

Voice of Rail Engineers

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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PROTEST DAY OBSERVED ALL OVER INDIAN RAILWAYS BY IRTSA UNITS AGAINST 6TH CPC

All units of IRTSA observed protest day in the fourth week of May against the retrograde report of the Sixth Pay Commission.

GS - IRTSA CONDEMNS SCPC REPORT AS "WORST IN HISTORY"

General Secretary, IRTSA, while addressing a largely attended gathering of Engineers at Jagadhary Workshop recently, described the report of the Sixth Pay Commission as the worst in the history, which will require years of struggle by the working class, for its ratification.

PROCESSION AT MOUNT ROAD, CHENNAI

Interim arrears of Rs.25000 demanded

On May 28, ICF and Southern Railway units of IRTSA conducted a massive procession at Mount Road, Chennai. Around 1000 Engineers, under the leadership of Er. M. Shanmugam, President, IRTSA, spiritedly participated in the long procession shouting slogans against the retrograde recommendations of SCPC, demanding expeditious action by Review Committee to rectify them.

On the next day a memorandum was handed over to His Excellency Governor of Tamilnadu requesting him to forward it to Honourable Prime Minister, Finance Minister, Railway Minister, Minister of State for Railways and Chairman Railway Board.

The main demands mentioned in the memorandum were:-

- Immediate release of ad-hoc payment of arrears of Rs.25000 per employee.
- Expeditious action by SCPC reviews committee to decide the new pay scales before June, 2008.
- Two grade upgradation for Railway Technical staff and Technical Supervisors.
- New pay scale calculations on the basis of NNP rise on current price in the preceding 11 years.

Huge Procession at CLW

On 29.05.2008, more than 500 Supervising Engineers of CLW unit went on procession for the length of 2 KM along with posters and banners, highlighting the main demands of IRTSA against the retrograde recommendations of SCPC. The procession culminated at General Manager's office. At the end a memorandum was submitted to GM and copies were sent to Railway Board demanding speedy remedial actions.

IRTSA TEAM MEETS JCM LEADERS AT NEW DELHI Demands two grade up-gradation for Railway Technical Supervisors and Staff

On 6th May, 08 a team of IRTSA members led by President Er.M.Shanmugam and Er.Harchandan Singh, GS/IRTSa met JCM leaders including Sri.U.Purohit, Secretary / JCM and Sri. M.Raghaviah, President / JCM at JCM office and urged upon them to speed up the review committee functions to implement the new pay scales before the end of June, 2008.

On the same day evening IRTSA office bearers led by Er.Shanmugam including Er.Tamilmaran, Er.Rehman, Er.K.V.Ramesh held a lengthy discussion with Sri.U. M. Purohit, Secretary/JCM on all issues pertaining to SCPC. The discussion were held on main issues like calculation of new pay scales on basis of NNP raise at current price, uniform application of multiplication factor for all scales, 5% annual increment, release of interim arrears of Rs.25,000 per employee, two grade upgradation for Technical supervisors and staff, Group 'B' Gazetted status to SE and SSE, First class pass to all JEs etc. Even though JCM leaders were not readily agreeing to the demands of IRTSA in their entirety they promised to do their best to restore the lost glory of the category.

IRTSA APPROACHES POLITICAL LEADERS

TO GET JUSTICE ON THE SCPC RECOMMENDATIONS

Ever since the release of SCPC's retrograde recommendations IRTSA is trying its best to highlight its demands to all the authorities and leaders to render justice to the category. In its persuasive strategy IRTSA highlighted its demand to political leaders.

On 7th May IRTSA team led by Er.M.Shanmugam met Smt. Mohsina Kidwai, MP, GS/AICC explained to her the general issues and issues pertaining to the category and requested her to forward the memorandum to Prime Minister and Smt.Sonia Gandhi, Chairperson/UPA requesting their immediate intervention.

On June 3, 2008, the team met Com.D.Raja, MP and National Secretary/CPI and explained to him the demands. Com.D.Raja very keenly observed the demands and deliberated with the members. He also shared his memories at the time of implementation of Fifth CPC recommendations. He promised to discuss the issues with the Finance Minister and forward the memorandum to Prime Minister and Railway Minister.



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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**TOWARDS A UNITED STRUGGLE
OF RAIL ENGINEERS**

Unity in adversity is the most binding force in any society. So it has always been – as a part of human nature. So it had been over the last nearly forty years or rather more with our cadre of Rail Engineers. We united whenever there was an attack on us whether individually or collectively.

History Recalled: The British brought down the salaries of Indian cadres as long back as 1931 onwards due to an economic slump the world over. The First and Second Pay Commission perpetuated the situation by not restoring the Pre-1931 scales to the Subordinate Engineers while restoring the same to almost all other categories or rather improving upon the same especially for the non-technical cadres and officers.

Those were the times when there was no organisation to represent the Engineers or the Technical Supervisors on the Railways. The situation continued to go from bad to worst over the years due to continuous erosion of status of Subordinate Engineers due to lop sided approach of Railways. All this resulted in emergence of IRTSA in 1965 – providing a platform to the Technical Supervisors to unite and struggle for their betterment.

The last forty years have brought in many improvements in the pay structure, avenues of promotion and service conditions of this cadre due to continuous struggle for the same over the years. Third and Fourth Pay Commissions did restore the pre-1931 relativity vis-à-vis non-technical cadres allotted the highest of the scales to Technical Supervisors amongst all Group C employees due to the onerous and critical nature of their duties and responsibilities. Subsequent cadre restructuring and change of designations of the category provided some improvement in avenues of promotion and status.

Railway however unjustly denied the Group B status to the Senior Technical Supervisors in spite of orders to that effect by the government as well as by the CAT New Delhi to remove that anomaly (*in IRTSA-vs-Union of India*)

Even other gains in terms of better scales, were undone by the Fifth Pay Commission which equated the non-technical cadres with technical cadres. It also disturbed the existing relativities – badly ignoring the ground realities that the non-technical staff (like Office Superintendent & Chief Clerks) working under the Section Engineers and Senior Section Engineers, were placed in the same pay scales as those of the later – thereby violating settled principles of law enshrined in the Constitution of India, that **“an equal cannot be over an equal.”**

All this was disturbing enough for the Engineers cadres on the railways. They reacted strongly against the Fifth Pay Commission Report and were able to get marginal improvement in the highest grade proposed by the Fifth CPC. But other anomalies continued and so did the denial of Group B status and time-bound avenues of promotion.

We had some hope on the Sixth CPC due to phenomenal rise of wages elsewhere in the country. But its Report has not only dashed all hopes, it is the worst ever report so far. Its proposal are having far reaching impacts and will require years of struggle to be undone even partially.

It is therefore, high time & most essential for the Rail Engineers to unite and stand up against continuous injustice with them and the technical staff as a whole. **-HCS**

**RAIL ENGINEERS !
MARCH TO KOLKATA
FOR UNITY, STRENGTH & STRUGGLE
AGAINST CONTINUOUS INJUSTICE &
RETROGRADE
REPORT OF SIXTH PAY COMMISSION
JOIN EN-MASS FIRST ALL INDIA
JOINT CONFERENCE OF
IRTSA & AIREF
AT NETAJI SUBHASH INSTITUTE
(Near E. Rly. SEALDAH STATION)
ON 25TH & 26TH JULY, 08
MAIN DEMANDS**

1. A) i) Minimum pay of Rs 13000 for Technical Staff
ii) One Pay Band of Rs.13,000 – 1,50,000 for Technical Staff, instead of 4 Pay Bands.
- B) Minimum pay of Rs. 28000 for JUNIOR ENGINEERS & Rs. 45000 for SECTION ENGINEERS & SENIOR SECTION ENGINEERS on Railways.
- C) Placing all SEs, SSEs and Group 'B' in PB-3.
- D) Up-grading of SENIOR SECTION ENGINEERS to equivalent of pre-revised scale of Rs. 10000-15200. (*As this grade has already been granted to JEs with 15 to 20 years service on time scale basis in State Government services, CPWD & MES etc.*)
2. Counting of DP for fixation of Pay.
3. Minimum Annual Increment of 5 % PA
4. A) Adequate rise of Grade Pay from one Pay Band to next.
B) Grant of at least 4 increments on promotion.
- C) Merger of Grade Pay with Pay Scale after fitment in Revised scales of Pay.
5. Group 'B' Gazetted status to all JEs., SEs.& SSEs.
6. a) 2 AC Class Pass to all JEs. (JUNIOR ENGINEERS) – at par with other Departments and as recommended by Sixth CPC
b) Inclusion of both dependent father & mother in privilege Pass.
7. Time Bound & Time scale promotions from JE to JA grade (*as in MES, Telecom & CPWD*)
8. A) Incentive / Arduous Duty Allowance to J.Es, SEs, SSEs, CMT Staff, other Technical Staff.
B) Design / PCO / Planning Allowance to all Drawing & Design Office Staff.
9. No Corporatisation of Railways.
10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX – as recommended by Fifth CPC.
11. Grant of Interim Relief of Rs 25000 immediately.

Issued by- CEC AIREF & IRTSA
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**ALL INDIA RAILWAY ENGINEERS
FEDERATION**

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Role of IRTSA for betterment of Engineers through last 4 Pay Commissions

Third Pay Commission (TCPC): IRTSA submitted an exhaustive Memorandum to the Third Pay Commission. A team of CEC Members appeared before a Pay Commission for the first time, to represent the case of Technical Supervisors and achieved substantial improvements in the pay scales – including reduction of pay scales of Technical Supervisors from 6 to 4 and highest Pay Scales of Rs.840-1040 and Rs. 840-1200 exclusively for the Technical Supervisors which were highest amongst the entire Group 'C' cadre.

Fourth CPC: IRTSA submitted an exhaustive and comprehensive memorandum and appeared before the Fourth Pay Commission as a main spokesman for Technical Supervisors and were able to get the highest Pay scales going up to the maximum of Rs 2375-3500 which was the highest amongst entire Group 'C', besides numerous other benefits.

Fifth CPC : IRTSA delegation appeared before the Fifth Pay Commission after submitting an exhaustive Memorandum to the Commission. The Pay Commission accepted various demands including parity of pay to Drawing Design Office and Store Supervisors with other Technical Supervisors.

However, Fifth CPC suppressed the top grade of Technical Supervisors - by deviating from the broadly accepted principle of 3.25 times rise of the existing pay scale, merely to accommodate Group 'B' and Group 'A' officers above the Scale of Technical Supervisors.

IRTSA retaliated strongly against the great injustice done by the Fifth Pay Commission. IRTSA served a Strike Notice against this and other anomalies in the CPC Report.

Railway Board finally removed some of the anomalies and improved the highest grade of Technical Supervisors to Rs. 7450-11500 instead of Rs. 7,000 - 11,500 recommended by the Fifth Pay Commission.

The improvement was marginal but the violation of basic principle was undone. - **HCS**

Role of IRTSA during & after SCPC

On June 3rd, 2008, IRTSA team led by President met **Com.D.Raja, MP, GS/CPI** requested him to highlight the issues to Finance Minister. **AND THE STUGGLE CONTINUES**

On 28th May, 2008 1000 Supervising Engineers went in a big procession at Mount Road, Chennai and handed over **Memorandum to Governor of Tamilnadu** requesting him to forward it to PM, FM, Railway Minister and Railway Board.

On 7th may IRTSA team **met Member of Parliament** and AICC General Secretary **Smt.Moshina Kidwai**, and explained her legitimate demands of Govt. employees and requested her to forward the memorandum to **Prime Minister** and **Smt.Sonia Gandhi**

On 6th May, 08, IRTSA team met **Sri.M.Raghavaih, President / JCM** in the morning and **Sri.U.M. Purohit, Secretary/ JCM** in the evening and held lengthy discussions with them on the need to have exclusive pay scales for Technical staff and Technical Supervisors in Indian Railways

On 22nd April 08, IRTSA team led by M. Shanmugam met **Sri. P. Chidambaram, FM** at his residence and highlighted the erroneous pay scales arrived by SCPC and sharp fall in Govt. employees salary in percentage to GDP, total expenditure, revenue expenditure etc.

On 22nd April 08, IRTSA team met **Sri.Lalu Prasad, MR** first at his residence and again at Rly Board. MR asked CRB to send note to Empowered Committee recommending for a better deal to Engineers.

IRTSA team met **Sri.Choubey,GS/AIRF** at his office & presented a Memorandum

On April 21st night Sri.M.Raghavaiah, GS/NFIR inaugurated the candle light agitation at Jantar Mantar, New Delhi

Er. Harchandan Singh, GS/ IRTSA & ER AK Tyagi SG AIREF submitted memorandum to PMO & FMO & met MS and discussed the major anomalies of Sixth CPC Report

On April 21st morning Joint mass procession of IRTSA & AIREF marched towards Parliament from Jantar Mantar - inaugurated by Sri.S.G.Mishra,AGS/AIRF

IRTSA team led by Er.M. Shanmugam, met CRB at the instance of Railway Minister, on 3rd April, 08 and requested him to raise Railway men's demands with the Government

On 3rd April, IRTSA team led by Er. Shanmugam met Sri.R.Velu, MOSR and demanded exclusive pay for Technical staff in Railways

On 29th March, 08, delegations of IRTSA met CRB, FC and MM and handed over memorandum against retrograde recommendations of SCPC

On 28th March IRTSA staged a massive demonstration in front of MMC complex, Chennai demanding justice against the retrograde recommendations of SCPC.

SCPC submitted its recommendations to Finance Minister on 24th March, 2008

On 7th march IRTSA held massive mid-night candle light agitation in front of Trichy Junction, Southern Railway, Immediately after the release of General Budget demanding more allocation of funds to meet the expenditure of SCPC

IRTSA held massive mid-night candle light agitation in front of Chennai Central on 27/28 February, 2008 demanding enhanced Budgetary allocation from Rs.5000 crores to 25000 crores by the Railways, to meet the SCPC additional expenditure

M. Shanmugam, CP/IRTSA gave oral evidence in front of SCPC at Bangalore on behalf of NFIR

IRTSA staged a massive Dharna at Jantar Mantar on 27th April, 2007 demanding interim relief & urging SCPC to arrive pay scale by job evaluation. Honourable MPs Com. Mohan & Com.A.V .Bellarmin participated

IRTSA team, led by Er. Shanmugam presented Power Point Presentation to IIMA study team (appointed by SCPC) - Both at ICF and Basin Bridge Coaching Depot, Chennai.

Exhaustive memorandum prepared by IRTSA submitted to SCPC by Er. Harchandan Singh, GS/IRTSA & Er.K.V. Ramesh, ACT/IRTSA- Dec.06

Memorandum for grant of Interim Relief submitted by IRTSA, on 6.11.2006

IRTSA Pay Commission Cell formed at President's office at Chennai & GS Office at Chandigarh- working in unison through internet Communication
Important Members at Chennai Office Er. M. Shanmugam President IRTSA, D.Natarajan, K.V.Ramesh, Nirma IChandran, Rajaprabakar, Y.R.S.Banerjee
Important Members at Chandigarh Office - Harchandan Singh GS IRTSA, Ashok Chowdry, Benjamin, Thyagarajan, E.Ramesh, Chandrasekar

Sixth Central Pay Commission belatedly formed on October 5th 2006, after prolonged struggle

RAILWAY NEWS

Railway Revenue Earnings Up By 16.73 Per Cent

The total approximate earnings of Indian Railways on originating basis during April 2008 were Rs.6421 crore compared to Rs.5500 crore during the same period last year, registering an increase of 16.73 per cent.

The total goods earnings have gone up from Rs.3680 crore during April 2007 to Rs.4392 crore during April 2008, showing an increase of 19.31 per cent.

The total passenger revenue earnings during the April 2008 were Rs.1794 crore compared to Rs.1617 crore during the same period last year, registering an increase of 11 per cent. Total number of passengers booked compared at the same period registered an increase of 6.4 percent.

The earnings of other coaching and sundry registered an increase of 15.75 per cent.

IR REQUIRES 22,500 NEW COACHES FOR THE ELEVENTH FIVE YEAR PLAN

Requirement of coaches for five years is planned as per five year plan and is done combined for mail/express and passenger trains. Requirement of 22,500 new coaches has been projected for eleventh five year plan between the period 2007 and 2012.

CASH AWARDS FOR RAILWAYMEN

Union Minister Shri.Lalu Prasad has announced cash awards amounting to Rs.17.40 crore for Railway officers and staff for their excellent contribution in achieving record revenue earning freight loading by Indian Railways. Indian Railways have carried highest ever loading of more than 794 million tones during the financial year 2007-08.

GROUP 'B' ISSUE DISCUSSED IN STANDING COMMITTEE OF JCM

The issue of upgrading of posts in the Scale Rs 7450-11500 was discussed in the Meeting of Standing Committee of JCM, where the Ministry of Railways was authorised to consider & decide the matter.

- The staff side suggested that keeping in view the peculiar conditions of the railways, Group 'C' employees in the scale of Rs.7450-11500 should be upgraded to group 'B' posts.
- The official side stated that it was for the railway ministry to take the decision in the matter as post in the pay scale of Rs. 7450-11500 are classified as group 'B' in other ministries/departments.

Organisational news

New executive formed at Jagadhry

A new Executive Committee of IRTSA, Jagadhry Workshop, was elected on June 18, in the presence of the General Secretary IRTSA, Sh Harchandan Singh.

1	President	Sh KP Singh, SSE, Drawing Off.
2	Vice President	Sh Sh Arun Kumar, JE, WR Shop
3	Vice President	Sh Surinder Kumar, SE, Power House
4	Secretary	Sh KS Kataria, SSE, WR Shop
5	Joint Secretary	Sh Ram Bhool, SSE, Train Lighting
6	Joint Secretary	Sh Amit Silawat, JE, ISO
7	Treasurer	Sh Shiv Agnihotry, JE, Drawing Off.
8	Auditor	Sh RS Bhadauria, SE, Millwright

Dear Brother Engineers,

DO VISIT YOUR WEBSITE

<http://irtsa.net>

REGULARLY

A MULTIFARIOUS, INFORMATIVE & FREE WEBSITE FOR RAIL ENGINEERS & OTHERS

1. IRTSA Website irtsa.net was started in January, 2008. The Website has since grown manifold

2. The Website promotes the Plan for E-Governance -

a) Through direct links to numerous websites – including those of National Portal of Government of India, Railways and others.

b) Links to Railway Boards' Orders, Circulars and Codes & Manuals.

c) Direct access to text of Sixth Pay Commission Report and the representations made against the same by IRTSA & others.

(Copies of Implementation Orders of Sixth C.P.C., will be posted when issued.)

d) It provides direct links to Judgements of all Courts & CAT *(including CAT Judgement in Group 'B' case in IRTSA-vs-UOI).*

3. It has separate Forums for Pensioners and Senior Citizens

4. It tells all about IRTSA - its History, Aims, Objects, its Struggle & Achievements, its ongoing efforts & future plans. It brings to you all the recent issues of your journal "Voice of Rail Engineers"

5. It is an inter active site. It has a "Discussion Forum" and a "Guest Book" - through which visitors to the site can give their views, comments and suggestions and interact with the General Secretary, IRTSA & others.

6. Many more new features are being regularly added to the website.

7. Latest feature now being added in phases is:

-QUESTION BANK FOR SELECTION / LDCE FOR GROUP B

(This will include Syllabus & Question Bank for Selection / LDCE for all Departments – i.e. Mechanical, Electrical, Civil Engineering, S & T & Stores).

In the words of a regular visitor to the website:

"IRTSA website is expanding in its form and content unimaginable and unpredictable.

The website is making exemplary and revolutionary strides in the Trade Union Movement."

Brother Engineers,

It is your own Website & we welcome your suggestions always.

For All important information

VISIT irtsa.net REGULARLY

(ON YOUR PC OR IN A CYBER CAFÉ)

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SIXTH CPC – AN ANALYSIS

by K.V. Ramesh, ACT/IRTSA

- 1. Implementation:** The commission recommended for Implementation of revised pay bands retrospectively from January 1, 2006. But SCPC's recommendations relating to allowances and other facilities and benefits will take effect prospectively.

It has been clearly recommended in the Fifth CPC to effect the next CPC by 1.1.2006; By recommending prospective effect for all the allowances SCPC has violated natural justice by denying the improved allowances from 1.1.2006. The situation will be further worsened if Review committee takes its own time and the recommendations relating to allowances are implemented prospectively after the submission of review committee's report.

- 2. Pay Band Concept:** Four distinct running pay bands are recommended – one running band each for all categories of employees in groups 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group 'B') with 2 running pay bands being given for all Group A posts.

This may avoid stagnation since all the pay bands have a long span. But the meager increment of 2.5% in the same grade for a longer time period will be viewed as stagnation only.

- 3. Concept for Minimum Pay:** The family unit for minimum salary was taken as three. Computing the minimum pay on the basis of 15th International Labour Conference norms or NNP rise as done by Fifth CPC was not done.

The method adopted to compute the new minimum pay was not given by the SCPC. But it has compared its minimum pay with the self modified 15th ILC norms with the help of price list of 14 essential category items published in the economic times. It really didn't reflect the true picture; SCPC conveniently modified the 15th ILC norms and under rated the retail prices of the essential category items.

- 4. Calculation of Minimum Pay:** The basic pay drawn as on 1/1/2006 on the existing Fifth CPC pay scales along with dearness allowance at the rate of 74% (which would have been payable on the Fifth CPC pay scales had merger of 50% dearness allowance as dearness pay not been allowed w.e.f. 1/4/2004) have been totaled and then rounded off to next multiple of 10. This has been taken as the pay in the revised running pay band. The grade pay has been computed at the rate of 40% of the maximum of the basic pay in each of the pre-revised pay scale.

*By this method only scales in PB-4 gets the fixation benefit of more than 40%, all other scales in PB1, PB2 and PB3 will get the fixation benefit varying from 21% to 28% only. Before arriving at the new scale, SCPC reduced the present emoluments by eliminating inclusion of DP in the calculation. If DP is included for the calculation of Pay band and grade pay then the minimum total pay for 1S (Rs.2550 in V CPC scale) will be Rs.6730 instead of Rs.5740 (42% increase) and the minimum total pay for PB-1 (Rs.2750 in V CPC) will be Rs.7950 instead of Rs.6660 (55% increase). More over all the previous pay commissions had given the pay rise of minimum 3.25 times, if this tradition is followed the minimum pay should be fixed as Rs.8300 for the pre revised scale of Rs.2550. **But as a model employer Government should fix the minimum pay not less than Rs.10000.***

- 5. Abolition of Group- D and Minimum Pay:** The commission recommended for upgrading 9.7 lakhs of Group – D posts to Group – C and placed them in PB-1. The present incumbents in Group – D with the prescribed qualification for the Group – C will be upgraded and directly placed in the pay band Rs.4860-20200 along with the grade pay of Rs.1800 (total pay Rs.6660). The present incumbents who don't have the prescribed qualification are to be retrained and thereafter upgraded to Group – C. Until such time they have to be placed in 1S pay band Rs.4440-7440 with the grade pay of Rs.1300 (total pay Rs.5740).

Upgradation of Group-D may not possible in single stroke of order. For various reasons other than employees occurring prescribed qualification, the post of Group – D will continue and the minimum pay in the Government will exist only as Rs.5740. While upgrading the Group – D posts to Group- C the new pay has been equated to Rs2750-70-4400. But for the cadre strength of nearly 9 lakh Technicians the starting pay for the Grade – III is in the pre revised scale of Rs.3050-75-3950. Hence pay commission actually de graded the Technician Gr – III.

- 6. Minimum – Maximum Ratio:** Minimum maximum ratio is 1:12 between the start of PB-1 scale and Apex scale.

*Fifth pay commission has recommended 1:10.7 as minimum maximum ratio. While calculating the minimum maximum ration SCPC has taken only the PB-1(Rs.6660) starting scale and apex scale (Rs.80000), **but actually, the ratio is 1:15.6** if it is calculated fairly between minimum pay that is going to exist in Government 1S (Rs.5740) and maximum pay of Cabinet Secretary or Equivalent (Rs.90000).*

- 7. Annual Increment:** Annual increments to be paid in the form of 2.5 percent of the total pay (PB+GP). The date of annual increments, in all the cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible.

Annual increment in terms of % is a welcome recommendation. But considering the fact that the present increment in all scales vary from 4.5% to 3%, the recommended annual increment should be enhanced at least to 4% so that after spending around 10 years in a pay band the employee can get the annual increment in the range of 5%.

Recommendation of uniform annual increment date as July 1 will become convenient for the administration. While implementing this recommendation employees who have not completed minimum six months in the scale as on July 1 has to wait for more than 1 year (maximum of 1.5 years) to receive their annual increment. Even though it will be a single time occurrence it is not fair enough to punish the employees for administrative reforms.

- 8. Fixation of Pay in the revised Pay bands:** Stage wise fixation of pay for existing employees w.e.f.1.1.2006 has been given in tabular form, all the employees shall be fixed accordingly. In case of new recruits, one increment for every year of fixed qualifying service prescribed in the DOPT's OM dated 25/5/1998 shall be provided on the sum total of the minimum of the running pay band and the lowest grade pay in that pay band.

SIXTH CPC ANALYSIS (Continued)

While fixing the pays for serving employees SCPC have not followed its own recommendation of the annual increment of 2.5%, instead the increments varied from 1.4% to 2%, this is also another form of bunching as done by the previous pay commission.

Equals are not Equal in SCPC Pay fixation

SCPC has recommended two different pay for serving employees and new recruits.

A new recruit in the scale of Rs.3200-4900 will be placed in Rs.7859; where as a serving employee in the same pay will be placed in pay Rs.7570.

A new recruit in the scale of Rs.6500-10500 will be placed in Rs.14190; where as the existing employee with same basic pay of Rs.6500 will be placed in Rs.15510.

9. Assured Career Progression: The existing scheme of two financial upgradations on completion of 12 years and 24 years of service with an increase of 2.5% of pay and grade pay will continue. If grade pay is different between two successive grades, in such cases, higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre will be given only at the time of regular promotion. **Financial upgradation under the scheme will be available whenever a person has spent 12 years continuously in the same grade. However, not more than two financial upgradations shall be given in the entire career as was provided in the extant scheme.**

In the present system there was no difference between the pay on financial upgradation through ACP and on regular promotion, but SCPC actually reduced the present benefit of ACP by not including the higher grade pay attached to the next grade to which the employees are financially promoted on ACP.

But the other recommendation of two financial upgradations in the entire career whenever an employee has spent 12 years continuously in the same grade is really a good step forward.

10. LDCE for Posts in Group C & B: The Commission recommended that 10% of the vacancies hitherto filled by direct recruitment for all posts in Group B and C (apart from those in pay band PB-1 with grade pay of Rs.1800) will now be filled by **Limited Departmental Competitive Examination (LDCE)**. All employees possessing minimum qualifications prescribed for direct recruitment shall be eligible for this examination irrespective of their present grade and the period of incumbency therein. Thus, even an employee in pay band PB-1 with grade pay of Rs.1800 will be eligible to appear in LDCE for a post in PB-2 with grade pay of Rs.4800 provided he/she possesses the necessary qualifications. This will be over and above any existing scheme of LDCE for filling up posts in various grades.

If implemented in true spirit with transparent selection procedures it will improve the morale and efficiency of the qualified employees.

11. Increment on Promotion: At the time of promotion from one post to another in the same running pay band, the grade pay (being a fixed amount attached to each post in the hierarchy) attached to posts at different levels within the same running pay band will change. Additionally, increase in form of one increment will also be given at the time of promotion.

Pay increase on promotion should be more than the value of annual increment, to make a promotion more attractive and purposeful the pay increase on promotion should not be less than 10%.

12. Merger of JE-I & JE-II and upgradation: JE-II and JE-I scales are upgraded to Rs.6500-10500 in the pre revised scale.

Upgradation of JEs to Rs.6500-10500 is a welcome recommendation and it will also solve the first class travel eligibility demand for all JEs, provided no revision has been done by the Railways on first class travel eligibility. But at the same time pay scales of teachers and staff nurses who are all placed on par with the JE-II in Fifth CPC scales were upgraded to Rs.7450-11500, considering the responsibilities shouldered by the JEs their scale should also be upgraded to Rs.7450-11500.

13. Pay scales of Section Engineer & Senior Section Engineer: SE scale has been upgraded to Rs.7450-1500 in the pre revised scale. SSE scale has been kept as it is with out any upgradation.

Partial relief has been given to the scale of SE by upgrading it to Rs.7450-11500. But the scale of SSE, the principal custodian of Railway property, which was higher than Group-A entry scale, has been denied any short of relief. Considering the duties, responsibilities and accountabilities shouldered by the SE and SSE their scale should be up graded to Rs.10000-15200 in the pre revised scale.

14. Dearness Allowance: National Statistical Commission may be asked to explore the possibility of a specific survey covering Government employees exclusively, so as to construct a consumption basket representative of Government employees and formulate a separate index. Meanwhile, the Government may continue to use the AICPI (IW) for estimating the DA. AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised. DA may continue to be sanctioned twice a year as on 1st January and 1st July payable with the salary of March and September respectively. **At any stage DA should not be merged with Basic Pay.**

No immediate specific change recommended, computing separate basket for Government employees may reflect the true picture. But the recommendation of not merging DA with basic pay at any stage will be a severe blow. Merging of DA with basic pay will bring relief during later years especially the next pay commission is delayed, which is happening during the formation of every Pay commission.

15. 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%.

Improving the rate of HRA for A,B1,B2,C and unclassified cities and rationalizing them is a welcome step, but it is still far below than the demands made by the unions based on ground reality, particularly not improving the rate of HRA of A1 cities and not making the HRA inflation proof.

16. 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

SIXTH CPC ANALYSIS (Continued)

per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%.

One of the good recommendation made by SCPC, it was also made inflation proof. It should be implemented without any conditions and constraints.

17. Risk Allowance: The commission recommended with drawl of all types of Risk Allowance. Instead all categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%.

Medical and Life insurance can only be considered as supplementary benefit in case of deteriorated health or death. Risk allowance as a part of monthly pay is very essential to differentiate and motivate the employees who work in risk environment. Even to implement the risk allowance as recommended by SCPC it will be a long battle for the technical categories, since SCPC has not specially recommended the categories who are all eligible for medical and life insurance cover.

18. Travel Entitlement: For posts carrying Grade pay less than Rs.4200 – First Class / AC III Tier / AC Chair car. For post carrying grade pay from Rs.4200 to Rs.4800 – AC II Tier.

If implemented in Railways as it is, all the JEs will get their long time demand of AC II tier travel eligibility fulfilled.

19. Transport Allowance & Abolition of CCA:

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

The existing condition which prohibits grant of TA to the employees who have been provided with official accommodation is removed. Double the rate of TA for physically disabled employees. Transport Allowance in the case of physically disabled employees shall, in no case, be less than Rs.1000 per month plus the applicable rate of dearness allowance. After improving the Transport allowance SCPC recommended for the abolition of CCA.

Improving the Transport Allowance and making it inflation proof is a good recommendation and all the Technical Supervisors were brought in one slab. At the same time abolition of CCA by subsuming it within TA is not reflecting the real picture. In major cities the difference in cost living is not only due to House rent and Transport as claimed by SCPC. Even though House rent and transport cost contribute to escalation of cost of living, there are many other factors including the cost of essential commodities that contribute to the high cost of living in the major cities. Hence the abolition of CCA should be with drawn and CCA should be granted at least at the minimum rate of 5% of basic pay and should be made inflation proof. Continuing CCA becomes very important, when the rates of HRA for A1 cities are not improved.

20. Encashment of Earned leave: 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.

A good recommendation which will benefit both the administration with the availability of improved man hours and the employees with monetary gains for the leaves they saved.

21. Holidays and Leave facilities: The Commission, recommended continuation of the five day week in the offices of the Central Government. The Government offices should remain closed only on the 3 National holidays. The number of Restricted Holidays available to an employee shall be increased to 8 with the list of Restricted Holidays being suitably enlarged to include all the erstwhile Gazetted Holidays therein. The number of Casual Leave, Half Pay Leave and Earned Leave available to Government employees shall remain unchanged. The Commission has recommended 12 days casual leave for physically disabled employees.

At present, various offices of the Central Government are allowed 17 closed days in a year including the three National Holidays and 14 Gazetted Holidays. Additionally, Central Government employees are also entitled to avail of 2 Restricted Holidays in a year. Therefore number of holidays available to the employees were brought down drastically from 19 days to 11 days. It will further frustrate the field and work shop staff who are working six days a week. Either the old system of holidays should be continued or the vanished 8 gazetted holidays should be included in the earned leave and it should be increased from 30 days a year to 38 days a year. 12 days CL should be restored to all.

22. Quantum of Pension and Qualifying Service: No change in Rate of pension at 50% of emoluments on completion of qualifying service. Older pensioners will get more pension

On attaining age of	Additional quantum of pension
80 years	20% of basic pension
85 years	30% of basic pension
90 years	40% of basic pension
95 years	50% of basic pension
100 years	100% of basic pension

Once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, which ever is beneficial to the retiring employee.

SCPC has recommended for enhanced pension from the age of 80 to 100. This recommendation may not benefit the majority of pensioners in need and many of the pensioners will not be able to enjoy this facility. Additional quantum of pension may be granted for the following age pensioners.

SIXTH CPC ANALYSIS (Continued)**On attaining age of Additional quantum of pension**

70 years	20% of basic pension
75 years	30% of basic pension
80 years	40% of basic pension
85 years	50% of basic pension
90 years	100% of basic pension

23. Commutation of Pension: A new commutation table given by Centre for Economic Studies and Policies was recommended. The table has been prepared in line with the market rates of interest. Government may consider outsourcing the process of commutation of pension to any PSU Bank/Institution which would extend the commuted amount to the pensioners and get appropriate rate of interest on such amount. Government could extend an interest subsidy on the interest rate so charged, in case the same is found necessary.

It is very much unfair to calculate the pension commutation interest at the interest rates prevailing in the market. Since during the Government employment the services rendered by the employees are not purely valued by money, the socio economic welfare measurers of the Government were being cushioned by low payment to the Government employees. Most of the service rendered by Government was not aimed at the profit but aimed for the welfare of the country and its citizens.

Hence it will be very much unfair on the part of Government to do the pension commutation calculation on interest rates prevailing in the market. More over out sourcing the pension to financial institution will jeopardize the future of old age pensioners.

Fluctuating pension commutation interest as like share market value will only bring lot of insecurity to the pensioners, which will defeat the basic purpose of pension and other related benefits.

24. Gratuity: The commission recommended that maximum pecuniary limit of Rs.3.5 lakh on payment of gratuity should be raised to Rs.10 lakh.

Recommendation of Fifth Pay Commission to remove the ceiling on all kinds of gratuity has to be implemented.

25. Family Pension: The Commission recommended that in case of Government employees dying in harness, family pension may be paid at enhanced rates for a period of 10 years, which is now 7 years. No other changes recommended except that of increased quantum of family pension for aged family pensioners in similar line with the regular pensioners.

Enhanced family pension for older family pensioners should be paid at the ages suggested for regular pensioners.

26. Exgratia: The Commission recommended that the rates of exgratia may be doubled and raised to Rs.10 lakhs in cases of death occurring due to accidents in the course of performance of duty whether attributable to acts of violence by terrorists, anti-social elements etc. or otherwise and to Rs.15 lakhs in cases of death occurring due to enemy action in international war or border skirmishes or action against militants, terrorists, extremists in the border

or on account of natural disasters, extreme weather conditions while on duty in the specified high altitude, inaccessible border posts, etc.

27. Voluntary Retirement: The Commission, recommended, that all Central Government employees seeking voluntary retirement on completion of qualifying service equal to or more than 15 years but less than 20 years should be paid one time, lump-sum, retirement benefit equal to 80 months' salary last drawn or average salary, whichever is more beneficial to the retiring employee inclusive of benefits like service gratuity and death-cum-retirement gratuity that shall stand subsumed.

Conclusion: SCPC have made some positive recommendations on modified ACP, new LDCE system at all entry level of Group C & B, improved rate of HRA for places other than A1 cities, enhanced educational allowance, A/C III tier travel entitlement for all Government employees, A/C II tier travel entitlement for the grade pay recommended for JEs, enhanced transport allowance with inflation proof, encashment of 60 days earned leave during service in addition to the encashment of 300 days at the time of retirement, reduced full pensionable service, additional quantum of pension for old aged pensioners and family pensioners, etc.

At the same time SCPC have done great injustice to the employees in the basic recommendation of minimum pay and not following uniform hike for all the pre revised scales. It has not followed any specific scientific method to compute the minimum pay. Further rubbing salt on the wound SCPC have considerably **reduced the benefit of pension commutation** and increased its interest rates to the market value and suggested for outsourcing the commutation which is very much unjust. It has also not given the true minimum maximum ratio. There are so many other negative recommendations like date of effect for improved allowances, meager percentage (2.5%) of annual increment & increment on promotion, non merging of DA with basic pay as and when it reaches 50%, abolition of CCA and risk allowance, holidays reduced from 19 days to 11 days, **not exempting all allowances from tax** etc needs to addressed and redressed judicially.

For Technical Supervisors even though upgradation was done to JEs & SEs they are insignificant, particularly when cadres like nurses and teachers were given with three grade upgradation. Moreover specific demands of Technical Supervisors like time bound promotion, Incentive / arduous duty allowance to JEs, SEs, SSEs, CMT staff & other technical staff, Design / PCO / Planning allowance to all Drawing & Design Engineers were not conceded.

Special Railway pay like that of military service pay is also denied to Railway employees despite impressive performance by Indian Railways. **By weighing the merits and demerits of the recommendations it can be concluded that it will not bring the expected minimum level relief to the Government and Railway employees.**

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