

# AN APPEAL TO HON'BLE MINISTER OF RAILWAYS

Shri Suresh Prabhu,  
Hon'ble Minister for Railways,  
Rail Bhawan, New Delhi - 110001.

(Through Proper Channel)

Respected Sir,

**Subject: Upgrading & Cadre Restructuring of posts of Technical Supervisors on Indian Railways - Appeal for kind intervention for acceptance of genuine demands of Technical Supervisors; And for Acceptance of the Proposals of Railway Board submitted to Ministry of Finance (DOE) and the Empowered Committee of Secretaries on 7<sup>th</sup> Pay Commission**

1. We, the Technical Supervisors on Indian Railways, seek your benign intervention in a matter of extreme emergency, which is bound to have serious and adverse impact on the quality, efficiency and safety on the Railways due to continued frustration and erosion of motivation among the vital category of Technical Supervisors on the Railways especially due to the adverse reports of the last two Pay Commissions and non-removal of anomalies thereof and non-acceptance of their genuine demands over the years for better status and emoluments, better avenues of promotion to remove extreme stagnation among Senior Technical Supervisors and for higher Pay Levels as per their duties, responsibilities and job requirements.

## 2. Proposals of Railway Board submitted but not accepted by MOF (DOE):

Motivation of Technical Supervisors will be further seriously impaired due to the rejection of even the following bare minimum proposals of the Ministry of Railways submitted to the Ministry of Finance, Department of Expenditure in the last 2 to 3 years as well as those submitted by the Railway Board to the Empowered Committee on Seventh Pay Commission:

- i) Railway Board had recommended for Upgrading of 3335 posts of Senior Supervisors in the Grade Pay of Rs.4600 from Group C to Group B on the Railways - even though as per orders of the DOP&T, all the posts were required to be placed in Group B as in all other Departments.
- ii) Railway Board vide its OM No. PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010 had recommended Upgradation of posts of JEs (Junior Engineers) from Grade Pay Rs.4200 to Rs.4600 and upgradation of posts of SSE (Senior Section Engineers) from Grade Pay of Rs.4600 to Rs.4800 as per decision of the Departmental Anomalies Committee - keeping in view their higher qualifications and onerous nature of duties and responsibilities as compared to Accounts, Teachers & Nurses who had been allotted higher Grade Pays.
- iii) Railway Board in its proposal to the Empowered Committee of Secretaries on 7<sup>th</sup>CPC and to MOF (DOE), for approval of a Cadre Restructuring of the Technical Supervisors on Railways with 33% posts of JEs (Junior Engineers) in Grade Pay Rs.4200, 17% posts of SSE (Senior Section Engineers) in Grade Pay Rs.4600 and 50% of posts in Grade Pay Rs.4800 in view of their nature of duties and responsibilities.

3. It is deeply regretted that all the above said bare minimum three proposals submitted by the Railway Board with detailed justifications thereof, had been rejected by the Ministry of Finance (Department of Expenditure) (*as per information received through reply to RTI queries from Railway Board & MOF (DOE)* ). This is bound to cause much frustration and heart-burning among the Technical Supervisors on the Railways, thereby impairing their efficiency and zeal due to absolute lack of any promotional avenues and repeated denial of justice by all concerned.

4. Technical Supervisors - as site managers - play a very vital role in optimizing the productivity, efficiency, quality control and safety on the Railways for manufacture, repair, maintenance of Locomotives, Coaches, Wagons, P-Way Tracks, Signal & Telecommunication, Engineering Works, Bridges, Over-Head Electrification and related parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, Store Depots, Chemical & Metallurgical Laboratories and IT Centres. However, they have not been provided with justifiable pay scale, status and classification of posts commensurate with their duties & responsibilities and vital role played by them in Indian Railways.

**5. PAY LEVELS OF TECHNICAL SUPERVISORS:** Technical Supervisors i.e. Senior Section Engineers (SSEs) & Junior Engineers (JEs) on the Railways have been unjustly placed in the Grade Pay of Rs.4600 (Level-7) and Rs.4200 (Level-6) respectively which are the same as those of the employees working under them, which violate the basic principle of law of natural justice.

- a) Vertical relativity is disturbed between JE & Senior Technician working under JE by placing them in the same pay level-6/GP Rs.4200. This is against the recommendations of 6<sup>th</sup> & 7<sup>th</sup> CPC, since the Supervisor should be placed in higher Pay level/GP than the supervised.
- b) In 7<sup>th</sup> CPC pay matrix when the employee receives a promotion or a non-functional financial upgrade, he/she progresses one level ahead on the horizontal range, i.e. Sr. Technician on promotion to JE should progress from Pay level-6 to Pay level-7.
- c) In 6<sup>th</sup> CPC Grade Pay determined the status of the post, senior posts being placed in higher Grade Pay and Grade Pay should be progressively higher for successive higher posts, i.e. Sr. Technician on promotion to JE should progress from GP Rs.4200 to Rs.4600 at least.
- d) Supreme Court Judgement had held that promotion not only covers advancement to a higher position or rank but also implies advancement to a higher grade and held that 'Promotion' implies advancement to a higher grade; Supervisor should be in a scale higher than Supervised & "An equal cannot be over an equal"
- e) During Third Pay Commission highest pay scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors (SSE). Teachers, Nurses and Accounts Staff whose pay scales were less than SSEs were now placed in the Grade Pay of Rs.4800, Rs.5400 and even higher – disturbing the horizontal parity and vertical relativity, in complete disregard to the Qualifications, Training, Duties & Responsibilities of the SSE.
- f) 7<sup>th</sup> CPC in para 11.40.113 (pertaining to Technical Supervisors) of its report had recommended that Ministry of Railways should consider enhancing the number of posts in next higher level, to eliminate stagnation in the grade of SSE.
- g) Railway Board in its proposal to the empowered committee of secretaries had proposed to place 29,721 posts of (50% of sanctioned strength) Technical Supervisors in the Grade Pay of Rs.4800 out of total sanctioned strength of 59,147.
- h) Railway Board through its OM No.PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010, sanctioned Grade Pay Rs.4600 for JEs & Rs.4800 for SSEs based on superior recruitment qualifications, 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 and higher induction training.
- i) It is, therefore, requested that JEs working in Indian Railways may please be placed in Pay Level 8 and the SSE may please be placed in the Pay Level 10.

#### **6. CLASSIFICATION OF POSTS IN GROUP 'B' GAZETTED**

- a) **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 unjustly classified in Group ‘C’ even though they have to manage a large strength of work force of Technicians, Senior Technicians and other staff working under them in various Departments of Indian Railways. The denial of Group B Gazetted status to them, is adversely affecting the efficiency of this junior management cadre on the Railways.

- b) 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. The overall ratio of Gazetted to non-Gazetted employees in other Central Government departments is 1:20. But on the Railways, - the ratio is 1:114, in spite of an essential need for higher level of Supervision and intensive management required on the Railways to ensure safety and efficiency on the Railways due to all the modernization & up-gradation of technology on Railways.
- c) Ordnance factory and other Defence establishments in which similar type of categories are available as in the Railways, have classified the post of JE in Rs. 4200 Grade Pay as Group-B (non-Gaz) and Junior Works Manager in Rs. 4600 Grade Pay as Group-B (Gaz).
- d) Railway Board had long back agreed with Staff Side of JCM 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 as compared to 5.6% in other Departments and the same needed to be rationalized on the Railways.
- e) In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed 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.
- f) 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.
- g) 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.
- h) 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 in a big way. The proposal of upgradation of Group ‘C’ senior most supervisors to Group ‘B’ is also in compliance of the DoP&T order.
- i) Cadre restructuring for Group C staff on the Railways has been done four times since 1984 (i.e. in 1984, 1993, 2003 & 2013) and separately for Group B & Group A also. This exercise brought some relief to the employees and Officers at every level, except those in the apex scale in Group-C in Rs.4600 Grade Pay/Pay Level-7 never benefited by it as none of the posts of SSE, CMS, CDMS were ever upgraded as a result of Cadre Restructuring on the Railways.
- j) Majority of SSEs (*Senior Section Engineers*), CMS (*Chemical & Metallurgical Superintendents*), CDMS (*Chief Depot Material Superintendent*)&SE/IT (*Senior Engineers Information Technology*) 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 greater assets as Gazetted officers.

7. It is, therefore, requested that, keeping in view the foregoing submissions,
- i) Posts of SSEs, CDMS , SE/IT and CMS be classified in Group 'B' Gazetted for greater efficiency, higher productivity and safety on the Railways.
  - ii) JEs in Indian Railways may please be placed in Pay Level 8 and the SSE may please be placed in the Pay Level 10 and this issue be considered favourably by the Railway Board and the Departmental Anomalies Committee.
  - iii) It is further requested that, pending decision on item ii) above, Ministry of Finance (DOE) may please again be urged to approve the following proposals submitted by the Railway Board to them:
    - a) Upgradation of posts of JEs (*Junior Engineers*) from Grade Pay Rs.4200 to Rs.4600 and upgradation of posts of SSE (*Senior Section Engineers*) from Grade Pay of Rs.4600 to Rs.4800 as per decision of the Departmental Anomalies Committee - (*As proposed by Railway Board vide OM dated 11.06.2010 to MOF /DOE*).
    - b) Restructuring of Cadre of Technical Supervisors on Railways with 33% JEs (*Junior Engineers*) in Grade Pay Rs.4200, 17% SSE (*Senior Section Engineers*) in Grade Pay Rs.4600 and 50% of posts in Grade Pay Rs.4800 – (*as proposed by the Railway Board to Empowered Committee of Secretaries on 7<sup>th</sup> CPC*).

Thanking you in anticipation, with kind regards,

Yours faithfully,  
 Technical Supervisors  
 (As per list of signatures attached)  
 Place of Work \_\_\_\_\_

*Copy in advance for favourable consideration to:*

1. *Member Staff, Railway Board, Rail Bhawan New Delhi – 110001*
2. *General Manager* \_\_\_\_\_
3. *DRM / CWM* \_\_\_\_\_
4. *General Secretary, IRTSA, 32 Phase 6, Sector 56, Mohali (Chandigarh) – 160055*

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