

Voice of Rail Engineers

Official Organ of

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

Vol. – 1 Issue– 7 & 8 July - August, 2008 (**SPECIAL PAY COMMISSION ISSUE**) Price: Rs.10 Annual Subscription: Rs.50

NOTIFICATIONS & ORDERS ISSUED ON IMPLEMENTATION OF SPCP REPORT

Government has accepted & issued orders on most of the recommendations of the Sixth Pay Commission – with some improvement. The notification by the Railways on Revised Pay Rules and the Schedule thereof, had also since been issued. Following is the gist of the **CCS (Revised Pay) Rules - 2008 & Notifications dated 29.8, 30.8 & 1.9 2008 etc.**

Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D' are enlisted in Annexure I (*placed on page 8*) except posts for which different revised scales are notified separately.

Revised Pay structure for Technical Supervisors - As per Sixth CPC Report

| Existing Pay Scale | Revised Pay Bands & Grade Pay |
|---|--|
| JE – II Rs 5000-8000 & JE - I Rs 5500- 9000 SE- Rs 6500-10500 & SSE- Rs 7450-11500 | Rs 9300-34800 + Rs 4200 Grade Pay Rs 9300-34800 + Rs 4600 Grade Pay |

iii) Posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600

Regarding (iii) above, upgradation may be done by the Ministries concerned in consultation with their Integrated Finance.

Revised structure of pay band and grade pay to be implemented from 1.1.2006.

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

PB-1 will be Rs.5200-20200, PB-2 (Rs.9300-34800, PB-3 Rs.15600-39100, PB-4 Rs.37400-67000

Fixation of pay in the revised pay Bands will be done by multiplying the basic pay drawn as on 1 / 1 / 2006 on the existing Fifth CPC pay scales by a factor of 1.86 and then rounded off to next multiple of 10.

Bunching of more than two stages Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands

Next Date of Increment - July every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July, 06 to 1st January, 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided

Fixation of pay on promotion on or after 1.1.2006: One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

Rate of increment shall be 3% instead of 2.5%

Rate of variable increment - for high achievers in PB-3- to be 4% instead of 3.5%. (**Also please see Page 6, 7, & 8**)

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**TECHNOCRATS & PENSIONERS
DESERVED A BETTER DEAL**

We do appreciate some of the decisions by the Government to reduce the suffering of the employees mainly by accepting the demand for counting the merger of DA and marginally improving the rate of annual increment and minimum wage. But most of the genuine demands of the employees, especially the Engineers, have been ignored.

This is bound to affect their efficiency and may indirectly affect the growth, development and productivity. There is essential need to ameliorate the sufferings of the Engineers & Technocrats as a whole by granting them the due status, adequate avenues of promotion, improving general working conditions and adequate compensation for additional workload & responsibilities due to introduction of new & advanced technologies, new & faster Trains and multiplicity of assets looked after and maintained by the Engineers on Railways.

The disparities have grown manifold over the years. It is high time something is done about all this by the Railways. Particularly the SSE (*Senior Section Engineers*) on the Railways, have been given a very raw deal by the Sixth Pay Commission. Whether it is denial of Group B status, inadequate Grade Pay or discrimination vis-à-vis other categories, it is all, most humiliating and a gross injustice. IRTSA have already agitated about it and represented the matter to every one concerned at all levels including PM, FM, RM, CRB, MS and to the Empowered Committee. But the results are yet to move in a positive direction. The struggle for justice has therefore to continue effectively and decisively.

Pensioners have also been treated very badly by the Sixth Pay Commission as well as by the previous Pay Commissions. Anomalies in respect of **Pre-1986 & Pre-1996** Retirees have not yet been removed. Now the Sixth Pay Commission has further added to their sufferings.

Various organisations for Pensioners including RSCWS (Railway Senior Citizens Welfare Society) had represented against all this to the **Empowered Committee DOP** as well as to the Prime Minister.

While a couple of issues have since been resolved like counting of 50% merger of DA for fixation of Pay & Pension of old Retirees and raising the multiple factor to 1.86 instead of 1.74 etc, it is regretted that most of the other issues have not been properly redressed and the discrimination between old & new Pensioners has grown in spite of the Judgement in the legendary **Nakara Case**. The injustice continues and so does the suffering of the elders.

We look forward to a better response by the Government to redress the genuine problems especially of the Technocrats and the Pensioners through a Fast Track mechanism for better job satisfaction and natural justice.

**IRTSA WINS IMPRESSIVELY
IN STAFF COUNCIL ELECTIONS IN ICF**

Engineers of IRTSA/ICF unit once again demonstrated their solidarity with IRTSA by electing IRTSA candidates with thumping victory both at Shell and Furnishing divisions. Er.M.Rajaprabahar, JE and Er.K.Gobinath, SSE won the election from Shell and Furnishing divisions respectively with thumping majority.

VISIT OUR WEBSITE**<http://www.irtsa.net>***For full text & copy of***Orders on Implementation of Sixth Pay
Commission - issued by the Govt. & Rlys.**

- Central Civil Services (Revised Pay) Rules, 2008
- Notification - DA, HRA, Transport All. etc.
- Children Education Allowance
- Railway Board's Notification on Impl. of SCPC
- Training Allowance and Sumptuary Allowance
- Fixation of Pay, Arrears & Pensions
- Notification for Pensioners & Pension Fixation
- Orders on Pension of Pre & Post 2006 Retirees

IRTSA Compilation on SCPC

- PAY & ARREAR CALCULATOR
- SUMMARY AND FIXATION TABLES.

SOME IMPORTANT TOPICS OF INTEREST

- Codes and Manuals Indian Railways
- Circulars and Orders of Railway Board
- Courts & CAT Judgments
- Income Tax Act & Guide
- Central Government Acts & Rules.
- Constitution of India
- Copies of Memoranda submitted to PM, FM, Railway Minister & others on SCPC Report

OTHER FEATURES

- Policy instructions regarding promotion from Group 'C' to Group 'B' on the Railways
- Question Bank for Selection/LDCE for Group 'B'
- Syllabus for Selection / LDCE for Group 'B'
- Knowledge Bank of IIRMEE
- All Technical Manuals, Instructions & Orders - Diesel Traction, Coaches and Wagons, Cranes, Workshop & Manufacturing Technologies, Chemistry & Metallurgy, Management and Information Technology
- Knowledge Bank Electrical –
- **AND MUCH MORE.**

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ENGINEERS!

- BE AN ACTIVE MEMBER OF IRTSA
- PAY YOUR SUBSCRIPTION & ALL OTHER DUES - REGULARLY & VOLUNTARILY
- CONTRIBUTE LIBERALLY TO THE STRUGGLE FUND
- ATTEND ALL MEETINGS & PROGRAMMES
- DON'T BE JUST A CRITIC – ALWAYS GIVE CONSTRUCTIVE SUGGESTIONS
- YOUR ACTIVE COOPERATION IS VITAL - FOR THE SUCCESS OF THE CAUSE

ALL INDIA JOINT CONFERENCE OF IRTSA & AIREF CALLS FOR JUSTICE TO ENGINEERS

First All India Joint Conference of Indian Railways Technical Supervisors Association (IRTSA) & All India Railway Engineers Federation (AIREF) was held at Kolkata on July 25 & 26, 2008

The conference recorded its appreciation for the efforts made jointly by the leadership of IRTSA and AIREF for the unity of Engineers on Indian Railways. The Conference also recorded its appreciation for the steps taken since 14th October, 07, through continuous interaction to strengthen the process of unity - culminating in launching of the joint struggle against the retrograde Report of the Sixth Central Pay Commission (SCPC) at New Delhi on April 21 & 22, followed by this all India Joint Conference at Kolkata.

The Conference, took note of the many anomalies and disparities which could not still be resolved inspite of all the efforts. The Conference was particularly constrained to note that the most retrograde Report of the Sixth CPC had further accentuated the situation very adversely, especially for the Engineers in Indian Railways. It will therefore require years of continuous efforts & struggle to fight against all the injustice meted out to the Engineers on the Railways not only for removal of existing anomalies and those created by the Sixth CPC, for Time Bound Avenues of promotions, better service condition and resolution of day-today problems but above all for recognition of our organisation to represent this category of 'Frontline Engineers' / Technical Supervisors – as recommended by Railway Accident Inquiry Committees (RAIC) and Railway Reforms Committee (RRC) etc.

i) RESOLVED to continue the joint struggle of Engineers on Railways jointly by AIREF & IRTSA for achieving the common Charter of Demands;

ii) RESOLVED to form a Joint Action-cum-Coordination Committee (JACC) of IRTSA & AIREF - comprising of both the Presidents & General Secretary / Secretary General of IRTSA & AIREF and such other Members as may be nominated and co-opted by them from time to time as required and deemed appropriate,

iii) RESOLVED that JACC may

a) Decide the Joint Line of Action for effective pursuance of demands and Coordinate the joint struggle as well as other matters of mutual interest;

b) Formulate modalities & Constitutional changes required for unification and merger of IRTSA & AIREF;

c) To propose a suitable new name for the merged organisation – appropriately representing the identity of Engineers on the Railways;

iv) RESOLVED to urge upon the Central General Bodies (CGB) & Central Executive Committees (CEC) of IRTSA & AIREF & their constituents, to consider the proposal for Merger of IRTSA & AIREF and to adopt such Constitutional Amendments as may be necessary to facilitate the said merger and as recommended by the JACC.

IRTSA views upheld by Chairman, Parliamentary Standing Committee

Railways must Expand its Network

Extracts of speech by Com. Basudev Acharya, MP & Chairman, Parliamentary Standing Committee on Railways, at Kolkata Conference

- IR generated impressive surplus of Rs.25000 crores in the year 2007-08
- From the year 1949, so far IR has added only 10000 route KM, Where as route KM of Chinese Railways was increased from 11000 KM in the year 1949 to 76000 KM to become the second largest Railway network in the world after USA.
- Every Year IR adds only 100 route KM where as Chinese Railways adds 1000 route KM every year.
- IR carries 835 million tonnes of freight every year, where as Chinese Railways carries 3000 million tonnes of freight every year.
- IR has not sufficiently modernized its Signaling and Telecommunication system resulting in less average speed of goods and passenger trains. Average speed of Goods train is 24kmph and the average speed of passenger trains is only 36kmph.
- Capacity of IR's infrastructure is saturated.
- To overcome the capacity saturation, Golden Quadrilateral routes are being strengthened, and Dedicated Freight Corridors are being introduced.
- IR requires Rs.40,000 crores to complete its ongoing projects.
- But IR is spending only Rs.1500 crores every year in its capacity addition and also including new projects without allotting sufficient funds.
- By carrying one million ton freight additionally, IR can earn Rs.70 crores additionally.
- IR is unable to achieve the uni-gauge Policy which was introduced in the year 1994. 22% of the IR network still remains MG rendering them as traffic islands and reduces the operation efficiency of IR.
- Dream of uni-gauge never come true, but IR has stopped manufacturing MG rolling stocks 15 years back.
- Recruitment policy of 1 for every 3 retirements has brought down the staff strength considerably. In the last 6 years 1.56 lakhs of staff strength was reduced.
- Staff reduction has resulted in violation of HOER rules. 35% of operation staff are working beyond their normal working hours.
- Through IRCTC, catering has been outsourced 100%.
- Cleaning and maintenance contract for trains has been increased from 30 trains to 100 trains.
- Corporatising the activities is only step towards privatization.
- The shares of BSNL which was corporatised in the year 1991 is going to be sold to the private sector.
- SCPC has recommended to corporatise the Railways even though it was not in its terms of reference.
- SCPC has done injustice by not recommending proper pay scales for Engineers in Railways.

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JOINT RALLY OF IRTSA AND AIREF AT NEW DELHI DEMANDS BETTER PAY SCALES FOR SUPERVISING ENGINEERS Federation leaders express solidarity with the demands made by IRTSA & AIREF

IRTSA and AIREF held a massive dharna near DRM office, New Delhi on August 25, 08. Er. S. N. Sharma and Er. M. Shanmugam, Central President, IRTSA condemned the retrograde report of the Sixth Pay Commission, especially in respect of the Engineers in the Railways. He told even if the work-to-rule was observed by the Engineers only in select pockets, the entire Railway system will come to a grinding halt. Er.A.K.Tyagi, SG/ AIREF requested the members to get ready for a continuous struggle ahead.

In his spirited speech Er.Abdul Salam, Zonal Secretary, SR, IRTSA, explained the vital role played by Supervising Engineers in running the trains in spite of many shortfalls in the system and infrastructure. Er.Rahman, ZS/NR/IRTSA, Er.Kalyan Banerjee, ZS/CLW/RCF, Er.Darsan Lal, ZP/RCF/IRTSA, Er. Munuswami, Sr.VP/IRTSA, Er.P.K.Shukla JGS, IRTSA and many others spoke on the occasion and condemned the apathetic attitude of Government and Railways towards this nerve category.

In their speech, **Er.S.G. Mishra, AGS/AIRF** and **Er.L.N.Pathak, AGS/NRMU** condemned the Government for not conceding the genuine demands of Supervising Engineers and extended their whole hearted support in their struggle against the retrograde recommendations of SCPC.

In the afternoon a team lead by Er.Shanmugam, handed over memorandum at Railway Board. They held a long discussion with Advisor/ IR, Railway Board. The team also met EDPC, RB and some MPs.

MASS PROCESSION BY RAIL ENGINEERS AT NEW DELHI

On the same day, in the evening, Supervising Engineers went on a long procession from DRM office to Shivaji Bridge Railway station inviting the attention of the Government to their demands and shouting slogans against the retrograde recommendations made by the SCPC particularly against the insufficient pay scales granted to Supervising Engineers and indifference showed by the Government in resolving their demands over the years.

Setting up of Anomalies Committees approved

The Government has agreed to refer the recommendations of the commission in regard to pay scales of Master Craftsmen in the ministry of Railways to a Fast Track Committee

The Government has approved setting up of Anomalies Committees to examine individual, post-specific and cadre specific anomalies. The Anomalies Committees should endeavor. to complete their work in one year.

SUPERVISING ENGINEERS MEET RAILWAY MINISTER

On 26th August, 2008 delegates of IRTSA lead by President Er.M.Shanmugam met Railway minister Sri.Lalu Prasadji at his residence and handed over him the memorandum demanding exclusive recognized forum for Technical Supervisors to discuss their grievances, Upgrading senior supervisors to PB-III and grant of First class pass to all JEs.

IRTSA & AIRF DELEGATES MEET U.M. PUROHIT

On 26th August early morning delegates of IRTSA and AIREF met Sri.U.M.Purohit, Secretary/JCM and President, AIRF at his residence. President Er.M.Shanmugam, explained the main demands of Supervising Engineers to him. Sri.U.M.Purohit explained to the delegates about the efforts made by the JCM in the demand of Group B status to senior Technical Supervisors. He also promised to take up the issue of First class pass to all JEs in the Railway Board.

IRTSA & AIREF MEMORANDUM TO SONIA GANDHI THROUGH MOHSINA KIDWAI, GS/AICC

On 26th August, delegates of IRTSA and AIREF met Smt.Mohsina Kidwai, MP and GS/AICC at her office in NewDelhi. Smt.Mohsina Kidwai gave patient hearing to the demands made by the Engineers and agreed to forward the memorandum to Prime Minister through Smt. Sonia Gandhiji.

Railway Boards orders on Staff matters

Railway Boards Letter No E(W) 2007PS 5-1/9 Dated 10.7.2008

Sub: Extending the validity of half set of Privilege Passes, Post Retirement Complimentary Passes, Widow Passes & Privilege Ticket Orders (PTOs).

In terms of extant provisions contained in Railway Servants (Pass) Rules, 1986 (second Edition, 1993), a half set of Privilege Pass shall be valid for three months and one set shall be valid for four months from the date of issue irrespective of whether the inward journey is for the same station or any other station. Under these rules, PTOs are valid for three months from the date of Issue.

2. Consequent upon the decision of the Board to enhance the period of advance reservation from 60 days to 90 days vide Commercial Circular No. 5 of 2008 dated 10-01-2008, a number of representations have been received for enhancing the validity period of half set Passes & PTOs in order to facilitate securing confirmed reservations on such Passes and PTOs. The issue has been considered by Board and it has been decided that the validity period of half set of Privilege/Post Retirement Complimentary/Widow Passes and PTOs shall be raised to four months from the date of issue as in the case of full set Passes. Accordingly Item 3 (iv), (v) & (xiv) of Schedule-II under heading "General Rules", item No. (i) under Column 4 of Schedule-IV and Item Nos. 11 & 12 under Annexure 'C' of Railway Servants (Pass) Rules, 1986 (Second Edition, 1993) should be revised as per Advance Correction Slip No. 58.

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MAIN DEMANDS – IRTSA & AIREF

1. a) **Recognition of a Forum to discuss and highlight the problems of the site management category of Engineers / Technical Supervisor on the Railways as in CPWD & MES** and as per recommendations of Railway Accident Inquiry Committee (RAIC)– 1968 & 1978 & Railway Reforms Committee (RRC) - for providing a suitable forum for Technical Supervisors to represent .

2. **Ai) Application of a multiplication factor of 5.37 to Fifth CPC Pay Scales** for fixing revised Pay Scales w.e.f 1.1.06 - *(Based on correct multiplication factor of 4.05 instead of 3.25 in the Fifth CPC calculation and 4.31 thereon - as per rise of NNP in the preceding 10 years*

ii) **Minimum pay of Rs. 13000 for Technical Staff**

iii) **One Pay Band of Rs.13000 – 1,50,000 for Tech. Staff.**

B) i) Separate Pay Band starting from Rs. 28000 to J.Es.; & Rs. 45000 to S.Es. & S.S.Es.

ii) **Placing all SEs, SSEs & Group 'B' in PB-3** - *As in other Central Government Departments like CPWD and MES, and in most State Government - where the JEs are promoted directly to Group B Gazetted without any intermediate grade.* The difference in grade pay of Rs 4200 & Rs 4600 - in the first two slabs of PB-II - is very meagre (Rs.400 only) which is most unscientific while considering the variations in the work content, responsibilities and accountabilities. This anomaly should be rooted out by upgrading these cadres (especially the Engineers / Technical Supervisors) from PB-II with grade pay of Rs.4600 to PB-III - with the Grade pay of Rs.5400 - and duly upgrading the entry grade of Graduate Engineers (UPSC candidate) to the next higher grade pay in PB-III.

Presently a new recruit with Diploma in Engineering qualification and a Degree in Engineering is differentiated in the basic pay by Rs.1500, which is now reduced to Rs.1000 which is unfair and unjust. Hence the entry grade of Engineering Graduate whose scale is merged with the pre-revised scale of Rs.7450-11500 be upgraded to PB-III with the Grade pay of Rs.5400.

Importance of the Technocrats in the apex grade of Technical cadre (pre-revised S-13) had been undermined, down-graded. The senior most educated and efficient employees in this cadre are totally demoralized. Government is requested to redress their grievance by placing them in PB-III with the Grade pay of Rs.5400.

The technical employees should be differentiated from non-technical employees in Railways at least by granting 30% of pay band as special pay as done in the case of scientists, whose special pay has been doubled by the Government.

iii) **Up-grading of S.S.Es. to pre-revised scale of Rs. 10000-15200** - *Considering their duties, responsibilities and accountabilities, JEs are getting the post of SSE (Rs 7450-11500) after 20-24 year of service whereas, in other Departments, the scale of Rs. 10000-15200 is given to JE on time Bound basis in 24 years of service*

iv) **Up-grading of JEs to pre-revised scale Rs 7450-11500 (As proposed by SCPC for Nurses).**

3. **Grant of Special Pay to all Engineers / Technocrats / Technical Supervisors & Technicians on par with Scientists.** The technical employees should be differentiated from non-technical employees in Railways at least by granting 30% of pay band as special pay, as done in the case of scientists.

4. **Minimum Annual Increment of 5% PA** *Considering the fact that even at present increments are nearly 4 to 4.5%.*

5.A) **Rise of at least Rs. 1000 to Rs 3000 in Grade Pay from one post to next** *(as even at present the difference in Pay from one to next is Rs 500 to Rs 2000).*

B) Grant of at least 4 increments on promotion

6. **Group 'B' Gazetted status to all JEs., SEs. & SSEs.** All the previous three Pay Commissions had recommended classification of the Pay Scales of senior Technical Supervisors to be classified in Group B and the Government had also accepted the recommendations in this regard, except in case of Fifth Pay Commission wherein the Government had modified the recommendations But the Railways did not implement any of the orders issued after any of the 3 Pay Commissions.

In comparison to other departments and all India Average, Railways is having lowest number of gazetted posts, which will hamper and slow down the activities of huge investment besides adversely affecting the efficiency and safety on the Railways.

Sixth Pay Commission has clubbed all the existing scales of Technical Supervisors (JEs, SEs, SSEs / CMS/ DMS) in existing scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500, Rs 7450-11500, and Group B in existing scales of Rs 7500-12000 and 8000-13500, in PB-2. Since the nature of job in all these scales requires supervision and management, it is requested that these posts be classified in Group B gazetted as has already been done in other Central Government Departments as well as in most other State Government services.

7. a) **2AC Class Pass to all J.Es. – At par with other Departments & as per 6th CPC.**

Cut off date of appointment for the class of eligibility should be abolished & travel entitlement should reflect the status of employee by Grade Pay without differentiation of date of appointment. SCPC has recommended for AC 2 tier travel facility for posts carrying grade pay from Rs.4200 & above

b) **Inclusion of both dependent father & mother in privilege Pass.**

Parents are the responsibility of employee and part of family as per Indian culture & as per new Law. Railways should not follow British legacy in this regard after 61 years of independence.

8. a) i) **Time Bound promotions from J.E. to AE & J.A. grade**

ii) **Reduction in number of scales of Technical Supervisors on Railways from Junior Engineers to Asstt. Engineer (Group B Gazetted) & Clubbing of SE/SSE – on par with MES, CPWD and many states Government organizations. & as per the pattern recommended by b) 3 financial Up-grading under Modified ACP for Junior Engineers after every 8 years i.e. after 8,16 & 24 years of service in a grade as decided for the Defence Forces (instead of after 10, 20 & 30 years decided by the Government for Civilian employees) – The upper age limit for post of Junior Engineer is 35 years, which equates to maximum 25 years of service before retirement.**

9.a) **Incentive/Arduous Duty Allowance to J.Es, SEs, SSEs, CMS/ CMT Staff.**

b) **Design / PCO Allowance to Drawing, Design/ IT (EDP) Staff.**

10. **Exemption of all Allowances (including DA, HRA & CCA) from Income Tax – as recommended by Fifth CPC.**

Summary of Government Decision on SCPC

Compiled by K.V.Ramesh, ACT/IRTSA

1. The revised structure of pay band and grade pay to be implemented from 1.1.2006.
2. The revised allowance other than dearness allowance will be effective from 1st September, 2008
3. AICPI(IW) with the base of 2001 has to be used for the purpose of calculating DA.
4. DA may be continued to be sanctioned twice a year as on 1st January and 1st July.
5. Evolving a separate index for Government employees.
6. Merger of DA at any time not recommended.
7. The date of annual increments in all cases be 1st July.
8. **House Rent Allowance:** A1 city has been reclassified as **X** and rate of HRA remains as 30%. A, B1 & B2 are classified as **Y** and the rate of HRA improved from 15% to 20%. C and unclassified locations are reclassified as **Z** and the rate of HRA improved from 7.5% to 10%.
9. **Education Allowance:** Children Education Allowance and Reimbursement of Tuition Fee will be merged and reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children will be granted. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000/month. Children Education Allowance and Hostel subsidy can not be claimed concurrently.
10. Travel entitlement for the purpose of official tour / transfer or LTC should be same.
11. Railway employees shall be allowed to avail leave **encashment at the time of availing of passes for a maximum of 60 days in the entire career**, 10 days at a time subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed. Consequently, the employees would be eligible to encash 300 days of Earned Leave at the time of their retirement even though they have encashed Earned leave upto 60 days during their career while availing passes.
12. City Compensatory Allowance to be abolished

Recommendations of SCPC - which have been implemented by Government - with Modification

1. **Pay Fixation** : Fixation of pay in the revised Pay Bands will be done by multiplying the basic pay drawn as on 1/1/2006 on the existing Fifth CPC pay scales by the factor of 1.86 and then rounded off to next multiple of 10 and not by a factor of 1.74 as recommended by the commission.
2. **Payment of Arrears** : The Government may pay the arrears in two installments. Accepted with modification of 40% during this financial year (2008-09) and 60% in the next financial year (2009-10).
3. **Rate of Annual Increment:** Modified to 3% from 2.5% recommended by the Commission.
4. **Variable Increment:** The rate of variable increment for high achievers in PB-3 increased to 4% from 3.5% as recommended by the commission.
5. Financial benefit under ACP scheme after 10, 20 and 30 years of service.

6.Transport Allowance recommended by SCPC

| Grade pay | A1/A city | Other places |
|--------------|--------------|--------------|
| 5400 & above | Rs.3200 + DA | Rs.1600 + DA |
| 4200 to 4800 | Rs.1600 + DA | Rs. 800 + DA |
| Below 4200 | Rs. 400 + DA | Rs. 300 + DA |

Accepted with following modifications.

Campus restriction for grant of Transport Allowance will be removed.

TA at lowest level will be increased to Rs.600 in A-1/A class cities and Rs.400 in other towns.

Employees in PB-1 with Rs.7440 (Rs.4000 in Pre revised) will be eligible for grant of TA at the rate of Rs.1600/Rs.800.

7. Introduction of **Risk insurance scheme** w.e.f 1.4.2009 after consultation with staff side and continuation of Risk Allowance till march 31, 2009.

8. **Group-B Officers in Railways** in the pre revised scale of Rs. 8000-13500 will be granted Grade pay of Rs.5400 in PB-3 instead of PB-2.

9. **Grade pays for pre-revised scales from S-18 to S-30 in PB-3 & PB-4** - increased (see table on Page 8). Pay bands for pre-revised scales were changed from Rs.39200-67000 to Rs.75500-80000, and grade pay abolished for these scales.

Orders on Children Education Allowance

- Children Education Allowance and Reimbursement of Tuition Fee will be merged.
- Children Education Allowance reimbursement can be availed up to a maximum of 2 children.
- Even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- Reimbursement can be claimed for
- Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.
- The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
- Reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs .12000 per child being maintained.
- Hostel subsidy will be reimbursed up to the maximum limit of Rs.3000 pm per child subject to a maximum of 2 children. Both hostel subsidy and Children Education Allowance cannot be availed concurrently.
- The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.
- Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

Recommendations of SCPC which will be examined separately

1. Recommendations related to Bonus and Over time Allowance.
2. Recommendations related to General Provident fund for Central Government employees and Central Government Group insurance scheme.
- 3 Corporatization of Railways.
4. Introduction of Health Insurance Scheme for Central Government employees and pensioners.
5. Outsourcing the process of commutation of Pension to a PSU Bank / institution.

EXTRACTS OF NOTIFICATIONS ON ALLOWANCES ON IMPLEMENTATION OF SCPC

1. Dearness Allowance

| Date from which payable | Rate of Dearness Allowance per mensem |
|-------------------------|--|
| From 1.1.2006 | No Dearness Allowance |
| From 1.7.2006 | 2% of Basic pay + NPA, where applicable |
| From 1.1.2007 | 6% of Basic pay + NPA, where applicable |
| From 1.1.2008 | 9% of Basic pay + NPA, where applicable |
| From 1.7.2008 | 16% of Basic pay + NPA, where applicable |

2. Grant of Transport Allowance

| Grade Pay | Rate of transport Allowance per month | |
|--|--|----------------------|
| | * In 13 cities classified as A-1 / A earlier | Other palaces |
| Grade pay of Rs.5400 & above | Rs.3200 + DA thereon | Rs.1600 + DA thereon |
| i. Grade pay of Rs.4200, Rs.4800 ii. those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above | Rs.600 + DA thereon | Rs.800 + DA thereon |
| Grade pay below Rs.4200 and pay in the pay band below Rs.7440 | Rs.600 + DA thereon | Rs.400 + DA thereon |

* Cities classified as A-1 / A earlier Hyderabad, Delhi, Bangalore, Greater Mumbai, Chennai, Kolkata, Ahmedabad, Surat, Nagpur, Pune, Jaipur, Lucknow, and Kanpur.

3. House Rent Allowance

A1 city has been reclassified as X . A, B1 & B2 are classified as Y . C and unclassified locations are reclassified as Z.

| Classification of Cities / Towns | Rate of House Rent Allowance - as a percentage of (Basic Pay + NAP where applicable) |
|----------------------------------|--|
| X | 30% |
| Y | 20% |
| Z | 10% |

List of Cities / Towns where House Rent Allowance is Admissible to Central Govt. Employees

Cities Classified as "X" : Hyderabad, Delhi, Bengaluru, Greater Mumbai, Chennai, Kolkata

Cities classified as "Y" : Vijayawada, Warangal, Visakapatnam, Guntur, Guwahati, Patna, Chandigarh, Durg-Bhilai Nagar, Raipur, Ahmedabad, Rajkot, Jamnagar, Bhavnagar, Vadodara, Surat, Faridabad, Srinagar, Jammu, Jamshedpur, Dhanbad, Ranchi, Belgaum, Hubli-Dharwad, Mangalore, Mysore, Kozhikode, Kochi, Thiruvanthapuram, Gwalior, Indore, Bhopal, Jabalpur, Amravati, Nagpur, Aurangabad, Nasik, Bhiwandi, Pune, Solapur, Kolhapur, Cuttack, Bhubansewar, Amritsar, Jalandhar, Ludiana, Pondicherry, Bikaner, Jaipur, Jodhpur, Kota, Salem, Tiruppur, Coimbatore, Trichirapalli, Madurai, Dehradun, Moradabad, Meerut, Ghaziabad, Aligarh, Agra, Bareilly, Lucknow, Kanpur, Allahabad, Gorakhpur, Varanasi.

SUMMARY OF DECISIONS ON PENSIONERS ON IMPLEMENTATION OF SCPC REPORT

(REF: NOTIFICATIONS FOR PENSIONERS & ALLOWANCES - 6TH P.C. GAZETTE EXTRA ORDINARY DATED 29.8.08 & 1.9.08)

1. a) Revised Pay Scales, Pension & DA to come into effect from 1/1/2006. b) Revised rates of Allowances from 1/9/2008.
2. Arrears to be paid in cash in two instalments – first instalment of 40% during the current year (2008-09) to be credited to the Pensioners Account by 30.9.2008; and the remaining 60% shall be paid in the next financial year (2009-10).
3. Multiplication Factor of 1.86 for fixation of Basic Pension on 1.1.06 – (restoring the benefit of merger of 50 % DA).
4. 20% Additional Pension/ Family Pension on attaining 80 years of age, 30% on 85 years, 40% on 90 years, 50% on 95 years & 100% on attaining 100 years of age . Additional Pension shall be shown separately.
5. Minimum Pension / Family Pension shall be Rs 3500 and highest Pension / Family Pension shall be Rs 45000.
6. Personal Pension to those who retired between 31.3.87 & 31.12.87 will continue separately.
7. Full 50%of Pay or 10 months average pay which ever is higher, as Pension after 20 years service (for future retirees)
8. Revised Commutation Table for future retirees only.
9. Maximum Gratuity increased to Rs 10 Lakhs from Rs 3.5 lakhs for future retirees only.
10. Constant Attendance Allowance in case of 100% Disabled (Civilian) Pensioners (as in Defence).
11. Lump-sum retirement Benefit of 80 months salary last drawn or average whichever is more on Voluntary retirement after 15 years service for future retirees(i.e. those retiring after 1.1.06).
12. Enhanced Family Pension for 10 years - in case of death in harness.
13. Revised DA/ DR from 1.1.06 = 0 %, from 1.7.06 = 2%, from 1.1.07 = 6 %, from 1.7.07 = 9%, 1.1.08 = 12 %, 1.7.08= 16 %
14. Fixation of Pension shall not be less than 50% of minimum of pay in the new pay band plus grade pay.
15. Separate Orders have been issued for those who retired before & after 1.1.2006.

Recommendations of SCPC not accepted by Govt

1. Liberal severance package for those employees who want to leave service without pension with more than 15, but less than 20 years of service.
2. Recommendation relating to Holiday policy that there should be only three closed holidays.
3. Flexi hours for Women employees and flexi weeks for disabled.

REVISED PAY STRUCTURE APPROVED BY THE GOVERNMENT

| Present Scale | | | Revised Pay scales recommended by SCPC | | | Revised pay structure | | |
|---------------|-----------|-------------------------------------|--|------------------------|-----------|-----------------------|---------------------------------------|-----------|
| S. N | Pay scale | Pay Scale | Pay Band | Corresponding Pay band | Grade Pay | Pay Band | Corresponding Pay band | Grade Pay |
| 1 | S-1 | 2550-55-2660-60-3200 | -1S | 4400-7440 | 1300 | -1S | 4400-7440 | 1300 |
| 2 | S-2 | 2610-60-3150-65-3540 | -1S | 4400-7440 | 1400 | -1S | 4400-7440 | 1400 |
| 3 | S-2A | 2610-60-2910-65-3300-70-4000 | -1S | 4400-7440 | 1600 | -1S | 4400-7440 | 1600 |
| 4 | S-3 | 2650-65-3300-70-4000 | -1S | 4400-7440 | 1650 | -1S | 4400-7440 | 1650 |
| 5 | S-4 | 2750-70-3800-75-4400 | PB-1 | 4860-20200 | 1800 | PB-1 | 5200-20200 | 1800 |
| 6 | S-5 | 3050-75-3950-4590 | PB-1 | 4860-20200 | 1900 | PB-1 | 5200-20200 | 1900 |
| 7 | S-6 | 3200-85-4900 | PB-1 | 4860-20200 | 2000 | PB-1 | 5200-20200 | 2000 |
| 8 | S-7 | 4000-100-6000 | PB-1 | 4860-20200 | 2400 | PB-1 | 5200-20200 | 2400 |
| 9 | S-8 | 4500-125-7000 | PB-1 | 4860-20200 | 2800 | PB-1 | 5200-20200 | 2800 |
| 10 | S-9 | 5000-150-8000 | PB-2 | 8700-34800 | 4200 | PB-2 | 9300-34800 | 4200 |
| 11 | S-10 | 5500-175-9000 | PB-2 | 8700-34800 | 4200 | PB-2 | 9300-34800 | 4200 |
| 12 | S-11 | 6500-200-9800 | PB-2 | 8700-34800 | 4200 | PB-2 | 9300-34800 | 4200 |
| 13 | S-12 | 6500-200-10500 | PB-2 | 8700-34800 | 4200 | PB-2 | 9300-34800 | 4200 |
| 14 | S-13 | 7450-250-11500 | PB-2 | 8700-34800 | 4600 | PB-2 | 9300-34800 | 4600 |
| 15 | S-14 | 7500-200-12000 | PB-2 | 8700-34800 | 4800 | PB-2 | 9300-34800 | 4800 |
| 16 | S-15 | 8000-275-13500 | PB-2 | 8700-34800 | 5400 | PB-2 | 9300-34800 | 5400 |
| 17 | New scale | 8000-275-13500 (Group - A Entry) | PB-3 | 15600-39100 | 5400 | PB-3 | 15600-39100 | 5400 |
| 18 | S-16 | 9000 | PB-3 | 15600-39100 | 5400 | PB-3 | 15600-39100 | 5400 |
| 19 | S-17 | 9000-275-9550 | PB-3 | 15600-39100 | 5400 | PB-3 | 15600-39100 | 6600 |
| 20 | S-18 | 10325-325-10975 | PB-3 | 15600-39100 | 6100 | PB-3 | 15600-39100 | 6600 |
| 21 | S-19 | 10000-325-15200 | PB-3 | 15600-39100 | 6100 | PB-3 | 15600-39100 | 6600 |
| 22 | S-20 | 10650-325-15850 | PB-3 | 15600-39100 | 6500 | PB-3 | 15600-39100 | 6600 |
| 23 | S-21 | 12000-375-16500 | PB-3 | 15600-39100 | 6600 | PB-3 | 15600-39100 | 7600 |
| 24 | S-22 | 12750-375-16500 | PB-3 | 15600-39100 | 7500 | PB-3 | 15600-39100 | 7600 |
| 25 | S-23 | 12000-375-18000 | PB-3 | 15600-39100 | 7600 | PB-3 | 15600-39100 | 7600 |
| 26 | S-24 | 14300-400-18300 | PB-3 | 15600-39100 | 7600 | PB-4 | 37400-67000 | 7600 |
| 27 | S-25 | 15100-400-18300 | PB-3 | 15600-39100 | 8300 | PB-4 | 37400-67000 | 8700 |
| 28 | S-26 | 16400-450-20000 | PB-3 | 15600-39100 | 8400 | PB-4 | 37400-67000 | 8700 |
| 29 | S-27 | 16400-450-20900 | PB-3 | 15600-39100 | 8400 | PB-4 | 37400-67000 | 8900 |
| 30 | S-28 | 14300-450-22400 | PB-4 | 39200-67000 | 9000 | PB-4 | 37400-67000 | 8900 |
| 31 | S-29 | 18400-500-22400 | PB-4 | 39200-67000 | 9000 | PB-4 | 37400-67000 | 10000 |
| 32 | S-30 | 22400-525-24500 | PB-4 | 39200-67000 | 11000 | PB-4 | 37400-67000 | 12000 |
| 33 | S-31 | 22400-600-26000 | PB-4 | 39200-67000 | 13000 | HAG+ Scale | Rs.75500 (Annual Increment @3%)-80000 | Nil |
| 34 | S-32 | 24050-65-26000 | PB-4 | 39200-67000 | 13000 | HAG+ Scale | Rs.75500 (Annual Increment @3%)-80000 | Nil |
| 35 | S-33 | 26000 (Fixed) | Apex scale | 80000 (fixed) | Nil | Apex scale | 80000 (fixed) | Nil |
| 36 | S-34 | 26000 (Fixed) | Cab. Secy | 90000 (fixed) | Nil | Cab. Secy | 80000 (fixed) | Nil |

**Published by Er. M. Shanmugam, Central President, IRTSA on behalf of
INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION
from 4, 6th Street, TVS Nagar, Padi, Chennai – 600050 and printed by him at**

Four Yes Offset Press, A – 40, Karthigayan Salai, Periyar Nagar, Chennai – 600082. Editor: M.Selvaraj