INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

"In pursuit of justice for Rail Engineers since 1965"

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

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No:IRTSA/Memo/ RB / 14-2011 Date: 1-6-2011

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

Respected Sir,

Sub: Problems of Technical Supervisors on Railways.

In continuation of our numerous Representations on the subject, we once again draw your kind attention to the growing frustration amongst the category of Technical Supervisors / Rail Engineers due to non-consideration of their genuine demands. W very earnestly request you for kind intervention and early redressal of the following issues:

1. Technical Supervisors, shoulder the direct responsibilities of safe, efficient production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Signal & Telecommunication systems, overhead equipments and other assets and equipment on the Railways. Reduced man power, introduction of large number of new trains, addition of new assets and introduction of new technologies etc have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions.

But regrettably all these were not considered or compensated for either by the Fifth or the Sixth Pay Commissions. The categories like Accounts, Teachers and Nurses who were in the lower pay scales were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and humiliating, the pay of categories, which work under the Technical Supervisors, were also equated to them - undermining the Supreme Court judgment of "the supervisor pay can not be equal to the person being supervised". In making the conditions from bad to worst in the name of generalization of pay scales Technical Supervisors are today paid equal to the canteen staff.

2. Even with the freeze in the train fare for nearly a decade, the success story of Indian Railways which attracted international attention was also because of extremely large increase in productivity delivered by the Rail Engineers. From the year 2004-05 to 2008-09 the productivity of Technical Supervisors / Engineers on Railways increased substantially as shown below,

Productivity Norm	**1994-95**	**2008-09**	**% increase**
Route Km / employee	0.039	0.046	18.1
Wagon Km / employee	13733.46	37294.40	171.6
Passenger Km / employee	199353.93	604640.69	203.3

3. It is regretted that the untiring contribution of Technical Supervisors / Rail Engineers in this phenomenal increase of productivity of Railways is not being recognized.

4. Indian Railways have been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is adopted and improvements are being made in the existing technology. The Technical Supervisors being the first level of management control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and guide / train the staff working under their control for safe and efficient induction of new technologies.

5. It is extremely painful that no concern for justice was shown by anybody while deciding the pay scale / Grade Pay of JEs and SSEs - who perform the highly responsible duty in the core activities of Indian Railways. This has created severe heartburning among this category which needs to be addressed early.

6. It is, therefore, requested that the following demands and problems of the Technical Supervisors be redressed early for promoting greater safety, efficiency and productivity on the Railways – keeping in view the justification thereof, attached herewith:

MAIN DEMANDS OF TECHNICAL SUPERVISORS

1. **RECOGNITION OF IRTSA** – *TO DISCUSS & RESOLVE PROBLEMS OF TECHNICAL SUPERVISORS – (AS RECOMMENDED BY RAIC & RRC)*
2. **A) GRADE PAY OF ₹ 4800 TO JES, CMA II & DMS**
   B) GRADE PAY OF ₹ 5400 TO SSE, CMS, CDMS
   - KEEPING IN VIEW THEIR QUALIFICATIONS, TRAINING, DUTIES AND RESPONSIBILITIES TOWARDS SAFETY, EFFICIENCY & PRODUCTIVITY ON THE RAILWAYS; AND TO RESTORE RELATIVITY WITH ACCOUNTS STAFF ETC .
   C) PRE-REVISED SCALE OF ₹ 7450-11500 TO CMA-I
   - AS PER RECOMMENDATIONS OF SIXTH CPC AND HAVING AN ELEMENT OF DIRECT RECRUITMENT OF ENGINEERING GRADUATES.
3. **UPGRADING OF SSE, CMS, CDMS TO GROUP 'B'** *(GAZETTED)*
   – AS PER ORDERS OF DOP AS IMPLEMENTED IN ALL OTHERS DEPARTMENTS
4. **INCENTIVE / PCO ALLOWANCE TO C & M, DRAWING, DESIGN, IT (EDP) & STORE ENGINEERS & OTHER LEFT OUT SHOPS**
   - IN VIEW OF THEIR CONTRIBUTION TO PRODUCTIVITY & QUALITY CONTROL
   INCENTIVE OR HONORARIUM TO TECHNICAL SUPERVISORS / ENGINEERS & TECHNICAL STAFF IN SHEDS & OPEN LINE DEPOTS:
   - TO MEET WITH ADDITIONAL WORKLOAD OF NEW ASSETS AND TRAIN SERVICES, HOLIDAY SPECIALS & MILITARY SPECIALS
5. **REVISION OF RATES OF INCENTIVE BONUS – W.E.F 1.1.2006**
   - (INSTEAD OF 1-6-2009)
6. **A) REMOVAL OF DRAWBACKS IN MODIFIED ACP SCHEME**
   B) COUNTING OF TRAINING PERIOD FOR MACPS
   – AS FOR PENSION & INCREMENTS AND AS PAID FOR FROM GENERAL REVINUE.
   C) REVISION OF RATES OF INCENTIVE BONUS OF SSE IN WORKSHOPS & PRODUCTION UNITS - AS PER BASIC PAY GRANTED TO THEM ON FINANCIAL UP-GRADATION UNDER MACP
7. **WITHDRAWAL OF UNIFORM DATE OF INCREMENT**
   DUE TO HEAVY RECURRING LOSS TO THOSE DUE INCREMENT OR PROMOTION IN FEBRUARY TO JUNE
8. **PARITY IN FIXATION OF PAY OF PROMOTEES & DIRECT RECRUITS**
   - BY FIXING THE PAY OF PROMOTEES AT ENTRY LEVEL FOR DIRECT RECRUITS
9. **EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX**
   – AS PER RECOMMENDATIONS OF FIFTH PAY COMMISSION.
10. **A) REVISION OF WAGES EVERY 5 YEARS** *- LIKE ALL PSUs*
    – EARLY SETTING UP OF SEVENTH PAY COMMISSION
    - FOR REVISION OF WAGES WEF 1-1-2011 & TO ADDRESS ALL THE ANOMALIES.
    B) MERGER OF 50% DA W.E.F. 1-1-2011 FOR ALL PURPOSES
    - AS MID TERM REVISION – AS IN THE PAST
11. **A) REVISION OF STIPEND TO GP ₹ 4200 OF TRAINEE JEs W.E.F. 1.1.2006.**
    B) UNIFORM TRAINING PERIOD OF ONE YEAR FOR JES OF MECHANICAL DEPARTMENT LIKE ALL OTHER DEPARTMENTS.

YOURS FAITHFULLY,

ENCL: BRIEF JUSTIFICATION FOR THE MAIN DEMANDS OF TECHNICAL SUPERVISORS

(Harchandan Singh)
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. ***Additional Member, Railway Board, New Delhi.***
2. ***Advisor Industrial Relations, Railway Board, New Delhi.***
3. ***Executive Director Pay Commission I & II, Railway Board, New Delhi.***
4. ***Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi.***

ANNEXURE - I

JUSTIFICATION FOR THE MAIN DEMANDS OF TECHNICAL SUPERVISORS

Sl No	Demand	Brief Justification
1.	**Recognition of IRTSA**	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 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 & 1978) & Railway Reforms Committee. *Detailed Justification submitted in Annexure-A*
2.	**a. i) Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS &** **ii) Grade Pay of Rs 5400 SE, SSE, CMS & CDMS**	i) Recruitment qualifications, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by 6th Pay Commission. ii) Their existing relativity has been adversely disturbed *vis-à-vis* Accounts Staff & others, in-spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways. 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.e. 40% of the Maximum of the scale).* *(Detailed justification in the Annexure-B)*
	b) Pre-revised Scale of ₹ 7450-11500 to CMA-I at par with other Engineering Graduates	Vide Para 3.4.7 of its Report Sixth Pay Commission clearly recommended that *"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."* It is regretted that this recommendation of Sixth CPC has been completely overlooked by Railways for CMA-I who are placed in PB-2 with Grade Pay of Rs 4200 instead of Grade Pay 4600.
3.	**a) Career Planning of Rail Engineers / Technical Supervisors**	i) Technical Supervisor on Railways are recruited after Engineering Diploma & training in Group C and continue to rot therein till retirement - without any career planning or promotional avenues – like other Departments. ii) RRC (Railway Reforms Committee) had recommended for their promotion upto Junior Administrative (JA) Grade but same had not been implemented. iii) Railways have the lowest percentage of posts in Group A and Group B out of the combined strength of posts in Group A, B & C. This had diluted the management and threatens the safety and efficiency on the Railways.
	b) Combined "Cadre Restructuring" of posts of Technical Supervisors along with Group A, B & C.	
	c) Upgrading of adequate %age of posts from Group C posts to Group 'B' Gaz. - of JEs, SSEs, CMAs, CMS, DMS, CDMS & IT Engineers.	

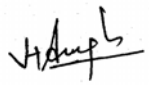
	d) Time Bound promotion of Junior Engineers up to J.A. (Junior Administrative) Grade – as recommended by RRC (Railway Reforms Committee).	iii) Combined "Cadre Restructuring" of posts in Group A, B & C and Upgrading of adequate %age of posts to Group 'B' Gazetted level are the only remedies to provide adequate avenues of promotion & to fully meet with the job requirements as well as for safety on the Railways. *(Please see details in Annexure-C)*
4.	**a) Incentive/PCO Allowance to CMT Labs, Drawing, Design, IT (EDP) & Stores & other left out technical Staff / areas in Workshops & Production Units.**	i) CMT Staff performs duties similar to the Inspection wing of PCO – by inspecting & testing the products & material. ii) Drawing & Design Engineers perform the work similar to Planning Section of PCO - including preparing estimates, material specifications, standardisation of Spares, technical comments etc. iii) Store Engineers perform the duties similar to Progress Section of PCO by arranging for requisite material. iv) As such, CMT / C & M Lab Staff, Drawing & Design Engineers and Store Engineers should be treated as part of the PCO and paid PCO Allowance.
	b) Extension of Incentive Scheme to Open line Diesel & Electric Loco Sheds, C&W Depots etc., to meet with the additional workload in these areas.	Rail traffic is fast increasing due to the introduction of new trains every year. The volume of traffic also widely fluctuates during the year due to introduction of a large number of Holiday Specials, Festival Specials, Military Specials, Tourist Specials, VIP Specials, FTR Specials, Departmental Specials and Goods Specials introduced every year to meet with the seasonal rush and other exigencies. But adequate man power is not provided anywhere on the Indian Railways as per prescribed norms for Man Power Planning / formulae & yard stick for various reasons – both due to lack of requisite sanctions especially for the New assets & trains as well on account of non-filling of vacancies etc. This seriously jeopardizes the safety of train operation. Providing manpower for the fluctuating workload or even for new assets & new trains as and when required is not feasible, economical or practically possible forthwith or even in the long run. The only way out is to introduce a "Group Incentive Scheme' in all Sheds & Open Line Depots. This, apart from motivating the staff to ensure productivity and quality of maintenance, will also save crores of rupees to the Railways in terms of reduced staff cost – especially in respect of the additional staff required as per norms / yard-sticks for Manpower Planning.
5.	**Revision of Hourly Rates of Incentive Bonus @ 2.26 times of the existing rates – w.e.f 1.1.2006.**	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 & PUs) had been revised wef 1-6-2009 and that too at even less than 2 times of the existing rates (*in case of JE-I*) – which is quite unjust and discriminatory. 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) Revision of Incentive rates of JEs at least by two times at par with the others	Incentive Rates were earlier based on the average of the Pay scales as per norms of ILO, but after Fourth Pay Commission these were unjustly linked to the minimum of Pay scale instead of the average of the Pay scales. After Sixth CPC, hourly rates of incentive bonus were further diluted and no logic or scientific methods were applied to arrive at the new incentive rates. This is causing much frustration amongst the staff & Technical Supervisors. While the wages after Sixth CPC were increased by 2.26 times *(i.e. BPx1.86+40%)* than those after Fifth CPC, but the Incentive rates had been increased only 2 times the existing rates in case of Technicians but even lower than that in case of Junior Engineers – thus not only altogether de-linking the Incentive rates from the wages in violation of ILO norms, but even discriminating in respect of proportionate rise. The hourly rates of Incentive Bonus of all other categories have been revised at least two times the existing rates (vide Board's orders cited above). But the new rate of Incentive Bonus for JE-I is only @ Rs49.65, which is less than 2 times of the existing rates of Rs 26.45. Hourly Incentive rates of Junior Engineers should be revised as Rs. 52.90 in proportion to the revision done in case of other categories.
	c)15% of Revised basic Pay may please be paid to all SEs & SSEs at least w.e.f 1.9.2008.	With new pay scales physically coming into effect from 1.9.2008 and the 15% incentive in the revised pay scales implemented from 1.06.2009, incentive amount equal to 15% of the pre-revised pay received by SE/SSE(s) in the month of August 2008 was paid between the months of September 2008 and May 2009 with out even considering the increments earned during these 9 months. SE/SSE(s) recruited in the period between 1.09.2008 and 1.06.2009 (who are all borne only in the Sixth Pay Commission scale) incentive bonus can not be paid based on the pre-revised scale – thus creating a serious anomaly & discrimination – within the same cadre. As such, 15% of Revised Basic Pay may please be paid to all SEs & SSEs at least w.e.f 1.9.2008.
	d) Grant of Incentive Bonus to SSE at Hourly Rates of Bonus like the JE (as recommended by RITES) or Revision of Incentive to SSE to at least 30% of Pay.	As like JEs out put of the section/shop is directly linked with the supervisory element of SSE. Take home Pay of a JE is getting reduced on his promotion to SSE.
6.	**a) Removal of drawbacks in Modified ACP Scheme.**	i) MACPS is related with pay and not with allowances, as such, the date of implementation MACPS should be from 1.1.2006. 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> 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. iv) Period of training should be counted for upgrading under MACPS. *(Detailed justification attached in Annexure - E)*.
	b) Counting of Training Period of JEs for MACPs	Training period of JEs is counted for Pension & Increments and the stipend is paid for from General Revenue. It is not a pre-appointment Training but is a regular appointment after selection by RRB.
	C) Revision of rates of incentive bonus of SSE in workshops & production units - as per basic pay granted to them on financial up-gradation under MACPS	Railway Board's in it's clarification on 27.7.2010 (on incentive bonus) advised an impracticable practice of granting incentive at flat rate of 15% of the substantive basic pay of the regular post held by SSE and not the basic pay granted to them on financial up-gradation under MACP. This is completely discriminatory and impracticable, since pay granted on financial up-gradation is not officiating pay
	c) Entitlement of all types of Passes as per Revised Pay Limits in RBE 03-2011 **a. First A Pass on Grade of ₹4800 & ₹ 5400 granted under MACP** **b. Residential Card Pass, School Card Pass and School Cheque Pass** **c. Complementary Passes issued to Retired Railway men**	a) <u>First A Pass on Grade of ₹4800 & ₹ 5400 granted under MACP</u>: Railway Board vide RBE 06 – 2011 dated 12-1-2011 has clarified that the Grade Pay granted on account of MACP shall be considered for the entitlement of Passes. But the subsequent rider there on that the Grade Pay granted on account of MACP will not affect the status – has created a doubt about entitlement of First A Pass to those granted the Grade Pay of ₹4800 & ₹ 5400 under MACP. This may please be clarified – as in no other Department of Central Government any distinction is made on the basis of Classification of Posts or status – except on the Railways. b) <u>Residential Card Pass, School Card Pass and School Cheque Pass</u>: As per existing Rules eligibility for "Residential Card Pass", "School Card Pass" and "School Cheque Pass" were same as that of privilege Passes. It is requested that the Railway Board's order on revised pay limits for entitlement of Privilege Pass/PTOs issued vide RBE 03-2011 may please made applicable for the Residential Card Pass, School Card Pass and School Cheque Pass. d) <u>Entitlement of Passes to Retired Railway men at par with the post from which they retired</u>: Some of the Pensioners are getting lower Class of Complementary Passes than the Revised Entitlement of the posts from which they had retired. It is requested that the orders issued vide RBE 03-2011 may please be extended to the Retired Employees / Pensioners – at par with the serving employees working on the posts from which they had retired. This will provide some relief to Retired Railway employees of Group C & D in their old age.
7.	**Withdrawal of system of uniform date of Increment – *causing discriminatory postponement of increments due in the intervening periods.***	i) Due to introduction of uniform date of increment on July 1st, 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.

		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. This is in contravention of Fundamental Rules. Under Rule 1318 (F.R.24) *"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"*.
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 Pay Rules – which lay down that on *"promotion add one increment as a notional one in the lower scale and then fix at the next higher stage in the new scale"* . 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.
9.	**EXEMPTION OF *DA & HRA* FROM INCOME TAX *(as per 5th CPC Report).***	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.
10.	**a) Revision of wages every 5 years** - *like all PSUs;* **AND Early setting-up of 7th Pay Commission for revision of wages from 1-1-2011.**	Government had already conceded for a revision in PSUs after every 5 years. Same criteria should be applied in case of Central Government employees. Disparity with PSUs & Corporate Sector have increased further since Sixth CPC due to revision of wages in PSUs w.e.f. 2007 and it will substantially increase further w.e.f. 2012 when the next Pay Revision is affected in PSUs. Government is not ready to remove the Anomalies caused after Sixth Pay Commission – as apparent from the deliberations in the JCM & NAC etc. D.A would exceed 50% w.e.f. January, 2011, but merger of DA is not proposed to be done due to retrograde recommendations of the Sixth Pay Commission to the contrary as accepted by the Government. Seventh Pay Commission should, therefore, be set up forthwith for revision of wages and Pensions from 1st January, 2011**.** *(A detailed note on the subject is attached in the Annexure-D).*
	b) Merger of 50% DA w.e.f. 1-1-2011 for all purposes – as in the past	It is regrettable that the Sixth Pay Commission in Para 4.1.18 of its report, had recommended that the DA should not be merged on reaching 50% (and an increase of 25% in some Allowances be given – other than DA & HRA). The Merger of DA on crossing 50% was proposed to be discontinued on the ground that the Increments had been recommended to be on percentage basis (instead of fixed ones in each Scale earlier). It was further contended by the Sixth Pay Commission that the Base point for calculating the Consumer Price Index should also be raised if the DA was to be merged. Both these contentions of Sixth Pay Commission were not only inconsistent with the recommendations of the previous Pay Commissions; these were also against the

		established laws of economics on which the very concept of grant of DA and merger thereof after reaching a reasonable level were based – to avoid wage erosion and its distortion. As DA should necessarily be merged with Pay and Pension for all purposes – as in the past - from the date the DA crosses 50% i.e. 1-1-2011.
11.	**a) Revision of Stipend of Trainee J. Es. (Junior Engineers) to Rs.4200 Grade Pay w.e.f. 1.1.2006.**	As per existing rules, the period of Training is treated as "Qualifying Service" for Pensionary benefits and for grant of Increments etc. and as per Fundamental Rules the Stipend is paid from Revenue Account of Consolidated Fund India. As such, it is requested that, Stipend be revised to Rs.4200 Gade Pay wef 1.1.2006 - as in the case of Revised Pay Scales of JEs.
	b) Uniform Training period of one year to JEs in Mechanical - like all other Departments	Based on the Report of the Task Force under Human Resource Reforms Committee constituted to review the Training Modules for the Trainees, induction training period for the App. JEs were modified as 52 weeks (one year) instead of one and half year training. While the revised training module has been introduced after a detailed study, this will also ensure more productivity by the way of availability of more man power. Even though revised training modules have since been issued for Electrical, and Signal & Telecommunication Departments, the same have not been issued for App. JEs of Mechanical Department, Bridges and Printing. It is therefore requested that Revised Training Module with 52 weeks duration (one year) may please be issued for App. Junior Engineers of Mechanical department, Design & Drawing, JE - Bridges and JE - Printing in line with the uniform one year training period for all App. JEs.



Harchandan Singh,
General Secretary, IRTSA

Annexure-A

Subject: Recognition of IRTSA – *to discuss & resolve the problems of Engineers / Technical Supervisors on the Railways- as recommended by Railway Accident Inquiry Committees (RAIC) & Railway Reforms Committee* (RRC).

1. This is the case of 70,000 Technical Supervisors (working as Junior Engineers & Senior Section Engineers) who supervise the huge workforce of 8.2 lakhTechnicians, good number of ministerial and other staff in Indian Railways and who are mainly responsible for the Safety, Efficiency of the Railways and custodians of properties spread across the entire country.

2. Technical Supervisors working in Mechanical, Electrical, Engineering and S&T departments are directly responsible for the safe & punctual running of trains. Fitness of the Rolling Stocks, Locos, P-way, Bridges, Signal & Telecommunication equipments etc for train operations are being certified only by this category. Responsibility of implementing Modernizations in the Railway system to improve its productivity and safety performance is directly borne by this nerve category. Responsibility of educating, training, supervising and ensuring execution of work from the huge workforce - which has a direct bearing on safe & punctual running of trains.

3. Technical Supervisors - as frontline Managers, on the Railways bear the brunt of the continuously rising workload and responsibilities of production, repair and maintenance of ever increasing fleet of modern Rolling Stock, Locomotives and allied Machinery, Plants, Equipments and valuable mobile and immobile Assets of the Railways – ensuring safety.

4. There is no recognized organization to represent this category of frontline Managers - Technical Supervisors on the Railways although all other Departments – like CPWD, MES & Telecommunication (DoT) all have recognized organizations of their counterparts in those Departments. This is the main route cause for non-redressal of the grievances of this vital cadre - thereby causing widespread frustration amongst them due to lack of any machinery for discussion or redressal of their problems.

5. A threat to Safety on Railways - an issue of national importance: For the last 40 years, four high level expert Committees have gone into each and every detail of Railway Safety and have suggested measures for its improvement. Railway Accidents Committee Railway Accidents Inquiry Committee (headed by Justice Wanchoo) in 1968 and Railway Accidents Enquiry Committee (headed by Justice Sikri) in 1978 and Railway Safety Review Committee (headed by Justice Khanna) in 1998 went into the whole gamut of railway operational safety.

Most of the recommendations of these committees were accepted by Railways and implemented one after another – except the one for 'Provision of a Recognised Forum for discussing & resolving the problems of Supervisory cadres on the Railways'.

6. All these Committees (headed by Justice Wanchoo, Justice Sikri and Justice Khanna) were categorical that the Supervisors, who are the front line managers, should be barred from joining unions but should have the right to represent their grievances. They all recommended that the Supervisors organization - as a separate Association - should be recognised. The recommendations of the four Accident Inquiry committees of barring supervisors from joining unions and recognising their Association were unfortunately not accepted by the Railway – even though the recommendations were in the interest of the Safety on the Railways.

7. Railway Reforms Committee (RRC) also made similar recommendations for Recognition of Supervisors Association in the interest of better management, Safety & efficiency on the Railways but even the same were also rejected by the Railways.

8. These committees recommended for recognition of a separate Association for them so that Technical supervisors who are having direct responsibilities for getting the work executed for safe running of trains should not be depend on the Unions of the employees working under them to redress their grievances as this will create a negative influence and favouritism in the system.

9. Position in Central P.W.D: CPWD is the premier agency of the Central Government operating throughout the country for construction, maintenance and repairs of all works and buildings financed from civil works, budget, except departments who have their own Engineering Units, recognize the Association of Junior Engineers and other Engineers who are all recruited with the qualification of Diploma in Engineering & Graduation in Engineering.

10. Recognized Services Association in CPWD: Following Associations are recognised in CPWD:

1. Central Engineering Services (Class I) Direct Recruits Association.
2. Central Engineering Services (Class II) Direct Recruits Association.
3. Central P.W.D. Engineers Association.
4. Central P.W.D. Junior Engineers Association (India) New Delhi (with branches at Bombay, Calcutta, Madras and Guwahati).
5. The Graduate Junior Engineers' Association.
6. The AMIE Junior Engineers' Association.
7. Central P.W.D. Engineering & Drawing Staff Association.

11. The present system of negotiation through organized forum also puts Technical Supervisors in great disadvantageous position, since grievances of more than 150 categories have to be routed through single channel and dilution of genuine demands are inevitable. It is high time to grant separate recognition to Technical Supervisors Association - as granted to Engineers Associations in CPWD, MES and state Governments which got them decent pay, career progression, work environment etc.

12. IRTSA is nearly 45 years old Association *(registered under the Trade Union Act-1926)* and represents over 70,000 Technical Supervisors on the Indian Railways supervising a workforce of nearly 8.2 lakh Railway men. Recognition of IRTSA will go a long way not only in redressing the problems of Rail Engineers / Technical Supervisors – it will also substantially improve safety, efficiency & productivity on the Railways through greater job satisfaction & motivation of Frontline Managers / Technical Supervisors.

13. It is, therefore, requested that IRTSA (Indian Railways Technical Supervisors Association) may please be Recognized by the Railways - to represent and discuss the problems of Engineers / Technical supervisors on Railways – as recommended by RAIC *(Railway Accident Inquiry Committees – headed by Justice Wanchoo, Justice Sikri & Justice Khanna)* & RRC *(Railway Reform Committee).*

Annexure-B

Subject: a) Grant of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineer (in pre-revised scale of Rs.6500-10500 & Rs.7450-11500) on Railways; and

b) Grant of Grade Pay of Rs.4800 to Junior Engineers (in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000) on Railways.

Reference:-i) Gazette notification No.470, Ministry of Finance G.S.R. 622(E) dated 29-8- 2008

ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

1. Engineers / Technical Supervisors on Railways *(in the Pre-revised scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500 & Rs 7450-11500)* have been placed in PB-2 Rs 9300-34800 & granted Grade Pay of Rs 4200 & Rs 4600 on the Railways – *(which are even lower than the Staff of Accounts Department on Railways & elsewhere – who are a supporting staff and who had all along been in lower Pay scales than the Technical Supervisors on the Railways)* - thus disturbing the 'Horizontal Parity ' as well as the 'Vertical relativity'.

2. As frontline Managers Technical Supervisors on the Railways are responsible for safe & efficient running of trains – supervising & managing a large work force of Technicians & Senior Technicians (Master Craftsmen) and other Staff engaged in the production, repair and maintenance of Rolling Stock, Locomotives allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & modernized.

3. Technical Supervisors manage and ensure complete and absolute safety and optimum efficiency of train services – at times even without the requisite facilities and staff.

4. Technical Supervisors working in Mechanical, Electrical, Civil Engineering and S&T Departments have not only to ensure but also to "Certify the Fitness" of the Rolling Stocks, Locomotives, P.Way, Bridges, Signal & Telecommunication equipments etc,

5. Responsibility of implementing Modernizations in the Railway system to improve its productivity and safety performance is directly borne by this nerve category. Educating, training and extracting work from the huge workforce is carried out by this category, which is having direct bearing on safe & punctual running of trains.

6. IRTSA has constantly been representing to all concerned against the injustice done by the administration and especially by the last two Pay Commissions – creating anomalies and disparities in their Reports. But still no relief has yet been provided.

7. Sixth Pay Commission had compounded the injustice meted to the Rail Engineers / Technical Supervisors - by treating them even lower than the Nurses & the Accounts Staff - in spite of 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways. This continuous neglect had greatly perturbed and frustrated the Rail Engineers / Technical Supervisors.

8. If the pay scales / Grade Pay of this vital category of Technical Supervisors, which is having direct responsibility in safe and efficient running of trains, are kept lower than that of pay scales of the categories like Accounts Staff - which are having supportive roles - is bound to adversely affect their efficiency and in turn that of the Railways. Continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems. This humiliation needs to be removed early.

9. Factors contributing to the perpetration of injustice with the Engineers / Technical Supervisors on the Railways:

i) Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by 6th Pay Commission & the Government while deciding the Grade Pay of Technical Supervisors (Junior Engineers, Section Engineers & Senior Section Engineer on the Railways)

ii) Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.

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 was 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.

iv) Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth CPC,

v) Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise the MCM (Master Craftsman / Senior Technicians). This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.

vi) Increase in Duties & responsibilities of Technical Supervisors due to modernization, introduction of high speed trains & numerous other factors have all been ignored. Including technological advancements in Railway Engineering, greater application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways for production, repair and maintenance of Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.

vii) While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.

10. It is, therefore, requested that:

a) Senior Section Engineers in Grade Pay of Rs.4600 may please be granted the Grade Pay of Rs.5400 and

b) Junior Engineers in the Grade Pay of Rs.4200 may please be granted the Grade Pay of Rs.4800.

Annexure-C

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

i) There has been no upgrading or Cadre Restructuring of Apex Grade of Group 'C' on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade 'C' – amongst the Technical Supervisors.

ii) There has been substantial increase in the duties and responsibilities of the Technical Supervisors (JEs & SSEs) due to modernisation and advancement of technology on the Railways – but this has not been recognised or remunerated – especially in case of Senior Section Engineers.

iii) Less than 1 % of Technical Supervisors – (entering service with Diploma or Degree in Engineering) - reach Group 'B' level and only a small fraction thereof reach Group 'A' level – due to very meager number of Posts in Group 'A' & 'B' vis-à-vis Group 'C'. This is especially so due to non-implementation of DOPs orders regarding Classification of Posts – issued after the last 4 Pay Commissions on the Railways. Large majority of Technical Supervisors (with Diploma in Engineering as qualification at JE level and with Graduation in Engineering as qualification at SSE level) do not get any promotion except in a very few cases and that too at the fag end of their careers. Even after long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself.

JUSTIFICATION FOR COMBINED CADRE RESTRUCTURING OF GROUP A, B & C ON RAILWAYS

i) In the new scenario of modern liberalized economy and management requirements thereof, it is requested that Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' may please be considered 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 Railways – keeping in view the following facts:

ii) Most of the employees get 3 or 4 promotions or even more in their service in Railways - except the JEs & SSEs. It is pertinent that JEs with Diploma in Engineering and one & a half year of training as well as SSEs with Graduate in Engineering and one year of on the job training - are getting stagnated in the Apex Group C scale without any further avenue of promotion except in rare 2 to 3% cases. JEs who enter in the Grade Pay of Rs.4200 will get only one promotion to the GP of Rs.4600. SE/SSE with Graduate in Engineering qualification enter in the GP of Rs.4600 and will remain stagnant and rot in Group 'C' throughout their career due meager number of posts in Group-'B'.

iii) In Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-'B' posts are available for 5,72,191 Group-'C' employees, i.e. just 0.74% posts are available in Group-'B'. After abolition & Up-gradation of Group-'D' to Group-'C' the availability of Group-'B' posts will further dip to very meager i.e. just 0.47% - as indicated in the Tables below:

Analysis of Staff Strength in the Technical departments of IR as on 31st March 2009

	Gr-A	Gr-B	Gr-C	Gr-D	Total	% Gr-A	% Gr-B	% Gr-C	% Gr-D
Engineering	**1203**	**1565**	**144961**	**197132**	**344861**	**0.35%**	**0.45%**	**42.03%**	**57.16%**
S&T	**484**	**756**	**39781**	**22394**	**63415**	**0.76%**	**1.19%**	**62.73%**	**35.31%**
Mechanical	**647**	**875**	**253487**	**64326**	**319335**	**0.20%**	**0.27%**	**79.38%**	**20.14%**
Electrical	**592**	**640**	**117836**	**34219**	**153287**	**0.39%**	**0.42%**	**76.87%**	**22.32%**
Stores	**408**	**438**	**16126**	**12070**	**29042**	**1.40%**	**1.51%**	**55.53%**	**41.56%**
Total	**3334**	**4274**	**572191**	**318071**	**909940**	**0.37%**	**0.47%**	**62.88%**	**34.96%**

(Ref: Indian Railways Annual Statistical Statement for the year 2008-09)

Staff Strength in Technical Depts. of Rlys. Subsequent to up-gradation of Group-D to Group-C

	Group-A	Group-B	Group-C&D	Total	% Gr-A	% Gr-B	% Gr-C&D
Engineering	**1203**	**1565**	**342093**	**344861**	**0.35**	**0.45**	**99.20**
S&T	**484**	**756**	**62175**	**63415**	**0.76**	**1.19**	**98.04**
Mechanical	**647**	**875**	**317813**	**319335**	**0.20**	**0.27**	**99.52**
Electrical	**592**	**640**	**152055**	**153287**	**0.39**	**0.42**	**99.20**
Stores	**408**	**438**	**28196**	**29042**	**1.40**	**1.51**	**97.09**
Total	**3334**	**4274**	**902332**	**909940**	**0.37**	**0.47**	**99.16**

iv) In spite of higher nature of duties and responsibilities on account of requirements of Safety & modernisation, Railways have the lowest %age of Gazetted posts in Group 'A' & 'B' vis-à-vis Group 'C' & 'D' - in comparison to all other Departments of Central Government. *(Please see the Table below & further details in Annexure - IA).*

Ministry / Department	%Group A	% Group B	% Group C	% Group D
All India Avg. *% age of Gr. A & B –vs- C & D*	**2.8%**	**5.3 %**	**64.2%**	**27.6 %**
Railways *% age of Group A, B-vs- C & D*	**0.6 %**	**0.5 %**	**61.9 %**	**37.0 %**
All India Average *% age of Gr. A, B -vs- Gr. C*	**3.9 %**	**7.3 %**	**88.8 %**	**Group 'D' Not counted**
Railways *% age of Group A, B –vs- Gr. C*	**0.9 %**	**0.8 %**	**98.3 %**	**Group 'D' Not counted**

v) In the present scenario of huge investments and fast & prompt completion of new projects, more number of posts in the Group-'A' & 'B' are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.

vi) Sixth Central Pay Commission in its recommendations and thereafter the Government has made the right decision of abolishing the Group-'D' posts and upgrading them as Group-'C'. But similar functional and career improvements (made at the bottom level) have not been carried over to the middle tier in the apex Group-'C' and Group-'B'.

vii) Large number of Posts have been upgraded over the years in Group 'A' & 'B' to ensure the career planning of the Officers in those cadres but no such upgrading had been allowed in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernisation on the railways.

vi) All these are 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 polices & plans due to lack of executive powers of the Technical Supervisors who are the 'On 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 Railway Accident Inquiry Committees as well as by the Railway Reforms Committee.

vii) Even though the exercise of CRC is limited to Group 'C' cadre, Finance Ministry *(vide OM referred in SL.No.4, point vii)* allows the deviation after consultation with it.

viii) It is, therefore, requested that the combined cadre strength of Technical Departments including all posts in Group-'A', 'B' and 'C' on Indian Railways may please be Restructured as under -– so as to be comparable with - if not higher than - the All India Average *% age of Group 'A', 'B' & 'C'* of Central Government employees in other Departments:

PROPOSED DISTRIBUTION OF POSTS ON RAILWAYS

AS PER ALL INDIA AVERAGE %age DISTRIBUTION OF POSTS UNDER CENTRAL GOVERNMENT

Group of Posts	Existing % age Distribution of Posts On Railways * After the upgradation of Gr-D to Gr-C	Proposed % age Distribution in Technical Departments on Railways As per All India Average * After the upgradation of Gr-D to Gr-C	Existing % age Distribution of Posts On Railways* Without counting Existing Group D	Proposed % age Distribution in Technical Departments on Railways As per All India Average * Without counting Existing Group D
Group A	**0.6%**	**2.8%**	**0.9%**	**3.9%**
Group B	**0.5%**	**5.4%**	**0.8%**	**7.3%**
Group C	**98.9%**	**91.8%**	**98.3%**	**88.8%**

Annexure-D

REVISION OF WAGES EVERY 5 YEARS - *LIKE ALL PSUs*

Time to setup Seventh Pay Commission

There is a long pending demand for a wage revision every 5 years or rather a continuous process of wage revision through a Permanent Pay Body and the demand was rightly conceded by Fifth Pay Commission – though not accepted by the Government. Date of implementation of 6th CPC has completed 5 year on 1-1-2011. It is, as such; time to set up Seventh Pay Commission.

PARITY OF PERIODICITY FOR WAGE REVISION WITH PSUs

The Government has already conceded to effect wage revision in PSUs after every 5 years. The disparities with PSUs & Corporate Sector have increased further since Sixth Pay Commission submitted its Report as the PSUs got a big wage hike w.e.f. 2007 thus increasing the gap further with Central Government employees. The disparity will be further increased as the next wage review in PSUs is due in 2012 and the wage disparity can be just visualized especially due to fast improvement in economy.

It is imperative that the same criteria for revision of wages every 5 years as adopted in PSUs, should be adopted for revision of wages and pension of Central Government Employees and Pensioners.

DA component in the wages would exceed 50% w.e.f. January, 2011. But merger of DA will not be done (as in the past) due to retrograde recommendations of the Sixth Pay Commission not to merge the DA on reaching 50% but to give only a nominal increase of 25% in some Allowances – other than DA & HRA.

Anomalies in Sixth CPC Report are not expected to be removed - except by a Pay Commission - since the Government is apparently not ready to agree on any of the major issues of concern.

Fourth CPC recommended a Permanent Machinery to undertake periodical review of the pay, allowances and conditions of service of Central Government employees.

VIEWS OF PREVIOUS PAY COMMISSIONS

Fifth CPC in Chapter 171 had recommended that the “Government may set up a Constitutional body, which should be responsible for maintaining and updating the basic data on pay and allowances of Government employees and to review the pay scales and rates of allowances and other related matters on a continuing basis.”

Fifth CPC further proposed that the mandate for such a Pay Body should be to suggest revision of pay scales every year by merger of dearness allowance or with reference to the cost of living index.

The only argument that Govt. can possibly have against the suggestion is that the Govt. will be required to spend more on pay and allowances than it does now, because of the lag between the need for pay revision and the actual revision itself. This is a false argument and fails to take into account the simmering discontent that such a palpably unjust mechanism engenders among its employees.

Fifth Pay Commission recommended that “It would be in the fitness of things if the Permanent Pay Body is given a constitutional status and authority, as is the case with the Finance Commission.” Fifth CPC also mentioned in Para 171.13 in its report that: “In the Chapter on Dearness Allowance we have suggested that each time the CPI increases by 50% over the basic index used by the last Pay Commission it should be converted into Dearness Pay. Such DP should be counted for all purposes, including retirement benefits.”

It is regrettable that the Sixth Pay Commission in Para 4.1.18 of its report, had recommended that the DA should not be merged on reaching 50% (and an increase of 25% in some Allowances be given – other than DA & HRA). The Merger of DA on crossing 50% was proposed to be discontinued on the ground that the Increments had been recommended to be on percentage basis (instead of fixed ones in each Scale earlier). It was further contended by the Sixth Pay Commission that the Base point for calculating the Consumer Price Index should also be raised if the DA was to be merged.

Both these contentions of Sixth Pay Commission were not only inconsistent with the recommendations of the previous Pay Commissions; these were also against the established laws of economics on which the very concept of grant of DA and merger thereof after reaching a reasonable level were based – to avoid wage erosion and its distortion.

The demands for Merger of DA after reaching 25% and revision of DA after every 3 months instead of 6 months were also summarily rejected by the Sixth CPC. But the worst part of it was that while the Sixth Pay Commission found merit in the recommendations of the Fifth Pay Commission that the "DA should be paid net of Taxes", Sixth CPC failed to make any further comment or recommendation thereon. As such the Government found it convenient to ignore it all together.

As mentioned earlier, there seems to be no possibility to get the anomalies of Sixth Pay Commission removed – keeping in view the response of the Government in various Forums – including JCM – National Council, National Anomalies Committee (NAC) & SCOVA etc. Seventh Pay Commission should, therefore, be set up forthwith for revision of wages and Pensions from 1st January, 2011.

Annexure-E

Subject: MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)–
a) General Anomalies; b) Anomalies relating to Technical Supervisors on Railways

Reference: i) DOP&T OM No. 35034/3/2008-Estt. (D) Dated 19th May, 2009
ii) MoR (Railway Board)'s OM RBE No 101 dated 10.6.2009

We welcome setting up of the Committee on Anomalies of MACPS and draw the kind attention of the Committee towards following General or Common Anomalies pertaining to MACPS and the specific Anomalies relating to the Technical supervisors on Railways - arising out of MACPS.

PART A: ISSUES RELATING TO RAIL ENGINEERS / TECHNICAL SUPERVISORS

1. Counting of training period of Junior Engineers (JEs) for MACPS:

Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as Junior Engineers (JEs) on Railways is not pre-appointment training in nature (as that of the Apprentices recruited under the Apprentices Act).

The Stipend paid during the training period to them is from the Revenue account and due to this very reason the Department of Personnel & Training (DOPT) had decided earlier that the training period shall be counted for pensionary benefits, for issue of passes and drawal of increments.

It is, therefore requested, that the training period of Junior Engineers (JEs) on Railways be counted towards regular service for the purpose of ACPS / MACPS.

2. Promotion through LDCE & GDCE be considered as entry grade:

Staff who get their promotion through Limited Departmental Competitive Examination (LDCE) and General Departmental Competitive Examination (GDCE)

(i) Technicians on Railways who are promoted through LDCE as Intermediate JEs are given one & a half year training like the direct recruit JEs who are recruited through RRB. No other category goes through such a training equal to that of direct recruited JEs or the Intermediate JEs on Railways.

(ii) Serving employees who have Diploma in Engineering can appear for selection through GDCE. The selection is not limited to the employees of the Zone or PU where the vacancy occurs. This is an open selection process for filling up 50% of the Direct Recruitment Quota (25% of the whole cadre), where any person from any Railway can apply. Even those who are not working as a Technician, but have the requisite Diploma, can apply for GDCE. The examination is conducted by RRB and the candidates go through the same stringent selection process as fresh candidates. Those selected through GDCE also undergo training similar to Direct Recruit JEs and are paid stipend. Hence, even if these people have joined Railways in a lower Direct Entry Grade and served the Railways, their service for the purpose of MACPS should be counted from the date of their selection as JE.

As such, it is requested that promotion through Limited Departmental Competitive Examination (LDCE) and General Departmental Competitive Examination (GDCE)may please be considered as entry grade for the purpose of financial up-gradation through MACPS and Intermediate JEs should be given three financial up-gradations after the promotion as JEs.

3. First A Pass on Grade of ₹4800 & ₹ 5400 granted under MACPS:

Railway Board vide RBE 06 – 2011 dated 12-1-2011 has clarified that the Grade Pay granted on account of MACPS shall be considered for the entitlement of Passes. But the subsequent rider there on that the Grade Pay granted on account of MACPS will not affect the status – has created a doubt about entitlement of First A Pass to those granted the Grade Pay of ₹4800 & ₹ 5400 under MACPS. This may please be clarified – as in no other Department of Central Government any distinction is made on the basis of Classification of Posts or status – except on the Railways.

4. Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Workshop cadre.

1. The Engineering Graduates in Design cadre / workshop cadre were recruited in the scale of Rs.1600-2660. Subsequently, in the Workshop cadre the Engineering Graduate recruitment was upgraded to the scale of Rs.2000-3200 which was revised to Rs.6500-10500 in Fifth CPC. Whereas in Design cadre it was in the scale of Rs.5500-9000 for a brief period, and subsequently, upgraded

to Rs.6500-10500 w.e.f.1.9.1998. (Reference:– Railway Board's letter No. PC-V/97/I/11/3, dated 28.09.1998). After the implementation of Sixth Pay Commission recommendations entry grade pay for Engineering Graduates in the Design cadre /Workshop cadre is Rs.4600.

2. After the implementation of Sixth Central Pay Commission Modified Assured Career Progression Scheme (MACPS) vide Board's letter no. PC-V/2009/ACP/2 dated 10.06.2009 was implemented. There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 10, 20, and 30 years of service respectively. The MACPS scheme basically viewed as a "safety net" to deal with the problem of genuine stagnation and hardship faced by the employees due to lack of promotional avenues.

4. While implementing the MACP order the Engineering Graduates recruited before 1.9.1998 has been fixed Grade pay of Rs.4200. This will clearly place the pre 1.9.1998 appointed Engineering Graduates in a disadvantageous position vis-a-vis the fresh entrant recruited after 1.9.1998 who will be getting Grade Pay of Rs.4600. Following discrimination will arise for the pre-1.9.1998 appointed Engineering Graduates,

	No of Years of service	**Pre-1.9.1998 appointed Engineering Graduates**	**Post-1.9.1998 appointed Engineering Graduates**
Entry Grade		Grade Pay Rs.4200	Grade Pay Rs.4600
First Financial Upgradation	10 years	Grade Pay Rs.4600	Grade Pay Rs.4800
Second Financial Upgradation	20 years	Grade Pay Rs.4800	Grade Pay Rs.5400, PB-2
Third Financial Upgradation	30 years	Grade Pay Rs.5400, PB-2	Grade Pay Rs.5400, PB-3

5. This is against the natural justice and the basic spirit of motivational element in the MACP. Engineering Graduates who were all appointed prior to 1.9.1998 will be getting financial upgradation one grade below than that of those appointed after 1.9.1998.

6. It is, therefore, requested to kindly eliminate this discrimination by placing all the Engineering Graduate Entrants in the Design Cadre, irrespective of their date of entry in the revised scale with the of Grade Pay Rs.4600.

5. <u>MACP to Drawing Office Cadre recruited in the abolished grade of Rs.4000-6000 scales of IV CPC</u>

In terms of Board's letter No.PC-V/97/1/11/3 dt 28.09.1998, the cadre of Tracer/Asst. Draftsman in the scale of Rs.4000-6000 has been abolished and the posts have been redistributed/surrendered. Accordingly 50% of posts laid vacant in the cadre of Rs.4000-6000 as on 01/09/1996 were surrendered and remaining 50% were upgraded to the Grade of Rs.5000-8000. As and when more posts fall vacant, 50% of such posts were surrendered and 50% got upgraded to Rs.5000-8000 and the posts in the grade of Rs.4000-6000 got worked off progressively. In the old ACP scheme, employees promoted from the grade of Rs.4000-6000 to the grade of Rs.5000-8000 prior to the letter dated 28.9.1998 were made eligible for the financial up-gradation and all other employees got their promotion during the transition period of abolishing & upgrading the post of Asst. Draftsman were denied of the ACP benefit.

After the implementation of SCPC recommendations, the entry grade in the Design & Drawing Wing is in the Grade Pay of Rs.4200. The post of Asst. Draftsman which were abolished and upgraded to Junior Engineer is also granted with the grade pay of Rs.4200. The Asst. Draftsman recruited in the pre-revised scale of Rs.4000-6000 and promoted/upgraded to the pre-revised scale of Rs.5000-8000 after 28.09.1998 are stagnant at the entry grade for 20 years, because, their promotion/up-gradation to the pre-revised scale of Rs.5000-8000 (Rs.4200 GP) was considered as a regular promotion. Tracers recruited in lower scale have been absorbed as Asst. Draftman only after 5 years of experience or by possessing prescribed qualification.

It is, therefore, requested that the entry grade for the Tracers/Asst. Draftsman may be considered as Rs.4200 Grade Pay and the MACPS benefits may be extended to all of them irrespective of their promotion/up-gradation date.

PART B: GENERAL ANOMALIES PERTAINING TO MACPS

1. Date of effect of MACP Scheme:

MACP scheme is operational w.e.f. 01.09.2008 *(in terms of Para 9 of the orders cited above)*. This is unjustified - since MACPS is related with pay and not with allowances and the revised Pay have been made effective from 1-1-2006. It is, therefore, requested that date of implementation of MACPS may be done from 1.1.2006 *(i.e from the date of implementation of the Revised Pay Rules, 2008).*

2. Stepping up of pay for difference in pay under old ACPS & MACPS:

Under the MACPS, the pay of the junior will be higher than that of the senior if the Senior is getting his upgrading under the old ACPS (say in August, 2008) & the junior is getting it later (say in September, 2008) under the Modified ACPS.

It is, therefore, requested that Employees be given an option to get stepping up of pay on account of old ACP or the Modified ACPS, because, as per orders cited above – *"no past cases would be re-opened (in terms of Para 11 of the orders on MACP Scheme cited above) and while implementing the MACP Scheme, the differences in pay scales on account of grant of financial up-gradation under the old ACP Scheme (of August 1999) and under the Modified ACP Scheme within the same cadre shall not be construed as an anomaly".*

This is anomalous and may please be looked into sympathetically.

3. Grade pay on promotion & on up-gradation under MACPS should be the same:

MACPS envisages merely placement in the immediate next higher Grade Pay in the recommended revised Pay Bands and Grade Pay as given in Revised Pay Rules, 2008. Thus, the Grade Pay at the time of financial up-gradation in certain cases where regular promotion is not between two successive grades can be different than what is available at the time of regular promotion. In such cases, the higher Grade Pay attached to the next promotion post in the concerned cadre will be given only at the time of regular promotion. This is anomalous - *as apparent from the following example:*

Grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs.5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate Grade Pays for the purpose of grant of up-gradations. Graduate Engineers in Railways who are recruited in GP-Rs.4600 PB-2 on their regular promotion will be placed in GP-Rs.4800 after their first promotion, then GP-5400 after their second promotion and then GP Rs.6600 after their third promotion. But in MACPS on third financial up-gradation they will be placed only in the GP- Rs.5400 PB-3, which is against the basic recommendations of SCPC.

It is, therefore, requested that financial up-gradation may please be the Grade Pay as available in the cadre. Both on promotion and financial up-gradation the employees should be placed in the next Grade pay in the cadre.

4. Benchmarking:

It is requested that in order to avoid any victimization "benchmarking" *(referred to in Annexure-1 point 17 of MACPS)* should be dispensed with. Those who don't have any departmental action or punishment or an adverse CR should be eligible for the financial up-gradation.

5. Grant of 3rd Financial Up-Gradation for the employees who have completed 20 years of service after getting their 1st promotion.

An employee absorbed as JE-II (equivalent GP Rs.4200) say w.e.f. 06.08.1982 got his regular promotion as Section Engineer (equivalent GP Rs.4600) w.e.f 20/09/1989. He has been given the second Financial upgradation in the GP Rs.4800 w.e.f. 1.9.2008 i.e., the date of implementation orders cited above. But by then he had completed the service of 19 years after receiving his first regular promotion.

The request for third financial upgradation w.e.f. 21.09.2009 as shown in the table below (20 years from the date of first regular promotion) has been turned down by misinterpreting the para 28(A) (i) & (ii):

	Designation	Grade Pay	Date of promotion or financial upgradation	No. of years from previous promotion or Financial Up-gradation	Cumulative year of service
Entry Grade	Junior Engineer	Rs.4200	6/8/1982		
First regular Promotion	Section Engineer	Rs.4600	20/09/1989	7 years	7 years
2nd Financial Up gradation		Rs.4800	1/9/2008 (implementation date of Board's order quoted in Ref: 1)	19 years	26 years
Eligibility for 3rd Financial Up gradation		**Rs.5400**	**21/09/2009**	**1 year (20 years from the First regular promotion)**	**27 years**

To implement the true spirit of the para in the illustration - "3rd ACP on completion of further 10 years in the same Grade Pay (i.e. 18+10 yrs = 28 years)" the service rendered by the employee in the same Grade even before the implementation of MACPS (i.e. before 1/9/2008) should also be counted for the purpose of granting financial upgradation.

Hence, it is requested that 3rd financial up-gradation may please be granted for those employees who have completed 20 years of service after getting their 1st promotion.