

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/MoF/ 01-2010(GP)

Dated: 22.01.2010

Shri Pranab Mukherjee,
Hon'ble Minister of Finance,
Government of India,
North Block, New Delhi.

(For kind attention of Secretary, Deptt. of Expenditure, Ministry of Finance, New Delhi).

Respected Sir,

Subject: Appeal for: a) Grant of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineers (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. We seek your kind intervention - since we have not been able get justice so far inspite of numerous representations at various levels - in respect of serious injustice done to the Engineers / Technical Supervisors on Railways by the Sixth Pay Commission and as notified vide orders cited above.

2. 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'.

3. 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 are expanding & being continuously modernised.

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

5. Technical Supervisors working in Mechanical, Electrical, Civil Engineering and S&T Departments have not only to ensue but also to "Certify the Fitness" of the Rolling Stocks, Locomotives, (P-way) Tracks, Bridges, Signal & Telecommunication equipments etc.

6. 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.

7. 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.

8. 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 - inspite 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.

9. 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. This is bound to adversely affect their efficiency and in turn that of the Railways. This humiliation needs to be removed & redressed early.

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

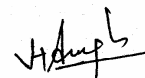
- i) Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by 6th Pay Commission & the Government while deciding the Grade Pay of Technical Supervisors (Junior Engineers, Section Engineers & Senior Section Engineer on the Railways) - (as per details submitted in Annexure I to IV).
- ii) Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) inspite 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 would 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.

11. It is, therefore, requested that:

- a) Section Engineers & Senior Section Engineers, (in the pre-revised scale of Rs 6500-10500 & Rs 7400-11500) be granted the Grade Pay of Rs 5400 and
- b) Junior Engineers and (in the pre-revised scale of Rs 5000-8000 & Rs 5500-9000) may please be granted the Grade Pay of Rs 4800.

Thanking you,

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. Member Staff, Railway Board, Rail Bhavan, New Delhi
2. Advisor Staff, Railway Board, New Delhi
3. Advisor Industrial Relations, Railway Board, New Delhi.
4. Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi.
5. Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi.

ANNEXURE – I

JUSTIFICATION FOR GRANT OF GRADE PAY OF RS 5400 SE, SSE, CMS, DMS, CDMS & GRADE PAY OF RS 4800 TO JES, CMA & DMS

Reference: i) The Gazette of India No.470, Ministry of Finance notification G.S.R.622(E) dated 29th August 2009

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

1. Anomaly created by Sixth Pay Commission:

a) Technical Supervisors have higher recruitment qualifications (*of Diploma in Engineering for JEs and Degree in Engineering for SEs – now merged with SSEs*). They have higher induction training than almost all the non-Technical categories – but the Sixth 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 qualifications, training & expertise required for their job but also ignoring the duties, responsibilities and over all job requirement of the Technical Supervisors. The Sixth CPC has thus disturbed not only the horizontal parity but also the vertical relativity – as submitted in our memorandum cited above.

b) Technical Supervisors were given the highest Pay Scales amongst the entire class III / Group C employees (of Rs 840-1040 & 840-1200) by the Third Pay Commission & Rs 2375-3500 by the Fourth Pay Commission keeping in view their duties & responsibilities. Sixth Central Pay Commission had totally ignored this aspect.

2. Duties & Responsibilities of Technical supervisors:

a) Technical Supervisors are responsible for manufacture, repair & maintenance of P-way Tracks, Bridges, Rolling Stocks, Diesel & Electric Locos, OHE Traction, Signal and Telecommunication Systems, Works - including administrative & utility buildings & quarters as well as Machinery, Plants, equipments and spares worth crores of Rupees. The fitness of all these assets has to be ensured, inspected & certified by them

b) **Duties and responsibilities** of Technical Supervisors involve big span of control over a large multi-skill workforce – including Semi Skilled, Highly Skilled, Senior Technicians, and Ministerial staff including Office Superintendents etc. working under them.

c) As 'Front Line (or Spot) Managers' - Technical Supervisors are responsible for safety, efficiency, punctuality of train service through time bound turn-over and optimum utilization of resources, enhanced productivity and quality control **of input material as well as effective execution of Safety Regulations/Norms etc.**

c) Technical Supervisors on the Railways are the planners, designers, programmers, executer and inspectors of all technical works and perform managerial role with authority to observe & ensure execution of rules, regulations & specifications of Indian Railways and those of the Government, execute managements' instructions - as spelled out in various manuals. They act as Disciplinary Authorities and also facilitate welfare measures of employees under **their control**. They also look after even some non – technical duties - as being integrated with the technical duties. Their duties are so much multifarious and onerous that they are altogether a different category not comparable with the employees of any other branch.

d) There has been a substantial increase in requirements of technical know-how, for adoption of technological advancements in the field of Railway Engineering, application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways – due to modernisation, sophistication and high speed trains, application of higher technology in Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc. While for other categories the work eases due to modernization, it increases the duties and responsibilities of the Technical Supervisors.

3. GRADE PAY OF SENIOR SECTION ENGINEERS (PRE-REVISED SCALE OF RS.6500-10500 & RS.7450-11500)

Sixth Pay Commission had not even dealt with or removed any of the Anomalies of the previous Pay Commissions. Consequently, the Pay Band & Grade Pay adopted by Sixth CPC (vide Para 2.2.2 & 2.2.3 Page 36 of its report) have not removed the following existing anomaly in the case of Senior Section Engineers:

- i) *Pay Scale of Senior Section Engineers (Rs 2375-3500) was singled out by Fifth Pay Commission to be denied the benefit of common multiple factor of 3.25 or even more given in all other cases – for no other valid reason except to adjust the pay scale of Group B officers above them. Incidentally the multiple factor of 3.25 or more was applied to all other 33 Pay Scales except S-13 of Senior Section Engineers - where the factor was only 3.1.*
- ii) The above said anomaly created by Fifth CPC had its impact on the recommendations of Sixth CPC - without even being dealt with even by the Government while approving its report. The above anomalies have thus been left unresolved thereby adversely affecting the Grade Pay of the Senior Section Engineers.
- iii) Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineer had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth Pay Commission.

4. GRADE PAY OF JUNIOR ENGINEERS (PRE-REVISED SCALE OF RS.5000-8000 & RS.5500-9000)

a) Post-Sixth CPC disturbance of Vertical Relativity & Equating JEs with Senior Technicians – violation of Law of Natural Justice by equating the Supervisor with the Supervised:-

- i) Junior Engineers have at present unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians even though the Sixth Pay Commission had recommended different Grade Pay of Rs.4200 for JEs (Junior Engineers) & a grade Pay of Rs 2800 for Senior Technician (Master Craftsman / MCM) (vide Para 3.8.27 & 7.36.77) – thus providing higher grade pay for the promotional post than that of feeder post in line with the Sixth pay Commission policy defined vide para 2.2.2 and ensuring vertical relativity in the cadre hierarchy; & higher pay to the Supervisor than that of Supervised.
- ii) Grade Pay of Senior Technician (MCM) had since been revised to Rs.4200 - vide letter No.1/1/2008-IC (Pt), dated 27.7.2009 but the Grade Pay of JEs has not been improved – even though they supervise the MCM. 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.

b) Disturbance of relativity with Minimum of Lowest & maximum of highest Scales:

Ratio between Minimum Pay of Group D to Minimum Pay of Junior Engineer had fallen substantially from 2.17 after Third Pay Commission has been reduced to only 1.92 after Sixth Pay Commission – even though the ratio had substantially increased even in the case of Group A Officers.

5. It is, therefore, requested that the Section Engineers & Senior Section Engineers (*in the pre-revised scale of Rs 6500-10500 & Rs 7400-11500*) be granted the Grade Pay of Rs 5400 and the Junior Engineers (*in the pre-revised scale of Rs 5000-8000 & Rs 5500-9000*) may please be granted the Grade Pay of Rs 4800.

Annexure, 'II

RECRUITMENT QUALIFICATIONS, TRAINING, DUTIES & RESPONSIBILITIES **- TECHNICAL SUPERVISORS ON RAILWAYS**

1. RECRUITMENT, QUALIFICATIONS AND TRAINING

A. Junior Engineers (in Grade pay of Rs.4200)

i) 50% posts of JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for 1½ year (*18 months*) in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.

ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview).

iii) 25 % are selected as “Intermediate Apprentices” from more qualified and experienced Technicians through Limited Departmental Selection and given a further training of 1½ years in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc.

B. Section Engineers (in the Grade pay of Rs.4600): 20% of posts of [Section Engineers](#) now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

2. Duties & RESPONSIBILITIES: As “Front Line Managers” JEs, and SSEs are responsible for Management and Supervision of the following areas:

1. **Production, Repair, Maintenance, Overhauling, Designing & Quality Control** - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies;

2. **Inspection & Quality Control of materials** – produced and procured by the Railways. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments). Fitness certificates of all these assets are required to be certified by the technical supervisors prior to putting them into operation. (*eg. Rolling Stock can not be put into operation until it is rectified and certified fit by the concerned technical supervisor*).

3. **Time bound turn over, repair & maintenance** - to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Locomotives, Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of “Safety Norms” and “Quality Control” etc. – in all conditions.

4. **Inventory Control and Material Management:** Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc for their repair & maintenance at sites.

5. **Optimum utilization of men and material resources** - including large number of *Technicians and Helpers etc.* and machines tools & equipments costing crores of rupees.

6. **Safety of Men, Material & Passengers** through intensive Supervision & Quality Control.

7. **Effective execution of administrative policies and plans**

8. **Early restoration of Traffic after Accidents** through effective “*Disaster Management*”.

9. **Ensuring staff discipline**, holding inquiries, supervision of wage disbursement and effective house keeping.

10. **Human Resource Management** and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.

Annexure, III

EXISTING HIERARCHY, GRADE PAY, RECRUITMENT QUALIFICATION, MODE OF FILLING UP AND PROPOSED HIERARCHY AND GRADE PAY OF TECHNICAL SUPERVISORS ON RAILWAYS

Hierarchy	Pre-revised scale	Grade Pay granted after Sixth CPC	Existing Recruitment Qualification & mode of filling up	Proposed Grade Pay
Technician Gr-III	3050 – 4590	1900 in PB-2	Direct Recruit – ITI 50% DR 25% QSE 25% Promotion by selection	-----
Technician Gr-II	4000 – 6000	2400 in PB-2	100% promotion by Trade test	-----
Technician Gr-I	4500 – 7000	2800 in PB-2	100% promotion by trade test	-----
Senior Technician	5000 – 8000	4200 in PB-2	100% promotion by trade test	-----
Junior Engineer	5000 – 8000 & 5500 – 9000	4200 in PB-2	Direct Recruit – Diploma in Engineering 50% DR 25% LDCE* () 25% Intermediate Apps Promotion by selection	4800 in PB-2
Section Engineer Senior Section Engineer	6500 – 10500 7450 – 11500	4600 in PB-2	Direct Recruit – Graduate in Engineering 20% Direct Rectt. 80% by Promotion	5400 in PB-2 Both to Promotees & Direct Recruits
Asst. Works Manager / Asstt. Divisional Engineer etc.	7500 – 12000 & 8000 - 13500	4800 in PB-2 to promotees & 5400 in PB-3 to Direct Recruits	70% selection among seniors 30% through LDCE	Rs.5400 GP in PB-3.
Works Manger	10000 - 15200	6600 in PB-3	100 % by promotion	No Change proposed

* 25% posts of Junior Engineers are filled up through LDCE (Limited Departmental Competitive Examination) from the employees in the Grade Pay of Rs.1900, Rs.2400, Rs.2800 and Rs.4200 who are then given 18 months training as Intermediate Apprentice - with Grade Pay of Rs.2800 and then absorbed as Junior Engineer in the Grade Pay of Rs.4200.

Annexure, IV
COMPARATIVE UP-GRADATION GIVEN AFTER SCPC TO
NURSING, TEACHING AND ACCOUNTS STAFF
viz-a-viz Section Engineers Senior Section Engineer

Sl. No	Post	Pre-revised scale (after Fifth CPC)	Upgraded Scale (after Sixth CPC)	Corresponding Grade Pay (after Sixth CPC)
1	Section Officer (Secretariat)	6500-10500	8000-13500	5400, PB-3
2.	Staff Nurse	5000-8000	7450-11500	4600, PB-2
3.	Nursing Sister	5500-9000	7500-12000	4800, PB-2
4.	Asst. Nursing Superintendent	6500-10500	8000-13500	5400, PB-3
5.	Primary School Teacher – Gr-III	4500-7000	6500-10500	4200, PB-2
6.	Primary School Teacher – Gr-II	5500-9000	7450-11500	4600, PB-2
7.	Primary School Teacher – Gr-I	6500-10500	7500-12000	4800, PB-2
8.	Trained Graduate Teacher – Gr-III	5500-9000	7450-11500	4600, PB-2
9.	Trained Graduate Teacher – Gr-II	6500-10500	7500-12000	4800, PB-2
10.	Trained Graduate Teacher – Gr-I	7500-12000	8000-13500	5400, PB-2
11.	Section Officer (Accounts)	6500-10500	7500-12000	4800, PB-2
12.	Asst. Accounts/Audit Officer	7450-11500	7500-12000	4800, PB-2
13.	Accounts/Audit Officer	7500-12000	8000-13500	5400, PB-2
14.	Section Engineer (<i>Rectt Qualifications BE +1 Year Training</i>)	<u>6500-10500</u>	7450-11500	<u>4600, PB-2</u>
15.	Senior Section Engineer	<u>7450-11500</u>	7450-11500	<u>4600, PB-2</u>

INJUSTICE WITH JUNIOR ENGINEERS SINCE 4TH CPC ONWARDS.

Many categories even in Railways in the scale of Rs.425 – 700 after 3rd CPC were elevated with two grade upgradation and placed in the scale of Rs2000 – 3200 by 4th CPC where as the Junior Engineers were placed in much lower scale of Rs.1400 – 2300. Adding insult to injury 5th CPC did great in justice to JEs and granted only Rs.5000 – 9000 while around 36 categories were placed with at least up gradation and in some cases even two grade up gradation. Sixth CPC had further degraded the JEs

Category	3 rd CPC Rs.	4 th CPC Rs.	5 th CPC Rs.	GP in SCPC
Loco Inspector	425-700	2000-3200	6500-9000	4600
Power Controller	425-700	2000-3200	6500-9000	4600
Police Inspector	425-700	2000-3200	6500-9000	4600
Excise Inspector	425-700	2000-3200	6500-9000	4600
Staff Nurse	425-700	1600-2660	5000-8000	4600
Nursing Sister	455-700	1640-2900	5500-9000	4800
Head Master	425-700	2000-3200	6500-9000	4800
Junior Engineer II (<i>Rectt Qualification - Diploma in Engg + 1 ½ years Training</i>)	<u>425-700</u>	<u>1400-2300</u>	<u>5000-8000</u>	<u>4200</u>
Junior Engineer - I	<u>550-750</u>	<u>1600-2660</u>	<u>5500-9000</u>	