

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD**

No. PC-VII/2017/RTI/39

New Delhi, dated: 27/03/2017

To,

**Mr. K. V Ramesh,  
G3, Likith Homes,  
3-Lakshmanan Nagar west Street,  
Peravallur, Chennai  
PIN: 600082**

**Sub: Information sought under Right to Information Act, 2005.**

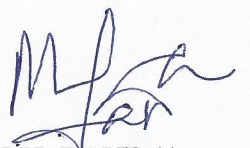
**Dear Sir,**

Kindly refer to your RTI application dated 01.03.2017 seeking information under Right to Information Act.

The reply in respect of your application is enclosed herewith.

However, in case you are not satisfied with the above information, you may prefer an appeal within 30 days as provided in the Act to the Appellate Authority, EDPC-II, Room No. 338A, Railway Board, DFCCIL Building, Pragati Maidan Metro Station Complex, New Delhi – 110001.

**Encl: As above**

  
(M.K. PANDA)  
CPIO-46 & JDPC  
RAILWAY BOARD

**For the information of applicant:**

You can file online RTI application through website- [www.rtionline.gov.in](http://www.rtionline.gov.in). Reply will reach directly in your registered account. This system is totally paperless, time saving (file application online from anywhere in India), money saving (no need to send application be registered/speed post or by hand), available 27\*7, day to day report of application shown in your registered account and alerts will also reach on your registered mobile number.



No. : MORLY/R/2017/00144

Sub: Information sought by Mr. K. V Ramesh under RTI Act, 2005.

Item No.	Information sought by party	Ministry's response	Annexure
a-b	As in application	Copy of proposal submitted to Empowered Committee of Secretaries headed by the Cabinet Secretary on pay of Technical Supervisors JE & SSEs is placed at <i>Annexure-I</i> .	Annexure-I (7 sheets)
c-d	As in application	The details of specific actions taken by Empowered Committee of Secretaries on the proposal regarding pay of Technical Supervisors JE & SSEs are not available with Ministry of Railways. However, consequent to deliberation on various proposals submitted to the E-CoS, Government of India has accepted the recommendations of 7 <sup>th</sup> CPC vide Ministry of Finance's resolution dated 25.07.2016 (No. 1-2/2016-IC) wherein no amendment w.r.t Pay Structures has been proposed in respect of pay of Technical Supervisors to the recommendations of 7 <sup>th</sup> CPC.	

Authenticated

  
Section Officer/PC-VII



Sl. No.	Recommendation of the 7 <sup>th</sup> CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation directly concerning the Dept.
(ii)	<u>Section Officers of Accounts Department</u>  7 <sup>th</sup> CPC vide para 11.4.83 of its recommendations have recommended Level 9 (PB-2, GP-5400) as non functional grade to Senior Section Officers of Accounts Department.	Para 11.40.8 3	Yes	implementation of the 6th CPC needs to be rectified. Detailed proposal in this regard is enclosed as Annexure-I. The present proposal will supplement the earlier proposal on this issue conveyed vide this Ministry's O. M dated 06.04.2016.  It had been advised vide this Ministry's O. M dated 06.04.2016 that E - CoS may review the recommendation of 7 <sup>th</sup> CPC to grant Level 9 (PB-2, GP-5400) as NF grade to SO of Accounts Dept. The said recommendation has now been reviewed and Ministry is of the view that the recommendation of 7 <sup>th</sup> CPC can be accepted.			
(iii)	<u>Pay Structure of Supervisors/Technical Supervisors of Officers of all Departments other than Accounts Department</u>	11.40.10 4 to 11.40.11 3	Yes	On implementation of the recommendations of the Sixth CPC, the historical parity that existed between SOs of Accounts Department and Supervisors of Non Accounts departments in Railways got disturbed thereby causing serious resentment & demoralisation amongst technical supervisors/ supervisors of non accounts department.	National Federation of Indian Railway Men (NFIIR) and All India Railway Mens have requested for grant of Level 8 (PB-2, GP-4800) to supervisors of all departments other than accounts.	Views of Ministry have been furnished in Annexure II	NA



Sl. No.	Recommendation of the 7 <sup>th</sup> CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation not directly concerning the Dept.
				<p>Further, due to merger of various pay scales recommended by 6<sup>th</sup> CPC, the number of supervisory levels, which used to be in four grades, got reduced to two levels. It is viewed that this has adversely affected administrative efficiency and also lead to reduced promotional avenues amongst the supervisors.</p> <p>In view of the fact that Ministry of Railway being a multi-disciplinary organization; maintaining historical horizontal and vertical relationships between different categories is absolutely essential and in order to avoid serious discontentment and demoralization amongst the supervisors of other departments in Railways, it is suggested that past relationships (pre 6<sup>th</sup> CPC) that existed between the accounts and non accounts departments in Ministry of Railways needs to be maintained. Furthermore, it is also significant to note that 7<sup>th</sup> CPC vide para 11.40.113 of its report (pertaining to technical supervisors) has recommended that Railway Board</p>			



Sl. No.	Recommendation of the 7 <sup>th</sup> CPC	Para No. of the Report	Whether directly concerns the Department	If answer to Column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Associations and the demand	Views of the Department on the demand	Views, if any, on any general recommendation directly concerning the Dept.
(ii)	Upgradation of pay Mail/Express Loco Pilots.	11.40.5 6 to 11.40.6	Yes	<p>should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind. Keeping in mind these facts M/o Railways suggests that a portion (75%) of Supervisor posts currently in GP Rs. 4600 may be upgraded to next level i.e. GP 4800 which will continue to be classified as Group 'C' post. This would be applicable to all Group 'C' supervisory categories where apex level is GP- 4600 and would result in a three level supervisor cadre (GP 4200, 4600 &amp; 4800) instead of current two level structure. This suggestion is linked to M/o Railway's suggestion at S. No. 1 above granting GP 5400 in PB-2 (Level-9) to 20% Group 'B' cadre of all departments in Railways instead of Level-8 (GP 4800, PB-2). Detailed proposal is enclosed as Annexure-II</p> <p>Detailed proposal is enclosed as Annexure IV.</p>	The Railway Federations AIRF and NFIR have demanded Upgradation of the pay scales	Views of Ministry have been	NA

*M. Wadhvani*



**Annexure-II**

**Proposal of Ministry of Railways w.r.t recommendations of 7<sup>th</sup> CPC regarding Technical Supervisors**

**Historical background of the case :**

1. On the recommendations of the 6<sup>th</sup> CPC, as accepted by the Union Cabinet, the SO/SSOs of organized Accounts Services were granted PB 2, GP 4800. On the other hand, the Supervisors of departments other than Accounts Department were placed in GP.4600 in PB-2.

1.1 Traditionally, in Indian Railways the pay scales allotted to Supervisors of other operational departments have been higher/same as the pay scales of supervisors of the Accounts Departments indicated in table 1 & 2 below :

**Table 1 – Comparison of Tech. supervisors with SO/SSOs of accounts Dept.**

Category	III CPC Scales	IV CPC Scales	V CPC Scales	From 7.3.2003*	VI CPC Scales
Section Officer / Sr. Section Officer -Accounts	Rs 775-1000 (Non-functional Selection Grade granted on personal basis) Rs 500-900 (functional grade)	2000-3200 (w.e.f. 1.4.87)	6500-10500	7450-11500	PB-2, GP 4800
Foreman / SSE / Station Superintendent	840-1040	2375-3500	7450-11500		PB-2, GP 4600
Section Officer Accounts	500-900	1640-2900	5500-9000	6500-10500	PB-2, GP 4800
Asstt. Foreman/SE / Dy. Station Supdt.	700-900	2000-3200	6500-10500		PB-2, GP-4600

\* Improvement of scales.

**Table 2 – Comparison of Ministerial cadre supervisors with SO/SSOs of accounts Dept.**

Category	III CPC Scales	IV CPC Scales	V CPC Scales	From 19.2.2003	VI CPC Scales
Section Officer/ Sr. Section Officer (Accounts)	775-1000 (Non-functional Selection Grade on personal basis)	2000-3200 (w.e.f. 1.4.87)	6500-10500	7450-11500	PB-2, GP 4800
Chief Office Supdt.	-	-	7450-11500		PB-2, GP 4600
Office Supdt. Gr I	700-900	2000-3200	6500-10500		PB-2, GP 4600
Accountants / Section Officer (Acs)	500-900	1640-2900	5500-9000	6500-10500	PB-2, GP 4800
Office Supdt.	550-750	1600-2660	6500-10500		PB-2, GP 4600

\* Improvement of scales.

*Subramaniam*



1.2 Thus, from Table 1 & 2 it is seen that 6<sup>th</sup> CPC had resulted in a virtual reversal of the relativities vis-à-vis position prevailing under different Pay Commissions. As a result the Supervisors (belonging to Non Accounts Departments) feel strongly aggrieved and demoralized. The issues of maintaining parity between accounts and non-accounts supervisors in Ministry of Railways was taken up in DAC/NAC & also with Ministry of Finance, however this was not agreed to.

1.3 Views placed before the 7<sup>th</sup> CPC: Detailed inputs of Ministry of Railways for pay scales of technical supervisors were also submitted to the 7<sup>th</sup> CPC. However, this issue has also not been resolved by the 7<sup>th</sup> CPC. However, in case of technical supervisors 7<sup>th</sup> CPC vide para 11.40.113 of its recommendations recommended that Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind.

## 2. Proposal of Ministry of Railways w.r.t recommendations of 7<sup>th</sup> CPC in respect to the Supervisory categories (other than Accounts)

2.1 Ministry of Railway being a multi-disciplinary organization, maintaining historical horizontal and vertical relativities between different categories is absolutely essential. The working of Indian Railways is characterized by synergistic contribution of its various constituent departments for which comparable packages of benefits for staff/officers placed at comparable levels across the departmental boundaries is to be ensured. In order to avoid serious discontentment and demoralization amongst the supervisors and officers of other departments (non accounts) in Railways, the issue of disturbance (inversion) of past relativities (pre 6<sup>th</sup> CPC) that existed between the accounts and non-accounts departments in Ministry of Railways needs to be addressed.

2.2 Moreover, subsequent to the merger of Levels post 6<sup>th</sup> CPC the number of Levels in the supervisory category in Railways got reduced from earlier 4 Levels to 2 Level. It is seen that the merger of Level has adversely impacted the functioning and administration efficiency in Railways. It is viewed that given the complexity of work; vast geographical spread, number of employees to be supervised, multitude of functions to be carried out by supervisors along with co-ordination with multiple departments & agencies the existing 2 layer supervisory level is inadequate for meeting the needs of smooth Railway functioning. It needs to be expanded by insertion of additional level.

2.3 Further more; the 7<sup>th</sup> CPC in Para 11.40.113 (pertaining to technical supervisors) of its report has recommended that Ministry of Railways should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Grade 'A' officers so as to maintain the 1:1 ratio. This recommendation has been given in context of the conclusion drawn by 7<sup>th</sup> CPC regarding stagnation to GP 4600.

*Nikram Gulets*



2.4 Keeping in mind the above facts, it has been decided by Ministry of Railways that a new Level 8 (PB 2, GP 4800) in Group 'C' should be introduced for supervisors. For this a portion (75%) of existing supervisor posts in GP-4600 in case of all non accounts departments (Technical and non technical), where GP 4600 is presently the apex Grade 'C' scale would be upgraded to create this new supervisory level in GP 4800. This will help in improving the administrative efficiency, ensure better supervision and also meet the observation of 7<sup>th</sup> CPC regarding need to resolve existing large stagnation in GP 4600 of supervisor level. This change will help to maintain uniformity and will also be applicable for certain categories like Chemists & Metallurgists, station masters etc for whom specific recommendation have also been made by 7<sup>th</sup> CPC. For illustration, the existing and revised structure of some prominent technical and non technical supervisory cadres is given in Appendix A. The promotion to the new supervisor level in GP 4800 will be with the condition that employees with minimum number of years of regular service in Level 7 (Say 5 years, given the multitude of supervisory cadres and given their distinct RR, this can be finalized later on by MoRly) will be eligible to be promoted to Level 8 after passing a National Level Centralized Proficiency Exam. This will ensure that employees with merit get placed in the new apex Level of supervisors which leads to improved supervision. The promotion of employees to the new level will be done once the RRs for these posts are approved. The RRs of the new level would be decided by Ministry of Railways once this proposal is approved by Gol. It is emphasized that this proposal will be possible only when accompanied by the grant of level 9 to 20% Group 'B' officers of all Departments which is also being recommended.

*Nilansu Golech*



SN	Category	Present Structure (GP)	Existing		% As per 7th CPC	Proposed by MOR	
			%age	Sanctoned Strength		%age	Sanctoned Strength
1	Technical Supervisors	4800	---		---	50	29721
		4600	67	39628	---	17	9907
		4200	33	19519	---	33	19519
				<b>59147</b>			
2	Station Masters including WMIs	4800	---		---	30	11205
		4600	40	14940	40	10	3735
		4200	53	19795	60	60	22409
		2800	7	2614	0	0	0
		<b>37349</b>				<b>37349</b>	
3	Ministerial Staff	4800	---		---	14	8462
		4600	19	11283	---	5	2821
		4200	53	31474	---	53	31474
		2800	15	8908	---	15	8908
		1900	13	7720	---	13	7720
		<b>59384</b>				<b>59384</b>	
4	Traffic Controllers	4800	---		---	67.5	1848
		4600	90	2464	---	22.5	616
		4200	10	274	---	10	274
				<b>2738</b>			
5	Comm. Inspectors	4800	---		---	56	982
		4600	75	1309	---	19	327
		4200	25	436	---	25	436
				<b>1745</b>			
6	Drawing/Desig. Staff	4800	---		---	45	1841
		4600	60	2455	---	15	614
		4200	40	1636	---	40	1636
				<b>4091</b>			
7	Telephone Operator	4800	---		---	9	104
		4600	12	138	---	3	35
		4200	57	656	---	57	656
		2400	20	230	---	20	230
		1900	11	127	---	11	127
		<b>1150</b>				<b>1150</b>	
8	Chemical & Metallurgical Staff (CMT)	4800	---		80	60	770
		4600	80	1027	20	40	514
		4200	20	257			0
				<b>1284</b>			
9	Depot Material Supdt.	4800	---		---	45	1163
		4600	60	1550	---	15	388
		4200	40	1034	---	40	1034
				<b>2584</b>			

*M. S. G. G. G.*