

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/RB/15-10 Dated 24-5-2010

1. Chairman, Railway Board, Rail Bhavan, New Delhi
2. Member Staff, Railway Board, Rail Bhavan, New Delhi
3. Member Mechanical, Railway Board, Rail Bhavan, New Delhi
4. Member Electrical, Railway Board, Rail Bhavan, New Delhi
5. Member Engineering, Railway Board, Rail Bhavan, New Delhi

Dear Sir,

**Subject: Problems of Engineers / Technical Supervisors on Indian Railways**

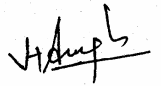
**Reference: Our Memorandum of even No. Dated 25.8.2009, 22.10.2009 & 12-4-2010.**

1. In continuation of our Memorandums cited above, we again draw the kind attention of the Railway Board towards the major Problems of Engineers / Technical Supervisors on Indian Railways and humbly urge upon the Railway Board to resolve these problems as the category has been suffering due to serious injustice by the Railway administration as well as the last two Pay Commissions.
2. Sixth Pay Commission had compounded the injustice done by the Fifth Pay Commission to the Rail Engineers / Technical Supervisors - by granting Grade Pay of Rs.4200 & Rs.4600 to them which is even lower than the Accounts Staff who have been granted Grade Pay of Rs.4800 & Rs.5400 – even though Technical Supervisors have ‘higher professional qualifications’, ‘longer training period’ & ‘greater responsibilities’ towards public safety and efficiency of the Railways; and in spite of the fact that the maximum of the scale of concerned Accounts staff had been Rs.2000-3200 / Rs.6500-10500 as against the maximum of the scale of Rs.2375-3500 / Rs.7450-11500 of Technical Supervisors. All this had greatly perturbed and frustrated the Technical Supervisors.
3. The inordinate delay by the Railway Board in taking any decision on many important issues after the Sixth Pay Commission is causing multiple loss & jeopardy to the employees over the Indian Railways. It is most regrettable that even after more than one and a half year after acceptance of the report of the Sixth Pay Commission, the Railway Board has yet to decide and issue orders on some of the vital issues affecting the employees at large and the Technical Supervisors in particular.
4. No order has as yet been issued in regard to the mode of filling of posts in the Merged Scales in respect of the vacancies occurring after 31<sup>st</sup> August, 2009. This is causing recurring financial loss to the staff concerned and adversely affecting their morale. The interim orders – issued vide RBE 161-2009 - only dealt with the mode of filling vacancies occurring on or before 31<sup>st</sup> August, 2009. Zonal Railway & PUs. have taken their own time to implement the said interim order itself. Thousands of vacancies occurring after that date are all lying vacant – adversely affecting the work, placing greater burden on the existing staff – besides affecting their avenues of promotion and putting them to financial loss.
5. Another related issue is the indecision on the Revised Designations of Posts in the Merged Scales. It is most unfortunate that the Railway Board has yet to issue orders in this regard. This is leading to a lot of confusion down the line – both in respect of filling of vacancies & assigning of responsibilities to the incumbents.
6. Indecision on Revised Eligibility of Passes is another heart burning issue – especially of the Junior Engineers. The existing orders based on different cut off dates for eligibility of

Passes are quite unjust, discriminatory, and against the law of natural justice – especially since the Junior Engineers in Grade Pay Rs.4200 have travel in the lower class – for many years of joining service - even on official duty– while the Technicians working under them travel in the higher class due to earlier date of recruitment on the railways. The percentage of staff adversely affected by the said orders is quite small – but their frustration cannot be ignored on account of that – as the remaining 80% of the Staff in the same Grade Pay of Rs,4200 (or even in lower Grade Pay) are eligible for First Class Pass due to their appointment prior to the cut-off dates.

7. Railways have the lowest percentage of posts in Group A & Group B *vis-à-vis* Group C as compared to all other Central Government Departments. This adversely affects the avenues of promotion of the Group C Staff – especially the Technical Supervisors, besides diluting the effective management. Adequate percentage of posts in group C should be upgraded to Group B (Gazetted) to reduce this gap and to improve the avenues of promotion of the Senior Supervisors (especially the Senior Section Engineers) – who have not been given any upgrading – either in Cadre Restructuring or by the Sixth Pay Commission.
8. We once again urge upon the Railway Board to please favourably consider and redress our just demands - as submitted herewith *in Annexure-I* - in the interest of natural justice as well as for greater safety and efficiency on the Railways and to provide requisite motivation to the Technical Supervisors / Engineers on the Railways

Yours faithfully,



Harchandan Singh,  
General Secretary, IRTSA

*Copy for information & favourable consideration to:*

- i) Shri Amitabh Khare, Additional Member HRD, Railway Board, New Delhi.
- ii) Shri A. K. Nigam, Advisor Industrial Relations, Railway Board, New Delhi.
- iii) Executive Director Pay Commission-I, Railway Board, New Delhi.
- iv) Executive Director Pay Commission-II, Railway Board, New Delhi.
- v) Secretary (Establishment), Railway Board, New Delhi.

**MAIN DEMANDS & BRIEF JUSTIFICATION THEREOF**

Sl No	Demand	Brief Justification
1.	Recognition of IRTSA	<p>Engineers / Technical Supervisors on the Railways do not have a recognised platform to discuss and resolve their problems - although they work as Frontline Managers and have to supervise the huge work-force of 8.2 lakh Technicians and Senior Technicians</p> <p>It is in the interest of safety and efficiency on the Railways to Recognise IRTSA (Indian Railways Technical Supervisors Association) – to discuss and resolve the problems of Technical Supervisors on the Railways - as recommended by RAIC (1969 &amp; 1978) &amp; Railway Reforms Committee.</p>
2.	<p>a) 3 Times uniform Rise of 5<sup>th</sup> CPC Basic Pay in PB 1 to PB 3 (<i>instead of 2.26</i>) at par with the pay rise in PB 4 &amp; above – to remove disparity of Pay rise between them.</p> <p>b) Till 1 (a) is accepted –            i) Grant of Grade Pay of Rs 4800 to JEs, CMA &amp; DMS &amp;            ii) Grade Pay of Rs 5400 SE, SSE, CMS, DMS, CDMS</p>	<p>i) Pay rise given after 6<sup>th</sup> CPC in Scales S-24 to S-34 is 3 to 3.4 times (over the Fifth CPC basic Pay) as against average rise of just 2.26 in case of Scales S 4 to S 23 (<i>Please see Annexure II</i>).</p> <p>ii) Sixth Pay Commission had not done any Job Evaluation. It should have, therefore, given a uniform increase to all scales by applying common multiplication factor - as was done by the Fifth Pay Commission. It is therefore requested that a Common Multiple Factor of 3.25 be applied for giving equitable pay rise in all scales.</p> <p>i) Recruitment qualifications, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by 6<sup>th</sup> Pay Commission. (<i>Please see detailed justification in the Memorandum attached</i>)</p> <p>ii) Their existing relativity has been adversely disturbed <i>vis-à-vis</i> Accounts Staff &amp; others, in-spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.</p> <p>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 had been 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 (<i>i.e. 40% of the Maximum of the scale</i>).</p>
3.	<p>a) Career Planning of Rail Engineers / Technical Supervisors</p> <p>b) Combined “Cadre Restructuring” of posts of Technical Supervisors along with Group A, B &amp; C.</p> <p>c) Upgrading of adequate %age</p>	<p>i) Technical Supervisor on Railways are recruited after Engineering Diploma &amp; training in Group C and continue to rot therein till retirement - without any career planning or promotional avenues – like other Departments.</p> <p>ii) RRC (Railway Reforms Committee) had recommended for their promotion upto Junior Administrative (JA) Grade but same had not been implemented.</p> <p>iii) Railways have the lowest percentage of posts in</p>

	<p>of posts from Group C posts to Group 'B' Gaz. - of JEs, SSEs, CMAs, CMS, DMS, CDMS &amp; IT Engineers.</p> <p>d) Time Bound promotion of Junior Engineers up to J.A. (Junior Administrative) Grade – as recommended by RRC (Railway Reforms Committee).</p>	<p>Group A and Group B out of the combined strength of posts in Group A, B &amp; C. This had diluted the management and threatens the safety and efficiency on the Railways. <i>(Please see details in Annexure III)</i></p> <p>iii) Combined “Cadre Restructuring” of posts in Group A, B &amp; C and Upgrading of adequate %age of posts to Group 'B' Gazetted level are the only remedies to provide adequate avenues of promotion &amp; to fully meet with the job requirements as well as for safety on the Railways.</p>
4.	<p>a) Early decision on Mode of filling vacancies <i>(occurring after 31-8-2009 – Ref RBE 161)</i></p> <p>b) Early decision on Revised Designations of Merged Scales after Sixth CPC</p>	<p>No order has as yet been issued in regard to the mode of filling of posts in the Merged Scales in respect of the vacancies occurring after 31-8-09. This is causing recurring financial loss to the staff concerned - affecting their morale besides adversely affecting the work as well as placing additional burden on the existing staff.</p> <p>Indecision on the Revised Designations of Posts in the Merged Scales is adversely affecting the morale of the Staff as well as smooth working of the system – especially due to the confusion down the line – both in respect of mode of filling the vacancies &amp; assigning of responsibilities to the incumbents.</p>
5.	<p>a) Revised Entitlement of Passes after Sixth CPC</p> <p>b) First Class / 2 AC Pass in Grade Pay of Rs 4200 &amp; above – Irrespective of DOA.</p> <p>b) Inclusion of both dependent Parents - (Father &amp; Mother) in privilege Pass.</p>	<p>i) JEs have to travel in a lower class than their subordinate staff (even on tour) - merely due to a later date of appointment.</p> <p>ii) Discrimination on the basis of date of recruitment for grant of privilege passes is most unjustified.</p> <p>iii) Grant of First Class / 2 AC Pass to those in Grade Pay of Rs 4200 will have very meager impact of - <u>Additional occupancy in 2 AC shall be 0.233% with one set of Pass &amp; 0.7 % with 3 sets of Passes</u> <i>(as per details indicated in the attached Annexure IV).</i></p> <p>iv) There will be a very negligible impact on Railway revenue - particularly since Directly recruited employees get only one set of Pass PA for 5 years as per Pass Rules; and Only a very limited % age of employees in Grade pay Rs 4200 are not eligible for 1<sup>st</sup> class pass.</p> <p>Socio Economic situation of the country necessitates the need for taking care of elderly parents – especially if they have limited or no income of their own and are dependent on the wards. Supreme Court rulings and the present law provide that it is the duty of the son to look after the elderly parents – which include both <u>dependent parents</u> (i.e. Father &amp; Mother - and not merely the widow mother.</p>
6.	<p>a) Revision of Hourly Rates of Incentive Bonus @ 2.26 times of the existing rates – w.e.f 1.1.2006.</p>	<p>Revised Pay structure was implemented from 1.1.2006 and was calculated @ 2.26 times of the existing emoluments (i.e. Pay + DA+ DP+ 40% Fixation = 1.86+40%) of the pay in the pre-revised scales; but it is regretted that the Rates of Incentive bonus (in workshops &amp; PUs) had been revised wef 1-6-2009 and that too at even less than 2 times of the existing rates <i>(in case of JE-I)</i> – which is quite unjust and discriminatory.</p>

		It is therefore requested that the Hourly Rates of Incentive Bonus may please be revised to 2.26 times (i.e. 1.86+40%) of existing rates w.e.f. 1.1.2006.
	b) PCO Allowance to CMT Labs, Drawing, Design, IT (EDP) & Stores & other left out technical Staff / areas in Workshops & Production Units.	<p>i) CMT Staff performs duties similar to the Inspection wing of PCO – by inspecting &amp; testing the products &amp; material.</p> <p>ii) Drawing &amp; Design Engineers perform the work similar to Planning Section of PCO - including preparing estimates, material specifications, standardisation of Spares, technical comments etc.</p> <p>iii) Store Engineers perform the duties similar to Progress Section of PCO by arranging for requisite material.</p> <p>iv) As such, CMT / C &amp; M Lab Staff, Drawing &amp; Design Engineers and Store Engineers should be treated as part of the PCO and paid PCO Allowance.</p>
	c) Introduction of Group Incentive Scheme or Performance related incentive system (PRIS) or Honorarium be paid to Technical Staff - in Sheds & Open line Depots - for additional workload due to new trains & assets etc.	Performance related incentive system (PRIS) accepted by the Government should be extended to these areas. Work content of these areas is measurable. Railway earnings are directly depending on the performance of these areas.
7.	<p>a) Revision of Stipend of Trainee J. Es. (Junior Engineers) w.e.f. 1.1.2006</p> <p>b) Uniform Training Period &amp; Stipend of Trainee Junior Engineers of various Departments.</p>	<p>a) Since as per existing rules, the period of Training is treated as “Qualifying Service” for Pensionary benefits and for grant of Increments etc. as the Stipend is paid from Revenue Account of Consolidated Fund India as per Fundamental Rules, as such, it is requested that:</p> <p>b) Initial qualifications as Diploma and the Pay Band (Rs 9300-34800) and Grade Pay (Rs 4200) after the Training are all the same for all JEs of all Departments. But the period of Training varies from 1 year to 18 months and the Stipend granted to JEs in various Departments varies between Rs.8560+2800 to Rs.9300+4200. This is anomalous &amp; discriminatory, There should be uniformity.</p> <p>i) Stipend be revised from 1.1.2006 - as in the case of Revised Pay Scales.</p> <p>Grade Pay during training of JEs of all Departments may please be fixed as Rs.4200.</p>
	c) Resolving the anomaly regarding increment on stipend after 1 year of training and after posting.	For 18 month training, no increment is given in 2 <sup>nd</sup> year unless 1 <sup>st</sup> year is completed in July, because of confusion created by the new system of increment, although the order on stipend mentions ‘one increment in 2 <sup>nd</sup> year’ for such training. Even after that, if the training is completed between February and June, increment is not awarded till July.
8.	Fixation of Pay on promotion minimum at par with Entry Pay for the higher Grade Pay.	Pay on promotion of many seniors is fixed lower than the Entry Pay for the higher Grade Pay. This is totally unjust, Anomalous as well as in contravention of the FR 22 (C) of

		<p>Pay Rules – which lay down that on “<i>promotion add one increment as a notional one in the lower scale and then fix at the next higher stage in the new scale</i>” . The minimum Pay on promotion was fixed at least at the minimum of the Pay Scale. Pay on promotion should be at least at par with the Entry Pay for the higher Grade Pay.</p>
9.	Removal of drawbacks in Modified ACP Scheme.	<p>i) MACPS is related with pay and not with allowances, as such, the date of implementation MACPS should be from 1.1.2006.</p> <p>ii) Anomaly of getting different grade pays on regular promotion and on financial up-gradation should be removed and the <u>Grade Pay as available in the hierarchy of the cadre be granted on financial up-gradation.</u></p> <p>iii) Absorption of Technicians as J.Es. (Junior Engineers) through Limited Departmental Competitive Examination (LDCE) and General Departmental Competitive Examination (GDCE) should be considered as entry grade for the purpose of financial up-gradation for MACPS and they should be given three financial up-gradations after absorption as JE.</p> <p>iv) Period of training should be counted for upgrading under MACPS.</p>
10.	Withdrawal of system of uniform date of Increment – <i>causing discriminatory postponement of increments due in the intervening periods.</i>	<p>i) Due to introduction of uniform date of increment on July 1<sup>st</sup>, increments of employees whose increments fall between February and June are getting withheld for 1 to 5 months causing recurring loss permanently in their entire service as well as on their retirement benefits.</p> <p>ii) Employees whose promotion falls between February and June will also lose the 3% promotional increment up to July of that year. This is unjust and Anomalous.</p> <p>This is in contravention of Fundamental Rules. Under Rule 1318 (F.R.24) “<i>an increment other than the next above an efficiency bar ordinarily be drawn as a matter of course unless it is withheld. ----- The increment shall be drawn as from the first of the month in which it falls</i>”.</p>
11.	EXEMPTION OF DA & HRA FROM INCOME TAX (as per 5 <sup>th</sup> CPC Report).	<p>Allowances are paid only to avoid erosion of real income due to price escalation or to provide partial reimbursement of expenditure incurred on certain items like House Rent, Education etc. If such allowances are taxed, then the basic salary and reimbursement of expenditure gets eroded in its real value.</p>

## ANNEXURE II

Comparative % age of Pay Rise After Sixth CPC Report & Proposed Revised Grade Pay								
A	B	C	D	E	F	G	H	I
Pre-Revised Pay Scales (Minimum & Maximum) – (as per 5th CPC)	Pay Band (No.) (After SCPC)	Pay Band (After SCPC)	Grade Pay (After SCPC)	Minimum Pay on 1-1-06 -as per Fixa-tion Table MOF OM of 30/8/08	Proportionate rise in Minimum pay (Col E/A)	%age increase in Minimum Pay (col. E/A %)	Proposed Minimum Revised Pay +GP with a Multiple Factor of 3 of Min. Exist. Pay (in Col A)	Proposed Revised Grade Pay with Common Multiple Factor of 1.14 of Min. Pay (in Col A)
S-4 (2750-4400)	PB-1	5200-20200	1800	7330	2.7	43.30	8250	3100
S-5 (3050-4590)	PB-1	5200-20200	1900	7780	2.6	37.14	9150	3500
S-6 (3200-4900)	PB-1	5200-20200	2000	8060	2.5	35.42	9600	3600
S-7 (4000-6000)	PB-1	5200-20200	2400	9840	2.5	32.26	12000	4600
S-8 (4500-7000)	PB-1	5200-20200	2800	11170	2.5	33.45	13500	5100
S-9 (5000-8000)	PB-2	9300-34800	4200	13500	2.7	45.16	15000	5700
S-10 (5500-9000)	PB-2	9300-34800	4200	14430	2.6	41.06	16500	6300
S-11 (6500-6900) NA	PB-2	9300-34800	4200	16290	2.5	34.74	19500	7400
S12 (6500-10500)	PB-2	9300-34800	4200 / 4600	16290/ 16690	2.5	34.74	19500	7400
S-13 (7450-11500)	PB-2	9300-34800	4600	18460	2.5	33.22	22350	8500
S-14 (7500-12000)	PB-2	9300-34800	4800	18750	2.5	34.41	22500	8500
S-15 (8000-13500)	PB-2	9300-34800	5400	20280	2.5	36.29	24000	9100
New scale (Group A entry) (8000-13500)	PB-3	15600-39100	5400	21000	2.6	41.13	24000	9100
S-16 (9000)	PB-3	15600-39100	5400	22140	2.5	32.26	27000	10300
S-17 (9000-9550)	PB-3	15600-39100	5400	22140	2.5	32.26	27000	10300
S-18 (10325-10975)	PB-3	15600-39100	6600	25810	2.5	34.39	30980	11800
S-19 (10000-15200)	PB-3	15600-39100	6600	25200	2.5	35.48	30000	11400
S-20 (10650-15850)	PB-3	15600-39100	6600	26410	2.5	33.32	31950	12100
S-21 (12000-16500)	PB-3	15600-39100	7600	29920	2.5	34.05	36000	13700
S-22 (12750-16500)	PB-3	15600-39100	7600	31320	2.5	32.07	38250	14500
S-23 (12000-18000)	PB-3	15600-39100	7600	29920	2.5	34.05	36000	13700
S-24 (14300-18300)	PB-4	37400-67000	8700	46100	3.2	73.32	For S 24 to S 34 – Min Pay – Same as in Col E. No change Proposed	16300
S-25 (15100-18300)	PB-4	37400-67000	8700	48390	3.2	72.29		17200
S-26 (16400-20000)	PB-4	37400-67000	8900	48590	3.0	59.29		18700
S-27 (16400-20900)	PB-4	37400-67000	8900	48590	3.0	59.29		18700
S-28 (14300-22400)	PB-4	37400-67000	10000	47400	3.3	78.2		16300
S-29 (18400-22400)	PB-4	37400-67000	10000	54700	3.0	59.8		21000
S-30 (22400-24500)	HAG	67000-79000		67000	3.0	60.8		No change Proposed in GP For S- 30 to S- 34
S-31 (22400-26000)	HAG+	75500-80000		75500	3.4	81.2		
S-32 (24050-26000)	HAG+	75500-80000		77765	3.2	73.8		
S-33 (26000)(fixed)	Apex	80000 (Fixed)		80000	3.1	72.0		
S-34 (30000) (Cab.Secy)	Cab Sec	90000		90000	3.0	61.3		

**UPGRADING OF ADEQUATE %AGE OF GROUP C POSTS TO GROUP 'B' GAZ.**  
(for JE, SSE, CMA, CMS, IT Engrs, DMS & CDMS).

There is extreme stagnation amongst the cadre of Technical Supervisors on the Indian Railways. Only about 3% of them are able to reach the level of Group B in their entire career span of nearly 30 to 35 years or more. Rest of them all retire within the same cadre of recruitment in Group C inspite their qualifications as Diploma / Degree in Engineering, intensive Training and long years of experience.

All the Pay Commissions as well as the Department of Personnel had recommended for classification in Group B of the posts in the Pay Scales in which Technical Supervisors were placed. But the Railways did not implement any of these recommendations - thereby causing much frustration amongst the Technical Supervisors.

Railways have the lowest percentage of Gazetted posts in Group 'A' & 'B' even vis-à-vis group 'C' employees (even without considering Group D staff). Percentage of Group A & B on Railways is miserably low in comparison to all other Departments of Central Government. Comparative figures indicated below reflect a very alarming position as:

**A. I. (All India) - Total & Average Strength of employees & Officers**

		Group-A	Group-B	Group-C	Group-D
i)	A.I. Total strength in Gr A, B, C & D (33,58,049)	95,207	1,78,018	21,56,924	9,25,710
ii)	A.I Average (On total strength in Gr A, B, C & D)	2.8%	5.3%	64.2%	27.6%
iii)	A.I. Total strength in Gr A, B & C	95207	178018	2156924	Group D Not Counted
iv)	All India Average (On total strength in Gr A, B & C)	3.9%	7.3%	88.8%	Group D Not Counted

**Railways – Total & Average Strength of employees & Officers**

		Group-A	Group-B	Group-C	Group-D
v)	Railways Total strength in Gr A, B C & D	8285	7247	8,73,536	521578
vi)	Railways Average (On total strength in Gr A, B & D) *	0.6%	0.5%	61.9%	37.0%
vii)	Railways Total strength in Gr A, B C	8285	7247	8,73,536	Group D Not Counted
viii)	Railways Average (On total strength in Gr A, B & C) **	0.9%	0.8%	98.3%	Group D Not Counted

This low percentage of Group 'A' & 'B' Officers on the Railways is not only the root cause of all the stagnation & frustration amongst the Technical Supervisors on the Railways but it is also an impediment in effective execution of administrative policies & plans due to lack of executive powers of the Technical Supervisors who are the 'spot managers.' This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the previous Railway Accident Inquiry Committees and the Railway Reforms Committee.



**IMPACT OF GRANTING FIRST CLASS PASS TO ALL LEFT OUT EMPLOYEES IN THE GRADE PAY OF RS.4200  
(IN THE PRE-REVISED SCALES OF Rs.5000-8000 & Rs 5500-9000).**

**UPPER CLASS OCCUPANCY AND RAILWAY REVENUE WILL BE AFFECTED VERY NEGLIGIBLY**

**NUMBERS OF EMPLOYEES LEFT OUT WITHOUT FIRST CLASS PASS IN THE GRADE PAY OF Rs.4200 ARE VERY MEAGER COMPARED TOTAL PASSENGERS TRAVELING IN UPPER CLASS ON RAILWAYS.**

**Even if all the left out employees in the Grade Pay of Rs.4200 (pre-revised scales of Rs.5000-8000 and Rs.5500-9000) are awarded with First class pass it will add only 0.058% to the total Upper class travel and add only 0.233 % in 2 AC with one set Pass & 0.7 % with 3 sets of Passes  
– if all additional First Class Pass Holders travel by 2 AC class – which never happens.**

1	Total Railway Employees in the year 2006-07 *	13,98,790
2	Total number of Group C employees in 2006-07 *	9,06,648
3	Total number of employees in scale Rs.5000-8000 (in workshop and other categories) *	60,736
4	Total number of employees in scale Rs.5500-9000 (in workshop and other categories) *	74,418
5	Total staff in scales Rs.5000-8000 & Rs.5500-9000 (in workshop and other categories) *	1,35,154
6	<b>Number of Employees in Grade Pay 4200 who are not being granted First class pass - (as per sample study of ICF) = 25 %</b>	33,789
7	<b>Total number of Upper class Passengers traveling in Indian Railways in 2006-07 (i.e 2 AC &amp; 3 AC combined together)</b>	<b>57920000</b>
8	<b>Percentage increase in occupancy in Upper Class (ie between item 6 &amp; 7)</b>	0.058%
9	Considering that 3 AC capacity on the Railways is 3 times that of the 2 AC a) Occupancy in Rajdhani & Shatabdi will not increase in any case - due to restriction on number of Seats / Berths available on Pass <b>Total number of 2 AC Passengers traveling (57920000 /4 = 14480000)</b>	14480000
10	<b><u>PERCENTAGE INCREASE IN OCCUPANCY IN 2 AC (If all left out employees in Grade Pay 4200 (who are at present not eligible for 1<sup>st</sup> class pass) are granted the 1<sup>st</sup> class pass).</u></b>  <b>a) <u>As per sample study of ICF only 25 % of total employees in GP 4200 - are at present not eligible for 1<sup>st</sup> class pass. - If they are granted the 1<sup>st</sup> class pass - Additional occupancy in 2 AC shall be:</u></b> (i.e.25 % of 1,35,154/ 14480000 %=33,789 /14480000 % = 0.233% additional occupancy in 2 AC with one set of Pass & 0.7 % with 3 sets of Passes)  <b>b) <u>Even if 40 % of employees in GP 4200 have to be additionally given 1<sup>st</sup> class pass, - Additional occupancy in 2 AC shall be:</u></b> (40 % of 1,35,154 / 14480000 % = 54,062 / 14480000 %) = 0.373 % with one set of Pass & 1.12 % with 3 sets of Passes	<b>0.233 % with one set of Pass &amp; 0.7 % with 3 sets of Passes</b>  <b>0.373 % with one set of Pass &amp; 1.12 % with 3 sets of Passes by all concerned</b>

\* Indian Railways Year Book, 2007-08