Gazetted)

2. Terms of reference of the Committee are: *"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."*

3. Recommendations of the previous Pay Commissions not implemented in Railways

- a) Third, Fourth, and Fifth Pay Commissions had recommended that the Central Civil posts be classified in Group B which were then placed in the scales (with maximum of Rs.900 & above but below Rs.1200 / Rs.3200 and above but below Rs.4000/Rs.9000 & above but below Rs.13000 respectively). Sixth Pay Commission had used a different nomenclature for classification of Civil posts (as briefly summarized in Annexure 1) but broadly followed the same pattern for segregation of posts based on level of Grade Pay for their classification.
- b) All the posts which were recommended to be placed in Group B by all the previous Pay Commissions have now been placed in Pay Levels 6 to 9 after the 7th pay Commission and as such need to be classified in Group B Gazetted.
- c) The Government of India accepted the recommendations of all these Pay Commissions and directed all Departments under the Central Government to classify the said posts in Group B based on their pay scales / Grade Pay.
- d) **Pay scales / Grade Pay have all along been the only criteria for classification of Civil Posts under the Central Government except on the Railways** which deviated from this criteria after every pay commissions only on the plea that the conditions on the Railways were different than other Departments – ignoring all together the fact that all the Pay Commissions had duly considered the prevailing condition at each level and in each department while

recommending the Pay Scale / Grade Pay and Pay Level for each post and the discrimination and deviation by the Railways was totally unjustified.

- e) All the Departments had implemented the orders of the DOP&T regarding the Classification of posts except the Railways; and they had classified the posts in the Grade Pay of Rs.4600 in Group B Gazetted and the Posts in Grade Pay of Rs.4200 in Group B (Non-Gazetted) as in the case of Ministry of Defence and CPWD etc where Junior Engineers (JE) in Grade Pay of Rs.4200 have been classified in Group B (Non-Gazetted).
- f) ***Recommendations of Pay Commission on classification of posts & DoPT's order thereafter are placed in Annexure-II***

4. Railway Board hadnot implemented its own decision made long back \ to upgrade the posts in the Grade Pay Rs.4600 to Group 'B' Gazetted

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 whereas it is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.

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. ***(Record of meeting held with Member Staff, Railway Board on of Classification is attached in Annexure - III)***

5. In all other departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted

a) It is pertinent to mention that Group 'B' in all other Government departments starts either in Rs.4600 Grade Pay or in Rs.4200 Grade Pay. It is only in the Railways that the Group 'B' starts from Grade Pay of Rs.4800 – ignoring those in Grade Pays of Rs.4200 and Rs.4600.

b) Ordnance factory and other Defence establishments in which similar type of categories are available, have classified the post of Chargeman/ Junior Engineer (JE) in Rs. 4200 Grade Pay as Group-B (non-Gazetted) and Junior Works Manager in Rs. 4600 Grade Pay as Group-B (Gazetted).

6. Member Staff had mentioned in the Meeting on 25.05.2007 that the demand of classification as Group 'B' was justified as there was large scale stagnation in the highest grades at maximum of the grade. (Please see views of Member Staff, Railway Board on Classification of posts in attached in Annexure - IV)

7. 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.

In their reply to FC's remark on possible financial savings, Advisor Staff & EDPC had mentioned that there will be a savings of Rs.287 crore rupees upgradation of Group 'C' posts to Group 'B' posts. ***(Copy of views of FC, Advisor Staff & EDPC giving justification for classification are attached in Annexure - V)***

8. FC Railway Board had given his concurrence long backFC concurred the proposal on 31.05.2007 and recorded that, 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. *(Financial concurrence given by FC is attached in Annexure - VI)*

9. CAT judgement ignored:

CAT New Delhi - *(in O.A. NO: 835 of 1989, T.A. NO: 199 -Indian Railways Technical Supervisors' Association as Petitioner Versus Union of India as Respondent)-* directed the respondents to reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as had been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers in Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of the judgement.

(Operative part of the Judgement of CAT/New Delhi in the said case is submitted as Annexure-VII)

10. Percentage of Group 'A' & Group 'B' posts vis-à-vis group 'C' is the lowest on the Railways

Percentage of Group 'A' & Group 'B' Posts vis-à-vis Group 'C' is the lowest on the Railways as compared to all other Central Government Departments. This has resulted in a lower level of management personnel i.e. Railway Engineers who are all working in Group 'C' (as SSE, CMS, CDMS& SE/IT) even though modernization, higher speeds and sophisticated technology require more intensive management to ensure effective quality control, productivity and safety on the Railways.

In Railways Groups 'A' & 'B' constitute 1.2% of the total strength, while Group 'C' and 'D' account for 92.6% and 6.2% respectively. Whereas in all India Government services Groups 'A' & 'B' constitute 10.26% and Group 'C' accounts for 89.74%. *(Tables showing Groupwise strength of central Government & Railway employees are attached in Annexure-VIII)*

11. Railway accident inquiry committees (RAIC) & Railway Reforms Committee (RRC) had recommended for upgrading of Senior Supervisors to group 'B' Gazetted

- a) All the Railway Accident Inquiry Committees (RAICs) 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 IX)*
- 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. But 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 Engineers / Technical Supervisors due to absolute lack of avenues of promotion for them.

12. Denial of Group 'B' Gazetted status - is adversely affecting the efficiency of the Railways

Railway Engineers– *(working as Senior Section Engineers (SSE), Chemical and Metallurgical Superintendent (CMS), Chief Depot Material Superintendent (CDMS)and Senior Engineer / IT) (SE/IT) –* 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 Gazetted status to them, is adversely affecting the efficiency of this junior management cadre on the Railways.

13. Lack of Gazetted status deprives the Technical Supervisors / Railway Engineers, of the powers to get the work executed or to ensure discipline among the staff under them

The said Railway Engineers play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture repair and 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.

14. Grant of Group ‘B’ Gazetted status to Rail Engineers will improve efficiency, safety & discipline on Railways

Grant of Group ‘B’ status to Railway Engineers 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 had been held by various “Railway Accident Inquiry Committees” (RAICs).

15. Extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers

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

16. 7th CPC recommended for elimination of stagnation at the Level of SSE

In para 11.40.113 for the recommendations for Technical Supervisors, 7th CPC said that *“Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is 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,”*

17. Railway Board had already made a decision to place JE in GP Rs.4600 & SSE in GP Rs.4800, which are Group ‘B’ (Gaz) posts in all other departments.

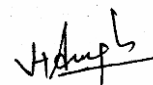
Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) and asked for Finance Ministry’s approval in item-3 of OM No.PC/VI/2009/DAC/1(Pt2) 11.06.2010. *“....Accordingly Technical Supervisors in pre-revised pay scales of Rs.5000-8000 and Rs.5500-9000 may be allotted Grade Pay Rs.4600. This is consequential to proposal already referred to Ministry of Finance regarding grant of GP Rs.4800 to the posts including Technical Supervisors in pre revised scale of Rs.6500-10500 and Rs.7450-11500....”(Ministry of Railways OM No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 on decision of DAC of Railways item-3 for higher Grade Pay for Technical Supervisors is attached in Annexure – X)*

18. It is, therefore, requested that, keeping in view the foregoing submissions,

- a) The posts of *Senior Section Engineers (SSEs), Chief Depot Material Superintendents (CDMS), Senior Engineer/IT and Chemical & Metallurgical Superintendents (CMS)* may please be classified in Group 'B' Gazetted for greater efficiency, higher productivity and safety on the Railways.
- b) The posts of Junior Engineers (JEs), Depot Material Superintendents (DMS), Junior Engineer/IT and Chemical & Metallurgical Assistants (CMA) may please be classified in Group 'B' Non-Gazetted for greater efficiency, higher productivity and safety on the Railways.

Thanking you in anticipation, with kind regards,

Yours' faithfully,



Harchandan Singh,
General Secretary, IRTSA

Copy for favourable consideration and necessary action (by Speed Post) to:

1. Chairman, Railway Board, Room No 236, Rail Bhawan, New Delhi – 110001
2. Member Staff, Railway Board, Room No 214, Rail Bhawan, New Delhi – 110001
3. Executive Director/ Estt (GC) Railway Board &
Member, Committee to Examine Classification of Posts in Group B on Railways,
Railway Board, Rail Bhawan, New Delhi 110001
4. Executive Director Transformation, Railway Board &
Member, Committee to Examine Classification of Posts in Group B on Railways,
Railway Board, Rail Bhawan, New Delhi 110001.

RECOMMENDATIONS OF THE PAY COMMISSIONS

1. **Third pay commission recommended Group 'B' (Gaz) status** to posts having the maximum of the scale not less than Rs 900 but less than Rs 1300. The pay scale of Asst.Shop Supt. (SE) at that time was Rs 700-900 and that of Shop.Supt (SSE) was Rs 840-1040.
2. **Fourth pay commission recommended Group 'B' (Gaz) status** to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs2900- but less than Rs4000. The pay scale of Asst.Shop Supt. (SE) at that time was Rs 2000-3200 and that of Shop.Supt (SSE) was Rs 2375-3500.
3. Even though **Fifth pay commission expressed a different view** in classification of staff and clubbed the above grades of Technical Supervisors also with the group of gazetted officers, the **Government issued orders** for classification of staff **on the basis of pay ranges**, which are **not implemented in Railways**. Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and then vide letter no 13012/1/98 Estt 911 dt12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which max. of **pay scale is not less than Rs9000 and but less than Rs 13500 be classified in Group 'B'**. The DOP letter also mentioned that the order should be implemented within three months from the date of issue of the order.
4. **Sixth Pay Commission** in para 2.2.8 recommended that, ... *“Four distinct running pay bands are being recommended – one running band each for all categories of employees in Group 'B' and 'C' (posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of delayering and elongation of certain scales, been placed in Group-B) with 2 running pay bands being given for all Group-A posts”*

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Personnel and Training)

ORDER

New Delhi, the 20th April, 1998

S.O.332 (E) – In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution read with rule 6 of the Central Civil Services (Classification, Control and Appeal) Rules, 1963 and in supersession of paragraph 2 of the notification of the Government of India in the Department of Personnel and Administrative Reforms number S.O.5041 dated the 11th November,1975, as amended by the notification of Ministry of Personnel Public Grievances and Pensions (Department of Personnel and Training) number S.O.1752 dated the 30th June,1987 and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, the President hereby Directs that with effect from the date of publication of this order in the Official Gazette, all Civil Posts under the Union shall be classified as follows:-

Sl.No	Description of Posts	Classification of Posts
1	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of not less than Rs.13,500	Group A
2	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of not less than Rs.9000 but less than Rs.13,500	Group B
3	A Central Civil post carrying a Pay or a Scale of Pay with a Maximum of over Rs.4000 but less than Rs.9000	Group C
4	A Central Civil post carrying a Pay or Scale of Pay the Maximum of which is Rs.4000 or less	Group D

Explanation - For the purpose of this order:-

- (i) 'Pay' has the same meaning as assigned to it in F.R.9(21)(a)(I);
- (ii) 'Pay or Scale of Pay', in relation to a post, means the Pay or the Scale of Pay of the post prescribed under the Central Civil Services (Revised Pay) Rules, 1997.

[F.No.13012/1/98-Estt.(D)]
HARINDER SINGH, Jt. Secy.

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Personnel and Training)

ORDER

New Delhi, the 9th April, 2009

S.O.946(E): In exercise of powers conferred by the proviso by the to article 309 and clause 5 of article 148 of the constitution read with rule 6 of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 and in supersession of the notification of the Government of India in the Department of Personal and Training number S.O.332 (E) dated the 20th day of April, 1998 and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, except as respects things done or omitted to be done before such supersession, the President hereby directs with effect from the date of publication of this order in the Official Gazette, all civil posts under Union, shall be classified as follows:-

Sl. No.	Description of Posts	Classification of Posts
1.a	A Central Civil posts in Cabinet Secretary's scale (Rs.90000-fixed) Apex scale (Rs.80000-fixed) and Higher administrative Grade plus scale (Rs.75500-80000) and	Group-A
b	A central Civil post carrying the following grade pays:- Rs.12000, Rs.10000, Rs.8900 and Rs.8700 in the scale of pay of Rs.37400-67000 in Pay Band-4, and Rs.7600, Rs.6600 and Rs.5400 in the scale of pay of Rs.15600-39100 in pay Band-3	
2	A central Civil post carrying the following grade pays:- Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the scale of pay of Rs.9300-34800 in Pay Band-2	Group-B
3	A central Civil post carrying the following grade pays:- Rs.2800, Rs.2400, Rs.2000, Rs.1900 and Rs.1800 in the scale of pay of Rs.5200-20200 in Pay Band-1	Group-C
4	A central Civil post carrying the following grade pays:- Rs.1300, Rs.1400, Rs.1600, Rs.1650 in the scale of Pay of Rs.4440-7440 in 1S scale	Group-D (till the posts are upgraded)

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(Department of Personnel and Training)**

ORDER

New Delhi, the 9th November, 2017

S.O. 3578 (E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution read with rule 6 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 and in supersession of the notification of the Government of India in the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) number S.O. 2079(E), dated the 20th August, 2014, except as respects things done or omitted to be done before such supersession, the President hereby directs that with effect from the date of publication of this Order in the Official Gazette, all civil posts except persons serving in the Indian Audit and Accounts Department under the Union, shall be classified as follows :-

S.No.	Description of Posts	Classification of posts
(1)	(2)	(3)
1	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 10 to 18.	Group A
2	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 6 to 9.	Group B
3	A Central Civil Post carrying the pay in the Pay Matrix at the Level from 1 to 5.	Group C

Explanation – For the purpose of this Order, ‘Level’ in relation to a post means, the Level specified in third row of Part A of the Schedule to the Central Civil Services (Revised Pay) Rules, 2016.

**[F. No. 11012/10/2016-Estt.A-III]
GYANENDRADEVTRIPATHI, Jt. Secy**

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

Classifying the posts of Technical Supervisors as Group-B is fully justified and will substantially improve administrative, functional and operational efficiencies of the Railways.

Railways fully accepted the demand of IRTSA, that there is an administrative need to link the number of posts in Group-A, B & C – 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. Considering the factors such as duties & responsibilities, position in the hierarchy, various functional, operational, administrative considerations etc. in a note on 25.5.2007 Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-C to Group-B has been very marginal and is needed for enlarging the management category.
- b. Advisor Staff in his note agreed that "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'".
- c. Further notes made by Financial Commissioner (FC) also went on to justify the reclassification from Group-C to Group-B and financial concurrence was also given to the proposal, which are reproduced below,

Minutes of Board meeting on the subject of upgradation of posts in the Grade PayRs.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

Financial advantage to Railways by placing the senior supervisors from Group 'C' to Group '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

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

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"...

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

**EXTRACTS FROM THE
JUDGEMENT OF CAT/NEW DELHI**

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, NEW DELHI

O.A. NO: 835 OF 1989 / T.A. NO: 199

Indian Railways Technical Supervisors' Association - Petitioner
Versus
Union of India – Respondent

Para 11 & 12

11. We are clearly of the view that there exists no justification for the exception made as there appears to be no rationale behind it nor there appears any nexus with the objects sought to be achieved. It is significant that the 4th Pay Commission report has been accepted by the Govt. of India as per Department of Personnel & Training Notification dated 30th June, 1987 (even No. dated 7th July 1987); Ministry of Personnel, Public Grievances & Pension by O.M. dated 1.3.88 has placed stenographers in non-secretariat organisations by which they have been classified as Group B Gazetted. In Railway Board's letter dated 21.5.76 it has been accepted that "a post carrying a Pay Scale that of the applicants will be classified as Group 'B' subject to exceptions as may be made by the Railway Ministry".

12 In view of the above, we direct the respondents to consider the question of classification so as to do away with the anomaly of the type indicated above. Consequently it is directed that the respondents reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of this judgement. With these observations the O.A. stands disposed of finally.

There shall be no order as to costs.

Sd/-
(P.S.HABEEB MOHAMED)
MEMBER (A)

Sd/-
(RAM PAL SINGH)
VICE CHAIRMAN (J)

Sanctioned strength and Employees in position in Central Government as on 01.03.2016

DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS AS ON 01.03.2016

Sl. No.	Central Government / Union Territory Administrations	Group of Posts			Total
		A	B	C ^s	
(1)	(2)	(3)	(4)	(5)	(6)
1	CENTRAL GOVERNMENT	101901 (3.16)	228510 (7.10)	2890772 (89.74)	3221183 (100.00)
2	UNION TERRITORY ADMINISTRATIONS	2890 (4.45)	13538 (20.86)	48482 (74.69)	64910 (100.00)
	TOTAL	104791 (3.19)	242048 (7.37)	2939254 (89.44)	3286093 (100.00)

Strength of railway employees under various groups as on 31.3.2017

Year	Groups A&B	Group C	Group D	Total
2016-17	16,300 (1.24%)	12,11,400 (92.59%)	80,600 (6.17%)	13,08,300 (100%)

REPORT OF THE RAILWAY ACCIDENT INQUIRY COMMITTEE – 1968

Part-II

August 1969

Chapter – II

Status and grade of Supervisors96. 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 import 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.**

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

...2


: 2 :

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



(Koshi 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.