

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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



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

No. IRTSA/ Memo/CMT/RB/ 28-10

Dated: 20-10-2010

1. Chairman, Railway Board, Rail Bhavan, New Delhi
2. Member Staff, Railway Board, Rail Bhavan, New Delhi

Dear Sir,

SUBJECT: BURNING PROBLEMS OF C & M (CHEMICAL & METALLURGICAL) STAFF ON RAILWAYS

In continuation of our memorandums submitted earlier, we reiterate our submissions on the heart burning problems of C&M (Chemical & Metallurgical) Staff on the Railways and draw the kind attention of the Railway Board towards the following main issues.

1. **Role of C & M Staff:** Chemical & Metallurgical Organization is engaged in testing and certifying of all raw materials, finished products & fuel etc - assuring usage of standard materials and effective quality control of vital Safety required for Rolling stocks & Locomotives. The Railway Board Management Services has considered C & M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments. They are mostly recruited with a qualification of Graduation in Engineering or Post Graduation in Science (MSc) as CMA I (in the Grade Pay of Rs.4200)

2. **Anomaly in the Pay Scale of C&M Engineers:** - Sixth Pay Commission & the Railway Board had not considered the higher recruitment qualification, induction training, higher duties & responsibilities, and specialized trainings of the C&M Engineers - while deciding the pay scales.

It is regretted that even the Grade pay of Rs.4600 which was allotted to all the posts having the element of direct recruitment with the qualification of Graduation in Engineering was not granted to the CMA-I. Detailed justification is attached in the **Annexure-I** - for Grant of Grade Pay of Rs.5400 to CMS (pre-revised scale of Rs.6500-10500 & Rs.7450-11500); and Grade Pay of Rs.4800 to CMA (pre-revised scale of Rs.5000-8000 & Rs.5500-9000).

3. **Career progression for C&M Engineers:** - Chemical and Metallurgical Engineers working in the Grade Pay of Rs.4200 & Rs.4600 have almost no chance of getting promoted to Group-B. Majority of C&M Engineers remain and retire in the same cadre in-spite of vast experience and expertise for over 25 to 30 years including the CMA & CMS. Most of other Railway Employees get nearly 3 to 4 promotions in service, but employees joining this category as CMA & CMS retire in the same cadre - as CMA & CMS. The CMAs get maximum of only one promotion in-spite of higher qualifications and one year of Training, except in rare of the rarest cases (one or two cases in a decade) someone gets promoted to Group-B and that too at the fag end of ones career. On the other hand Direct recruited Officer – (recruited as ACMT etc.) – (with the same or similar qualifications as those of CMA I) get promoted as CMT within 4 years of joining the service on the Railways.

The case of CMA with Master Science degree or Graduate in Engineering as qualification and one year of training is still worse whose present scale itself is humiliatingly downgraded to Rs.4200 instead of Rs.4600 (as mentioned para 3 above). Their career is in the negative progression which needs to be rectified on top priority. The relief under MACPS, in the shape of financial upgrading after 10 years of service is not an adequate compensation for promotion - as it does not provide for improvement in status – which is equally important for proper motivation and job satisfaction.

It is, therefore, requested to **upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of C & M Staff on the Railways.** Detailed justification is submitted in **Annexure-II** - for Career Planning of C & M Engineers (CMA & CMS).

4. **Categorisation of C&M wing as part of Mechanical Department of Zonal Railways and Production Units:** - CMT organization which essentially do the technical work of Inspection and testing of raw materials, finished products, fuel etc is wrongly categorized as 'Miscellaneous

Department'. Functions of CMT departments in Zonal Railways and production units are independent of RDSO and their functional heads are Mechanical HODs of respective Zonal Railways and Production units. Hence it is requested that CMT organization in the Zonal Railways and Production units should be under respective Mechanical Department for all purposes with exclusive seniority unit.

5. Re-Designation of C&M Engineers on par with Technical Supervisors:- C&M Engineers perform their duties of Inspection and certification of materials along with Technical Supervisors in work shops, production units and open line. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer, Section Engineer, Senior Section Engineer) with suitable suffix, since they essentially do the technical work of of quality control during manufacture and maintenance of Rolling Stock, locomotives and other infrastructure on Railways

It is requested that the C&M Engineers who are all part and parcel of Technical department and invariably doing the technical work may also please be designated as Junior Engineer, Senior Section Engineer like Technical Supervisors. Detailed justification is submitted in **Annexure-III**.

6. Grant of PCO Allowance to CMT Engineers in Workshops & Production Units:- The work of C&M Engineers is directly in proportion to the outturn of the Production Units and Workshops. While their counter parts (who are doing similar work) in the Inspection Departments of Production Units and Workshops are paid the PCO Allowance, the CMT Staff is unjustly denied the same.

It is requested that the CMT Staff in all the Railway workshops & Production Units be granted PCO Allowance at par with Technical Supervisors in PCO. Detailed Justification is submitted in **Annexure-IV**.

Hoping for a favourable consideration and early decision on the above submissions.

Yours' faithfully,



**Harchandan Singh,
General Secretary, IRTSA**

Copy for information & favourable consideration to:

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

v) **Annexure-I**

Subject: Granting of Grade Pay of Rs.5400 to CMS (pre-revised scale of Rs.6500-10500 & Rs.7450-11500) & CMA-I(pre-revised scale of Rs.5500-9000); and Grade Pay of Rs.4800 to CMA-II (pre-revised scale of Rs.5000-8000).

Reference: i) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

1. Chemical and Metallurgical Supervisors are ~~Scientific~~ Engineers who ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

2. **Duties & responsibilities of CMAs & CMS:** To ensure the effective quality control and safe running of trains following important functions are performed by CMAs & CMS working in the Chemical and Metallurgical Labs on the Railways:

- i) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.
- ii) Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.
- iii) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
- iv) Suggest remedial methods/process to avoid further failure of components.
- v) Assess the quality of welder and welding and suggest the suitable improved welding techniques.
- vi) Check the quality of paints.
- vii) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
- viii) Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

3. **ANOMALY CREATED BY SIXTH PAY COMMISSION:**

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications (of B.Sc. for CMA-II and degree in engineering (Metallurgy/Chemical)/ M.Sc.(Chemistry/Applied Chemistry) for CMA-I. They have higher induction training than almost all the non-technical categories, but 6th pay commission has equated them with or allotted them even lower grade pay than some of the non-technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualification, training and experience required for their job but also ignoring the duties, responsibilities and over all job requirement of - C&M supervisors.

b) Para 3.4.7 of sixth pay commission clearly mentioned that the staff having “all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.” This clause has also been overlooked by Railways for CMA-I who are placed in PB-2, Grade Pay of Rs 4200 instead of Grade Pay 4600.

c) SCPC report for scientific staff has recommended through para 3.5.7 “The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 ~~(since improved by GOI as Rs.9300-34800)~~ along with grade pay of Rs.4600 corresponding to the pre-revised pay

scale of Rs 7450-11500. This clause has also been overlooked by Railways for CMA-I who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

d) The 6th CPC has thus disturbed not only the horizontal parity but also the vertical relativity.

4. It is therefore requested that:

- i) **CMS - I & CMS-II** (in the pre-revised scale of Rs 7450-11500 & Rs 6500-10500 be given grade pay Rs.5400/- in PB-2 – *(keeping in view their higher nature of Duties & Responsibilities – mentioned in the fore going paras)*.
- ii) **CMA I** (in the pre-revised scale of Rs 5500-9000) - be upgraded as **CMS** in Grade pay of Rs.5400/- in PB-2 (keeping in view their higher nature of Duties & Responsibilities – mentioned in the foregoing paras & the principle adopted by the Sixth Pay commission vide Para 3.4.7 of their Report –cited above).
- iii) In future, the qualification for direct recruitment of CMS be prescribed as Graduates in Engineering (Metallurgy / Chemical Engineering) or Post Graduates in Science (M.Sc. Chemistry / Applied Chemistry) in line with Technical Supervisors and as per recommendations of Sixth Pay Commission vide Para 3.4.7 & 3.5.7 cited above.
- iv) **CMA-II** - in the pre-revised Scale of Rs 5000-8000 - be given grade pay of Rs 4800 in PB-2 – *(keeping in view their nature of Duties & Responsibilities – mentioned in the foregoing paras)*.

Sub: Career Progression of C & M Engineers (CMA & CMS)

1. ~~Chemical and Metallurgical~~ C & M Engineers ensure effective quality control and safety on the Railways. Management Services of Railway Board have considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments on Railways.

2. Need for Combined Cadre Restructuring of Group A, B and C on the Railways:

i) There has ~~been~~ never been any upgrading or Cadre Restructuring of the Apex Grade of Group C (Rs.7400-11500 / now in Grade Pay Rs.4600) on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnation & resultant frustration amongst the incumbents ~~of~~ Group 'C' "C & M" Engineers – especially in the the Apex Grade i.e. Chemical & Metallurgical Superintendents (CMS) on the Railways.

ii) Out of the entire Cadre of C & M Staff (entering with Bachelors Degree in Science or Engineering / Masters' Degree in Science), - only a few of Chemical & Metallurgical Engineers / CMS reach Group B level - that too at the fag end of their careers and only very few of them reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group C and non-implementation of DOPs orders on the Railways regarding Classification of Posts – issued by DOP after the last 4 Pay Commissions. Most of the CMS (Chemical & Metallurgical Superintendents) do not get any promotion. Even after long years of experience and expertise, they remain and mostly retire in the Group 'C' Supervisory cadre itself.

iii) It is therefore requested that necessary recommendations may please be made to the Railway Board for "Combined Cadre Restructuring of Group A, B & C" and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of C & M Staff on the Railways.

3. Cadre Restructuring Group C Posts in C & M Cadre:

i) **Increase in duties & responsibilities:** Duties & responsibilities of C & M Staff have been continuously increasing and are bound to further increase over the years – due to modernisation of Rolling Stock, Locomotives & all other systems on the Railways, introduction of high speed trains & qualitative change in technology.

The Indian Railways is planning for huge improvement in its infrastructure, technology and service on account of "Vision 2020", which will further add to the burden & responsibilities of C&M Engineers.

ii) Need for upgrading of Posts of CMA I due to high recruitment qualifications:

a) The qualification for direct recruitment of CMA-I (in pre-revised scale of Rs 5500-9000) are Degree in Engineering (Chemical/Metallurgy) or MSc. (Chemistry/Applied Chemistry).

b) Para 3.4.7 of Sixth Pay Commission recommended as under:

"all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500".

c) Para 3.5.7 of SPC Report recommended for scientific staff as under:

"The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500".

d) It is therefore requested that the posts of CMA-I (in pre-revised scale of Rs 5500-9000) should be upgraded to the "grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500" – as per above said recommendations of the Sixth Pay Commission.

4. DUTIES & RESPONSIBILITIES OF CMAs & CMSs:

a) The C & M Organization of Indian Railways is primarily responsible for quality control & consequential safety on Indian Railways. Their duties include ~~checking &~~ testing & ~~certifying~~ the Raw materials used in the manufacture of Rolling stocks to exact specifications to avoid the use of sub standard materials in the production repair & maintenance of Railway Coaches, Wagons and Locomotives. Safety items like Wheels, Axles, ~~Springs, Rails,~~ Bogie Frames and ~~Springs Rails~~ etc. supplied to the Production & Repair Shops by Firms ~~& Suppliers etc.~~ are tested and certified by CMT Staff.

b) All the testing has to be done on a time bound basis to ensure productivity and efficiency in production, repair and maintenance of Rolling Stock and punctuality of Train services – even while ensuring optimum safety & quality control. The C & M Engineers (CMAs & CMS) conduct Failure Investigation of Railway components involved in derailment and accidents and making suitable recommendations for preventing further failures & deficiencies. The C & M Engineers use the NDE (Non-Destructive Evaluation) of critical components and save crores of Rupees for Indian Railways.

c) MAIN FUNCTIONS OF CMAs & CMSs:

- i. Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.
- ii. Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.
- iii. Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
- iv. Suggest remedial methods/process to avoid further failure of components.
- v. Assess the quality of welder and welding and suggest the suitable improved welding techniques.
- vi. Check the quality of paints to avoid corrosion, safety, durability & required finish.
- vii. Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
- viii. Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

5. EXISTING CADRE STRUCTURE FOR CHEMICAL AND METALLURGICAL STAFF:

Designation	Pre-Revised Scale	Existing Percentage	Revised GP	%age distribution after merger
CMS-I	7450-11500	37%	Rs.4600	70%
CMS-II	6500-10500	33%	Rs.4600	
CMA-I	5500-9000	20%	Rs.4200	30%
CMA-II	5000-8000	10%	Rs.4200	

6. CADRE DISTRIBUTION OF OTHER INSPECTORIAL CATEGORIES

Fifth CPC Pay Scale	Grade Pay	Traffic Controllers		Loco Running Supervisors	
		Prior to merger	After merger	Prior to merger	After merger by SCPC
7450-11500		37%	85%	65%	100% (as per CRC Recommendations)
6500-10500		48%		35%	
5500-9000		15%	15%		
5000-8000					

7. QUANTUM OF DIRECT RECRUITMENT BE KEPT AT PRE-MERGER LEVEL:-

a) 66-2/3% posts of CMA-I (Rs.5500-9000) are filled up through direct recruitment of Graduates in Engineering or Post-Graduate in Science posts. *Total number of posts filled up through direct recruitment may not be increased and the total quantum of Direct Recruitment should not exceed the pre-SCPC level so that existing Promotional chances for the serving employees may not get reduced for promotion to higher grade.*

8. It is, therefore, requested that:

a) Necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” or for considering the issue separately and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on the Railways.

b) The % age of Direct Recruitment of Engineering Graduates or Post-Graduate in Science shall be modified, in order to maintain the quantum of net direct induction in Pre-Revised level.

c) Cadre of CMT Engineers may please be restructured ~~(in line with the Ministry of Science and Technology (which is having 5% of its strength in Group-A & 8% in Group-B))~~ as under:

Designation	Grade Pay	Present Cadre Distribution	Proposed Cadre Distribution	
			CMA : CMS	C & M Cadre
CMA (CMA II+CMA I)	Rs.4200	10 + 20 = 30%	10%	10%
CMS (CMS II+CMSI)	Rs.4600	33+37 = 70%	90%	75% / 77%
ACMT Group-B Gaz	Rs.4800 / Rs.5400	About 3% of CMS		10 % / 8%
CMT Group A & above	Rs.6600 & above	About 2% of CMS		5 %

Subject: RE-DESIGNATION OF MERGED SCALES IN THE CATEGORY OF TECHNICAL SUPERVISORS.

Reference: Railway Service (Revised Pay) Rules, 2008-Schedules for revised Scales of Pay, Annexure-A & B, dated 11th Sept 2008.

1. Chemical & Metallurgical Assistant –I (CMA-I) which requires M.Sc., or Engineering Degree qualification for the direct recruits shall be given the Grade Pay and Designation at par with the existing SSE and re-designated as **Senior Section Engineer (CMT)**.

Chemical & Metallurgical Assistant –II (CMA-II) which requires B.Sc., qualification for the direct recruits should be given the Grade Pay and Designation at par with the existing JEs and re-designated as **Junior Engineer (CMT)**

Pre-revised Designation	Pre-revised Pay	Revised Grade Pay Rs.	Proposed Designation
CMA-II	5000-8000	4200	Junior Engineer/ CMT (C&M)
CMA-I*	5500-9000	4200	Senior Section Engineer (C&M)
CMS-II	6500-10500	4600	
CMS-I	7450-11500		

* CMA-I (in pre-revised scale of Rs 5500-9000), having an element of direct recruitment with minimum qualifications of Degree in Engineering or Post Graduation in Science, be upgraded as CMS-I (in pre-revised scale of Rs 7450-11500).

Subject: Grant of PCO Allowance to CMT Staff – in Workshops & Production Units

Reference: Railway Board's letter No. E(P& A)-2008/SP-1/WS-4 dated 6.2. 2009

1. CMT (Chemical & Metallurgical Lab) Staff play an important role in improving the production & productivity in Railway Workshops & Production Units through effective quality control & intensive supervision. But CMT Staff are not paid the PCO Allowance like the other Technical Supervisors & Staff in the PCO (*Production Control Organisation*). This is a great injustice which is causing much heart burning amongst the CMT Staff.

2. While 100% Testing by CMT Staff is essential in many areas as per Standing Instructions of Railway Board & RDSO, intensive inspection & Testing by CMT Staff is mandatory to ensure Quality Control under the ISO – 9000.

3. CMT Staff contributes directly to the Productivity of the Shops, it may also be mentioned that the workload of CMT Staff is directly proportionate to the outturn & production of the Workshop / Production Unit. But while the Staff and Technical Supervisors get Incentive Bonus on Shop floor & get PCO Allowance in PCO, but CMT Staff get neither the Incentive Bonus nor the PCO Allowance, even though CMT Staff is a part of the PCO in terms of Para ----of Indian Railways Mechanical Code.

4. A detailed justification is attached herewith, for grant of PCO Allowance to CMT Staff – in Workshops & Production Units.

5. It is, therefore, requested that the CMT Staff (including the CMS, CMA and other technical Staff working in CMT) in the Railway Workshops & Production Units, may please be paid the PCO Allowance at par with the Technical Supervisors & others technical Staff working in PCO.

Encl: Detailed justification.

Justification for grant of PCO Allowance to CMT Staff
- At par with Technical Supervisors in Workshops & Production Units

1. Introduction:

- CMT Staff are attached to the major workshops with a technical laboratory, equipped to carry out all the necessary Chemical & Metallurgical tests. They are responsible for quality control on manufacturing and other operations in the workshops and sheds involving special knowledge of modern chemical and metallurgical techniques so as to optimize the production & productivity.

2. Duties & Responsibilities:

2.1 Material Testing:

- Chemical and Physical Testing of Ferrous/ Non-Ferrous metals, Rubber, Plastics, Plywood, Composites, FRP materials, Electrical cables, Adhesives, Sealants & all other materials used in Railways.
- Testing of Welding Consumables, Trials on Welding processes for coaches, bridges, tracks etc.
- Radiographic testing of Welds (Critical joints) (*100% of EMU Bogie Frames*), Castings, Forgings etc.
- 100% Ultrasonic Testing of Wheel & Axle during manufacture & running in Railway Coaches
- 100% Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs for detection of defects.
- Testing of Paints & surface coatings used for corrosion prevention on Railway coaches & other useful assets.
- Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.

2.2 Process Control:

- Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
- Welder approval for SAW, MIG, TIG, Spot welding processes
- Process control in heat-treatments of Annealing, Normalizing of Forged Components.
- Process control in heat-treatments of Hardening and Tempering of Coiled Springs.
- Process control in Corrosion prevention & Phosphating.
- Process control in Paint shop.

2.3 Additional Duties:

- Standardization of new materials used for rolling stock.
- Consultancy to Design Wings of all Engineering Departments of Indian Railways for selection of proper raw material, process etc.
- Carrying out failure analysis of components used in Rolling stock and advising the necessary corrective and preventive action to avoid such premature failure.
- Inspection and certification of materials at Firm's premises.

Quality Management System (ISO-9001/ 2000):

- Calibration of Measuring & Testing Equipments.
- Updating of Quality Manuals and related documents.
- Co-ordination for Process Qualification Requirements.
- Co-ordination for Process Validation Requirements.
- Periodical Internal Audits and Subject to External Audits.

Environment Management System (ISO-14001/2004):

- Measuring and Monitoring environment around the factory as per the stipulations of Pollution control Board
- Measuring & Monitoring of Ambient Noise level
- Measuring & Monitoring of Quality of stock of Gases
- Measuring & Monitoring of Ambient Air Quality
- Measuring & Monitoring of Water quality.

- Testing of Sewage water.
- Identification, segregation & safe custody of Hazardous wastes.
- Operation & Maintenance of Trade Effluents generated.
- **2.4 Training:**
- Owing to the nature of work, all the staff are sent for training/refresher Courses at RDSO/LKO & IRIMEE / Jamalpur.
- Specialized training in the field of Industrial Radiography at BARC/Mumbai, Ultrasonic Testing at RDSO/LKO, Welding at IRIMEE/Jamalpur, Quality & Environmental Management Systems (ISO) by TUV Agencies are given.

3. Justification:

- By testing materials and controlling processes for manufacture and maintenance in workshops, CMT Staff help achieve higher production and productivity as well as achievement of higher targets and ensure quality control of products and safety of passengers.
- C & M organisation certifies quality of material worth Crores of Rupees every year and also earns Lakhs of Rupees every year by way of test charges on rejected materials.
- C & M staff are exposed to acid & chemical fumes/vapours while analysing and controlling Chemical processes.
- C & M staff are exposed to 'X' & 'γ' 'Gamma' radiations while Radiographic testing.
- C & M staff are exposed to Kerosene vapours and also Black Light (UV) while MPI in curtained booths.
- Of late, inspection and certification of materials at Firm's premises has become major additional work which is managed without additional staff and causes lot of difficulties to CMT staff as they are compelled to undertake journeys at short notice to faraway places and face Train reservation difficulties etc.
- *Railway Board's Management Service Letter of Dec 2000 observes: "Chemical & Metallurgical Organisation of Indian Railways functions as a back bone of entire quality control and preventive maintenance exercise of all the Engineering departments"*

It is therefore, requested that the CMT Staff in all the Railway workshops & Production Units be granted PCO Allowance at par with Technical Supervisors in PCO.