

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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

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No:IRTSA/CHQ/Memo/2023-2

Date: 24.02.2023

**Principal Executive Director (Staff) &
Chairperson CRC (Cadre Restructuring Committee),
Railway Board, Rail Bhavan, New Delhi.**

Respected Madam,

Sub: Cadre Restructuring of Group-C categories – Reg. Category of Technical Supervisors.

Ref: Railway Board order No. ERB-I/2022/23/22, dated 25.04.2022.

We submit the memorandum attached with this letter for your kind and favourable consideration of CRC (Cadre Restructuring Committee) in reference to Railway Board order cited above.

SUMMARY OF DEMANDS

I. Combined Cadre Restructuring of Group A, B and C on the Railways:

Railways may please increase number of Group-B (Gaz) posts from present 0.33% of its total strength to 2.9% Group-B (Gaz) posts on par with all Central Government departments. Therefore, strength of Group-B (Gaz) posts may please be increased to 40,000 from the present 5000. The CRC is mandated to give its recommendations based on functional, operational and administrative requirements of the cadres with a view to strengthen and rationalize the staffing pattern of Railways.

II. Cadre Restructuring of Technical Supervisors:

1) Cadre of Technical Supervisors may please restructured as per following percentage distribution after adding 10,000 posts to Junior Engineer keeping in view substantial rise in their duties and responsibilities over the years as per detailed justification submitted in the attached memorandum:-

PROPOSED CADRE DISTRIBUTION AND SANCTIONED STRENGTH

Designation	Pay Level	Modification in cadre structure for the existing strength	Cadre strength for the modified % distribution for existing strength	Cadre strength after adding 10000 additional posts in JE grade	Final proposed % distribution after adding 10000 posts in JE	Final proposed cadre strength
Junior Engineer (JE)	6	15 %	10869	20869	25%	20,625
Senior Section Engineer (SSE)	7	25 %	18114	18114	25%	20,625
Chief SSE Gr-B (Gaz)	8	30 %	21737	21737	25%	20,625
Principal SSE	9	30 %	21737	21737	25%	20,625
Principal SSE (NF) as personal post	10	Non-Functional upgradation on completion of 4 years in Level-9				
		100 %	72457	82457	100%	82,500

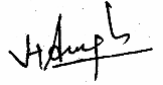
2) In the present changed scenario, after the introduction of 50% of posts in Level-8 for apex grade w.e.f.01.12.2022, Railways may please upgrade all the posts of JE to Level-7 and SSEs to Level-8 as

decided vide O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010. There after 25% of SSEs may placed in Level-9 as Chief SSE and 25% in Level-10 as Principal SSE.

3) JE and SSE of Design & Drawing cadre and DMS and CDMS of stores department may please restructured on par with Technical Supervisors.

Thanking You

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Enclosure

Memorandum on the subject Cadre Restructuring of Group-C categories – Reg. Category of Technical Supervisors.

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**Principal Executive Director (Staff) &
Chairperson CRC (Cadre Restructuring Committee),
Railway Board,
Rail Bhavan, New Delhi.**

Respected Madam,

Sub: Cadre Restructuring of Group-C categories – Reg. Category of Technical Supervisors.

Ref: Railway Board order No. ERB-I/2022/23/22, dated 25.04.2022.

We submit the following for your kind and favourable consideration of CRC (Cadre Restructuring Committee) in reference to Railway Board order cited above.

The term of reference for the committee is “*To deliberate upon the requirements of cadre restructuring of such Group-C cadre in the Zonal Railways/Production Units/ZTIs, keeping in mind the functional, operational and administrative requirements of the cadres with a view to strengthen and rationalize the staffing pattern of Railways.*”

I. Combined Cadre Restructuring of Group A, B and C on the Railways:

- 1) Senior Section Engineers (SSE) with entry qualification of graduate in engineering in the category of Technical Supervisors were given no improvement in the Cadre Restructuring since 1984 and Junior Engineers (JE) are eligible for only one promotion in their entire career - in spite of manifold increase in duties and responsibilities of the Technical Supervisors / Rail Engineers being exclusive to Railways.
- 2) There has been no upgrading or Cadre Restructuring of the Apex Grade of Group ‘C’ ever on the Railways – (either in 1979, 1984, 1993, 2003 or 2013). Consequently, there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade ‘C’ – especially amongst the Technical Supervisors / Rail Engineers on the Railways.
- 3) The post of SSE in the pay scale Rs.2375-3200 in 4th CPC, Rs.7450-11500 in 5th CPC, G.P Rs.4600 in 6th CPC and Pay Level-7 in 7th CPC had not received any upgradation in the past five cadre restructuring exercises. But, most of the employees in other categories get 3 or 4 promotions or even more in their service in Railways, except JEs & SSEs. **There is no promotional avenue available to Group-B (Gaz) cadre in terms of percentage for the strength to Technical Supervisors or in terms of increase in workload. No scientific bench mark has been arrived at by Railway Board for determining the ratio between Technical Supervisors and Group-B (Gaz).**
- 4) Less than 1% of Technical Supervisors reach Group B level and only a small fraction thereof reach Group A level – due to very meager number of Posts in Group A & B vis-à-vis Group ‘C’ and non-implementation of DoPTs orders regarding Classification of Posts.
- 5) **In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 2942 Group B posts exist for 8.26 lakh posts of Group C & D, i.e. just 0.36% posts are available in Group-B.**
- 6) **In fact, number of Group-B posts in technical departments of Railways had witnessed negative growth. It was reduced from 4274 to 2942 between the year 2009 and 2021 and these were usurped towards creation of Group “A” posts. Thus strength of Group-B posts was reduced by 31.2% in a period of ten years.**

- 7) Group wise sanctioned strength of all central Government departments and Indian Railways as on 01.03.2021. (Ref: Annual report on Pay & Allowances of Central Government Civilian Employees 2020-21)

Number of sanctioned posts as on 31.03.2021				
Group	Total sanctioned posts in all Central Government departments		Total sanctioned posts in Railways	
	Number	% to total	Number	% to total
A	133383	3.3%	12856	0.85%
B (G)	116527	2.9%	5027	0.33%
B (NG)	287006	7.1%	620	0.04%
C	3498287	86.7%	1495504	98.78%
Total	4035203	100%	1514007	100%

- 8) **As on 31st March 2021 ratio of Group-B posts to total Group-C employees in all central Government departments is 10%, which is 27 times more than Railways having only ratio of 0.37%.**
- 9) In spite of more complex nature of duties and higher responsibilities on account of requirements of Safety & modernisation, Railways have the lowest %age of Gazetted posts in Group A & B vis-à-vis total strength - in comparison to total strength of all Central Government departments.
- 10) In the present scenario of huge investments and fast & prompt completion of new projects, a greater number of posts in gazetted cadre is essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.
- 11) Railway Board made a principal decision for combined cadre restructuring long back, since Group 'B' officers constitute only 0.5% of its total workforce whereas, the average in respect of Group 'B' officers for All India Central Government employees comes to 5.6% i.e. 10.6 times higher as compared to Railway Group 'B' officers.
- 12) 7th CPC, in respect of Technical Supervisors recommended (para 11.40.113) that, in view of stagnation existing at SSE in GP Rs.4600 stage, Railway Board may consider enhancing the number of posts in the next higher grade.
- 13) Railway Board's orders, issued vide their letter dated 17-11-2022 Reg. "upgradation of Pay Structure of certain cadres" for improving the promotional avenues of Supervisory staff on the Railways, fall much short of announcement made by the Hon'ble Minister of the Railways as it provides only upgrading of 50% posts in Level 7 to Level 8 in Phase 1 and upgrading of 50% posts thereof from Level 8 to Level 9 as Non-Functional promotion after 4 years in Phase 2, without change of designation and without change of classification from the existing one in Group 'C' phase-I w.e.f. 1-12-2022 and phase 2 after four years. Those joined the service in early 90s do not have a chance towards this benefit.
- 14) **The Railway Board's order no RBE/155-2022 dated 17/11/2022 doesn't meet the objective of Government since large number of senior Technical Supervisors will remain stagnated and will not get a chance for promotion to Group 'B' & Group 'A' in their entire career.**
- 15) It is therefore requested that, combined cadre strength of Technical Departments including all posts in Group- A, B and C on Indian Railways may please be restructured equal to Group wise distribution of all Central Government departments.
- 16) **Railways may please increase number of Group-B (Gaz) posts from present 0.33% of its total strength to 2.9% Group-B (Gaz) posts on par with all Central Government departments. Therefore, strength of Group-B (Gaz) posts may please be increased to 40,000 from the present 5000. The CRC is mandated to give its recommendations based on functional, operational and administrative requirements of the cadres with a view to strengthen and rationalize the staffing pattern of Railways.**

II. Cadre Restructuring of Technical Supervisors:

- 1) Strength of Group-C staff available in Indian Railways as on 31st March 2022. (Ref: Indian Railways Annual statistical statement 2020-21)

Group-C Staff available in Railways as on 31st March 2021				
Grade Pay	Work shop & Artisan staff	Running staff	Other staff	Total
4600			89999	89999
4200	36121	73205	154713	264039
2800	38231	8262	98056	144549
2400	11887	30	100124	112041
2000			69055	69055
1900	20495	22430	171909	214834
1800	20004	63	230250	250317
Other scales		35926	52916	88842
Total	126738	139916	967022	1233740

- 2) As on February 2023, Indian Railways is having huge vacancy of 21.2% in non-gazetted Group-C in all zones and Production units. Zone wise vacancies attached as Annexure-1

Zone	Sanctioned	Vacancy	Vacancy %
Total Non-Gazetted	1474271	312039	21.2%

Ref: Hon'ble Railway Minister's answer in Rajya Sabha for unstarred question no.302 answered on 03.02.2023

- 3) Technical Supervisors of Mechanical, Electrical, Civil Engineering and Signaling Departments are responsible for Design, Production, Repair, Maintenance and continuous improvement of Rolling Stock, Locomotives, innumerable Fixed Assets, Systems and Equipment. Their duties and responsibilities are to ensure safe and efficient running of trains through highest order of safety of the system as a whole - including 'failure-proof' maintenance of Tracks, Bridges, Locomotives, Coaches, Wagons, Signaling and Overhead Equipment & Electrification Systems.
- 4) Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. For this purpose, continuous induction of new technology is resorted to and improvements are being made in the existing systems & technology.
- 5) Being the first level of management and controlling the base line of workers - Technical Supervisors - have to continuously update their knowledge and skills and acquire new ones to adapt to new technology and to train & guide the staff working under their control - for safe and efficient induction of new technologies in the Railway system.

6) Cadre Structure of Technical Supervisors

Designation	Pay Level	Up to 31.11.2022	From 01.12.2022	From 01.12.2026
		RBE No.102/2013, dt 08.10.2013	RBE No.155/2022 dt 17.11.2022	
Junior Engineer (JE)	6	33 %	33.0 %	33.00 %
Senior Section Engineer (SSE)	7	67 %	33.5 %	33.50 %
	8		33.5 %	16.75 %
	9			16.75 %
		100 %	100 %	100%

7) Sanctioned strength of Technical Supervisors

Designation	% distribution	Pay Level	Sanctioned Strength	From 01.12.2022	From 01.12.2026
Junior Engineer	33%	PL-6	23911	23911	23911
Senior Section Engineer	67%	PL-7	48546	24273	24273
		PL-8		24273	12137
		PL-9			12136
Total	100%		72457	72457	72457

- 8) There is no functional advancement for Technical Supervisors in the normal course beyond the present apex post of SSE which is a matter of concern. Promotion beyond the SSE is to Group-B gazetted through normal promotional channel of written examination and viva. Considering that the promotional vacancies arising in Group-B every year are limited in number when compared to the large number of SSE and Loco pilots /Motor men who are also. It is clear that promotional opportunity to Group-B existing as of now cannot be construed as the solution for stagnation at SSE level.
- 9) In Technical Supervisors category the ratio of SSE to JE is 2:1. This results in young and qualified persons reaching apex Group-C quite early in their career and not advancing functionally. This created frustration and resentment among Technical Supervisors.
- 10) Those who join directly as SSE confront this fact immediately as they join in service. They have no chance for further functional advancement in their cadre, except for the very few who clear the limited departmental selection for Group-B gazetted posts. Hence there is a clear pressing need to have functional career advancement beyond SSE.
- 11) 7th CPC, also stressed on the need for a promotional avenue for Technical Supervisors beyond the level of SSE and recommended (para 11.40.113) that, in view of stagnation existing at SSE in GP Rs.4600 stage, Railway Board may consider enhancing the number of posts in the next higher grade.
- 12) Railway Board's orders, issued vide RBE No.155/2022 dated 17-11-2022 Reg. "upgradation of Pay Structure of certain cadres" for improving the promotional avenues of Supervisory staff on the Railways, fall much short of clearing the stagnation of Technical Supervisors. It provides only upgrading of 50% posts in Level 7 to Level 8 in Phase-1 and upgrading of 50% posts thereof from Level 8 to Level 9 as Non-Functional upgradation after 4 years in Phase-2, without change of designation and without change of Classification from the existing one in Group 'C' phase-I w.e.f. 1-12-2022 and phase-II after four years, i.e, 01.12.2026.
- 13) There has been manifold increase in duties and responsibilities of the Technical Supervisors over the years (some of which are indicated in Annexure-2), especially on account of modernisation technology and need for more intensive utilization of assets – adding to the need for more intensive supervision, better quality control and flawless maintenance.
- 14) The duties and responsibilities of the Technical Supervisors are going to increase still further - several times – since the Indian Railways is planning for huge improvement in its infrastructure, technology and service as per the plan of National Infrastructure Pipeline. This will further add to the burden & responsibilities of Technical Supervisors.
- 15) Managing outsourcing and work contract are other major responsibility particularly for this category. They have to be maintained without compromising the quality of service rendered by Railways to its customers. Technicians of technical departments undergo training in a well established system to make them competent to do any particular work and to acquire basic knowledge about system of Railway working. But Railway suppliers & contractors don't engage qualified employees and they are not trained.
- 16) **Introduction of game changer, semi-high-speed Vande Bharat Express train sets with the speed potential of 160 kmph, likely to be upgraded to 200 kmph in course of shorter period of time**

and corresponding technological upgradation in P.Way, Bridges, OHE, S&T and their maintenance will necessitate more intensive higher level supervision.

- 17) Execution of work through employees hired by Railway contractors who are neither qualified nor trained is more difficult and involves high risk. In the absence of Railway Technicians or a smaller number of them being available, most of the responsibilities & accountabilities fall on the heads of JE & SSE. Employees hired by Railway contractors are grossly underpaid so they cannot form a reliable competent workforce. The problem is further aggravated when Railway contractors keep on changing their hired employees on daily basis. These are applicable for items supplied by private firms to Railways. Tendency to bypass or skip procedures and to push in inferior quality materials or services are major challenges for Technical Supervisors.
- 18) Reduction in number of sanctioned posts is being done continuously over the years. To justify outsourcing of items and to award work contracts non filling up of vacancies and surrendering of posts are done indiscriminately. It is easy for Zonal Railways, Divisions, Production Units & Workshops to execute staff reduction in all Technical Departments since arbitrary benchmark is available for most of the works carried out by these departments.
- 19) Main objectives of technological advancements in Railways are increasing the speed, safety, comfort, efficiency and economy in train operation. Excluding for the COVID-19 pandemic period, **all along Railway business both in Passenger and Freight are always increasing year by year. Increase in passenger and freight business is being achieved by lesser number of staff, putting tremendous pressure on Technical Supervisors.**
- 20) Between the year 2010-11 and 2020-21 IR increased its infrastructure. Between the year 2010-11 and 2020-21 track KM has increased by 11.1%. Number of rolling stock in possession i.e. locos, coaches & wagons have increased more than 32.5%. But staff strength was reduced by 5.7%.

Description	31 st March 2011	31 st March 2021	Difference in percentage
Route KM	64460	68103	5.7%
Running Track KM	87040	100866	15.9%
Total track	113994	126611	11.1%
Track electrified in route km	19607	44802	128.5%
No of locomotives	9213	12734	38.2%
No of Coaches	59713	79835	33.7%
No of wagons	229381	302624	31.9%
Average speed of mail/express	50.1	53.8	7.4%
Ave speed of freight trains	25.6	43.2	68.8%
Number of employees	1328199	1252347	(-) 5.7%

- 21) Increasing work load, requirement of higher level of supervision for new technologies which requires new skill set, non-availability of sufficient trained manpower clubbed with reduction of strength in Technical Supervisory category and in technicians category are adversely affecting the functioning of JEs & SSEs.
- 22) Ministry of Railways is having National Rail Plan for moving forward with a vision to develop Indian Railways as a world class system which shall be able to cater to the demand by keeping pace with growth and compliment the economic development. Ministry of Railways has envisioned the preparation of National Rail Plan (NRP) for India keeping the year 2050 as the horizon. To keep the pace with growth, Railways should have to restructure its staffing pattern particularly at senior supervisory level of Technical departments.

- 23) **A committee consisting of EDPC-II (convener) and EDE(GC) and ED/Tranf cell (Mech) (Members) was constituted by Railway Board.** (Committee's recommendations is given in Annexure-3)
The committee was tasked with the assignment to assess the need for additional levels between Level-6 to Level-9 with the objective of having more periodic promotional avenues during the career of employees. Some of the para of the committee's report has been reproduced below,

Para. 2. Background of the matter

The genesis of the stagnation in the Supervisory staff is primarily due to merger of grades by various Pay Commission especially 6th CPC and frequent cadre restructuring exercises. Comparative position across various Pay Commissions is as below:-

Table-1

4 th CPC Scale & Designation	5 th CPC scale & Designation	6 th CPC scale & Designation	7 th CPC scale & Designation
Rs.1400-2300/- Rs.1600-2660/- Chargeman-B	Rs.5000-8000 Junior Engineer-II	PB-2 (9300-34800) with GP 4200/- Junior Engineer	Level-6 Junior Engineer
Rs.1600-2660/- Rs.1640-2660/- Chargeman-A	Rs.5500-9000 Junior Engineer-I		
Rs.2000-3200 Asst Foreman	Rs.6500-9000 Section Engineer-I	PB-2 (9300-34800) with GP 4200/- Senior Section Engineer	Level-7 Senior Section Engineer
Rs.2375-3500 Foreman	Rs.7450-11500 Senior Section Engineer		

Para. 2.1. It is therefore seen that the four level Supervisory structure that existed upto 5th CPC got changed to 2 level post 6th CPC. As a result, a supervisor joining in Level 6 (GP-4200) has only one promotion from L-7 is for limited vacancies in Group "B" through written examination-based scheme, where seniority and a good service record will alone not suffice. This has led to stagnation in the cadre and MACPS non-functional upgradation to L-8 and L-9 has failed to suffice. This has led to stagnation in the cadre and MACPS non-functional upgradation to L-8 and L-9 has failed to satisfy Supervisory staff.

Para. 4. Committee's Analysis

Para. 4.1 That there is no functional advancement in the cadre in the normal course beyond the present apex Group-C level of GP 4600/Level-7 (for non-Accounts supervisors) is a matter of record. Promotion beyond this level is to Group-B gazetted through normal promotional channel of written examination and viva voce. Considering that the promotional vacancies arising in Group-B every year are limited in number when compared to the large number of senior Supervisors, it is clear that promotion to Group-B gazetted cannot be a solution to stagnation at GP 4600/Level-7. While MACPS does give financial upgradation to Supervisors, this is non-functional in nature. Merger of grades by 6th CPC has led to reduction of Levels of Supervisors from four to two. Cadre restructuring over the years has also made most Group-C cadres top-heavy. **This is particularly noticeable in the case of Technical Supervisors where the ratio of SSEs to JEs is 2:1. This results in young and qualified persons reaching the apex Group-C scale of Level-7 quite early in their careers and not advancing functionally thereafter through seniority-cum-suitability promotions. This naturally creates frustration and resentment in these senior Supervisors. Those who join directly in Level-7 (SSEs, CLAs, Asst Public Prosecutors) confront this fact immediately they join that they have no further functional advancement in their cadre**, except for the very few who clear the Departmental selection for Group-B gazetted posts. There is therefore a clear and pressing need to have in place functional career advancement beyond GP 4600/Level-7, in the normal cadre itself. The 7th CPC has also stressed on the need for a promotional avenue beyond this level, as already mentioned in the earlier part of this Report.

Para 4.3. As regards this proposal (for upgradation of Sr.SOs of Accounts Department) that is presently under consideration in DoPT, the M/o Railways' stand is clear. As communicated to DoPT (Annex-K), **Railway Board has pointed out that post 6th CPC, the relativity between the Accounts and non-Accounts Supervisors has already been upset, with the former now occupying a higher pay grade (GP 4800/L-8) as compared to the later (GP 4600/L-7). Further upgradation of the former, in isolation, would accentuate this disparity and could lead to problems at the operational/field level.** Accordingly, Railway Board had suggested that upgradation of Sr.SOs of Accounts Supervisors in Level-7 to at least Level-8, in terms of the pending proposal with MoF. This would prevent exacerbation of the already existing disparity between Accounts and non-Accounts Supervisors.

Para 5.2.C) In terms of Committee's recommendations now;

- i) Posts in GP 5400 (L-9) = 17500 (25% of the posts)**
- ii) Posts in GP 4800 (L-8) = 35500 (50% of the posts)**
- iii) Posts in GP 4600 (L-7) = 17500 (remaining 25% of the posts)**

Para 5.3.3. Another option is to distribute the number of posts to be surrendered for financial neutrality among various grades, instead of effecting it exclusively in any one grade. On merits also, while JEs and other Junior Supervisors would, of course, be more immediately benefited by the proposed upgradation as compared to lower level employees, it is nevertheless true that even Technicians and erstwhile Group-D (L-1) employees would also be benefited over the medium and long-term due to increase in promotional avenues. Also, future manpower requirements are increasingly likely to be for more skilled and supervisory categories vis-à-vis relatively unskilled categories. The cadre strength of posts below GP 4200/L-6 is also much more as compared to GP 4200 & above. (less than 3 lakh employees in GP 4200/L-6 & above vs, almost 10 lakh in grades below L-6).

Para 5.6.3. Non-conferment of gazette Group-B status will likely be a sore point with supervisors. However, dissemination of the positive spin-offs of continuing to remain in Group-C such as RRs remaining under the purview of M/o Railways, and their amendment being done in-house to cater the upgraded posts; DoPT conditions of minimum residency period for promotions not being applicable; all existing Allowances continuing to be drawn; and transfers continuing to be confined mainly to the administrative unit concerned (instead of across Divisions as for Group-B gazetted) will help in assuaging sentiments. It can also be pointed that the smaller number of Apex Group supervisors (in L-9) as compared to present Apex group supervisors (in L-7) should help in restoring the traditional importance accorded to Senior Supervisors in the field.

Para 5.6.5. While framing the RRs for the upgraded posts, the question of their designation will also have to be decided. A simple way of designating the posts could be in terms of Gr-III, Gr-II and Gr-I. For example, SSEs in GP 4600/PL-7 would be designated as SSE-III, those in GP 4800/L-8 as SSE-II and those in GP 5400/L-9 as SSE-I. **Use of prefixes such as "Chief" or "Head" could be another way of distinguishing the upgraded L-8 and L-9 Supervisory posts from the existing L-7 designation. This, of course; is an issue that needs to be taken up only after the proposal is finally approved.**

24) From the committee's report it is clear that, Railway Board accepted following facts:

- a) Stagnation at the level of SSEs due to limited vacancies in Group "B" through written examination-based scheme, where seniority and a good service record will alone not be sufficient.
- b) No functional advancement in the cadre in the normal course beyond the present apex Group-C level of GP 4600/Level-7 is a matter of record.

- c) Young and qualified persons reaching SSE the apex Group-C scale of Level-7 quite early in their careers and not advancing functionally thereafter through seniority-cum-suitability promotions.
- d) Those who join directly in Level-7 as SSE confront this fact immediately as they join that they have no further functional advancement in their cadre.
- e) 7th CPC did not resolve this issue. In respect of Technical Supervisors, they did recommend (para 11.40.113 of the report) that in view of some degree of stagnation existing at GP Rs.4600 stage, the Railway Board may consider enhancing the number of posts in the next higher level.
- f) MACPS non-functional upgradation to L-8 and L-9 has failed to suffice the effect of regular promotion.
- g) Traditionally, pay scales allotted to Technical Supervisors have been higher than the pay scales of supervisors of the Accounts Department on the Railways.
- h) Upgradation of Accounts supervisors has upset the relativity between Accounts and Technical Supervisors.
- i) Non-conferment of gazetted Group-B status will likely be a sore point with Technical Supervisors.

25) While there was all justification available for 100% upgradation of SSE to L-8, committee recommended the following as regular cadre posts

Posts in GP 5400/(L-9) = 25% of posts

Posts in GP 4800/(L-8) = 50% of posts

Posts in GP 4600/(L-7) = 25% of posts

Committee also recommended for use of prefixes such as “Chief” or “Head” for distinguishing the upgraded L-8 and L-9 SSE posts.

26) But, RBE No.155/2022 provides only following upgrading which is much short of giving relief to stagnant Technical Supervisors, even short of recommendation of the Committee.

Posts in GP 5400/(L-9) = 25% of posts w.e.f. 01.12.2026 (Non-functional)

**Posts in GP 4800/(L-8) = 50% / 25% of posts
(50% w.e.f. 01.12.2022 & 25% of posts w.e.f. 01.12.2026)**

Posts in GP 4600/(L-7) = 50% of posts

27) **Addition of 10,000 posts at the level of Junior Engineers**

- a) Number of rolling stocks in possession has increased 32.5% between the year 2011 and 2021, for the period of ten year since last cadre restructure exercise.
- b) In the same period total track KM has increased by 11.1% and electrified route km has increased by 128.5%.
- c) But total staff strength was reduced by 5.7% over and above the existing deficient staff strength.
- d) As on February 2023, Railways is having vacancy of 3.12 lakh (21.2%) in non-gazetted cadre.
- e) Introduction of semi high speed trains across Indian Railways and corresponding technological upgradation in P.Way, Bridges, OHE, S&T and their maintenance.
- f) Increase in quantum of passenger and freight traffic.
- g) To keep the pace with growth, Railways should have to restructure its staffing pattern particularly at supervisory level of technical departments.
- h) Supervision and certification of work carried out by non-railway employees (to makeup the shortfall in direct manpower, work outsourced to meet increased passenger & freight traffic, outturn,

introduction of new technologies, new assets, etc) require higher number of Technical Supervisors at field level.

- i) **Adding 10,000 posts at the level of JE will ensure balanced cadre structure for Technical Supervisors and avoid top-heavy structure. It will also ensure promotion for qualified technicians and induction of young new recruits.**

28) CRC committee is requested to consider Ministry of Railways O.M sent to Ministry of Finance after 6th CPC, O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010, seeking approval for 100% upgradation for JEs from GP Rs.4200 to Rs. 4600 and SSEs from Rs.4600 to Rs.4800 in the present scenario.

29) It is, therefore, requested that:

a) Necessary recommendations may please be made to the Railway Board for “Combined Cadre Restructuring of Group A, B & C” or for considering the issue separately and to upgrade adequate number of Group C posts to Group A & B – to fully meet with the job requirements of the posts of Technical Supervisors on the Railways.

b) Cadre of Technical Supervisors may please restructured as per following percentage distribution and adding 10,000 posts to Junior Engineer keeping in view substantial rise in their duties and responsibilities over the years as per detailed justification submitted heretofore:-

PROPOSED CADRE DISTRIBUTION AND SANCTIONED STRENGTH

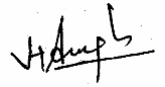
Designation	Pay Level	Modification in cadre structure for the existing strength	Cadre strength for the modified % distribution for existing strength	Cadre strength after adding 10000 additional posts in JE grade	Final proposed % distribution after adding 10000 posts in JE	Final proposed cadre strength
Junior Engineer (JE)	6	15 %	10869	20869	25%	20,625
Senior Section Engineer (SSE)	7	25 %	18114	18114	25%	20,625
Chief SSE Gr-B (Gaz)	8	30 %	21737	21737	25%	20,625
Principal SSE	9	30 %	21737	21737	25%	20,625
Principal SSE (NF) as personal post	10	Non-Functional upgradation on completion of 4 years in Level-9				
		100 %	72457	82457	100%	82,500

c) In the present changed scenario, after the introduction of 50% of posts in Level-8 for apex grade w.e.f.01.12.2022, Railways may please upgrade all the posts of JE to Level-7 and SSEs to Level-8 as decided vide O.M. No. PC VI/2009/DAC/1 (Pt2) dated 11.06.2010. There after 25% of SSEs may placed in Level-9 as Chief SSE and 25% in Level-10 as Principal SSE.

d) JE and SSE of Design & Drawing cadre and DMS and CDMS of stores department may please restructured on par with Technical Supervisors.

Thanking You

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. PED/IR & Member CRC, Railway Board, New Delhi
2. EDF(E) & Member CRC, Railway Board, New Delhi
3. EDPC-I & Member CRC, Railway Board, New Delhi
4. EDE(N) & Member CRC, Railway Board, New Delhi
5. EDPC-II & Member CRC, Railway Board, New Delhi

Annexure-1

**The number of non-gazetted posts sanctioned and vacant in the Indian Railways -
zone-wise**

Zone	Sanctioned	Vacancy	Vacancy %
Central	119480	28686	24.0%
East Coast	55619	8288	14.9%
East Central	92965	14453	15.5%
Eastern	129445	30527	23.6%
Metro	5139	1080	21.0%
North Central	82816	18535	22.4%
North Eastern	59961	14151	23.6%
Northeast Frontier	72047	15985	22.2%
Northern	166462	39059	23.5%
North Western	59974	15184	25.3%
South Central	93639	16829	18.0%
South East Central	54488	8026	14.7%
South Eastern	96582	17811	18.4%
Southern	98234	22227	22.6%
South Western	41866	6638	15.9%
West Central	63593	11473	18.0%
Western	115492	30515	26.4%
Production Units and other Units	66469	12572	18.9%
Total	1474271	312039	21.2%

Ref: Hon'ble Railway Minister's answer in Rajya Sabha for unstarred question no.302 answered on 03.02.2023

Annexure-2

FUNCTIONAL JUSTIFICATIONS FOR IMPROVEMENT IN CADRE RESTRUCTURING OF TECHNICAL SUPERVISORS ON RAILWAYS

INCREASE IN DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS SINCE THE LAST CADRE RESTRUCTURING IN 2013:

As submitted earlier, there has been manifold increase in duties and responsibilities of the Technical Supervisors over the years (some of which are indicated below), especially on account modernisation of technology and need for more intensive utilization of assets – adding to the need for more intensive supervision, better quality control and flawless maintenance:

MORE INTENSIVE UTILIZATION OF ASSET SINCE LAST CADRE RESTRUCTURING IN 2013

Area of work	Prior to last cadre restructure (Upto 2013)	After the last Cadre restructure (Since 2013)
Coaching Stock	Coaching trains are permitted to run up to 3500kms in a round trip before a pit line maintenance. <i>(RB No.95/M(c)/141/1 dated 31.01.07)</i>	Coaching trains are permitted to run up to 4000 Kms for LHB trains and 3500 kms for ICF trains in a round trip before pit line maintenance. <i>(RB No.95/M(c)/141/1 Pt. dated 14.06.17)</i>
Freight Wagons	Closed Circuit rake maintenance - 6000 – 7500 km <i>RB No.2007/M(N)/951/13 CC Rakes, dt 11.03.2010</i> <i>RB No.2007/M(N)/951/67, dt 19.11.08</i>	Closed Circuit rake maintenance for BOXN/BOXNHL 10,000 kms or 35+5 days. Trial period upto:31.03.2023 RB No: 2018/M(N)/951/34/Pt.2 dt 29.11.2022. Closed Circuit rake maintenance for Container rakes (BLC) from 7500 to 9000kms or 30 days. Trial period for one year RB No: 2018/M(N)/951/S dt 06.12.2022 Special Premium rakes for BCN rakes- from 12+3 days to 20 days +5 days. Trial period up to: 30.06.2023. RB No: 2022/M(N)/951/34 Pt.1 dt 05.01.2023
Locomotives	Fitness of WAP -4 LOCO at 140 KMPH	WAP-5 type electric locomotive, capable of running at 200 kmph
Maintenance Schedule WAG-9 (RDSO No. EL/3.6.1, Dated: 13.10.2020)	TOH 24 months, 48 months, 96 months, 120 months IOH 72 months (6 years) ±6 months or 12 lakh km whichever is earlier POH 144 months (12 years) ±6 months or 24 lakh km whichever is earlier.	TOH 36 months (3 years), 108 months (9years), 180 months (15 years) IOH 72 months (6 years) or 8 lakh km, whichever is earlier. 144 months (12 years) or 16 lakh km, whichever is earlier. POH 216 months (18 years) or 24 lakh km, whichever is earlier.

EXECUTIVE SUMMARY

1. The Board Meeting held on 02-11-2018 tasked this Committee with examining and submitting a report on enhancement of promotional avenues for Supervisors from their present apex grade of Level-7 upto Level-9. The Committee was further tasked with making its recommendations cost-neutral to the extent possible and to submit its report by 31st December, 2018.

1.1 The Committee has examined the background of the problem and brought out how merger of grades by the 6th CPC and successive rounds of cadre restructuring have resulted in this problem of stagnation at GP 4600/Level-7. Reversal of established parities between Accounts and non-Accounts Supervisors has also exacerbated the problem. An earlier effort to upgrade Apex Group-C scales to GP 4800/ for Technical Supervisors was not agreed to by MoF. In the context of the 7th CPC recommendations, another proposal to *inter alia* upgrade 75% of non-Accounts Supervisory posts from Level-7 to Level-8 has been sent in early 2017 to MoF, followed by several reminders. In the meantime, further upgradation of Sr. SOs of Accounts Department from L-8 to L-9 is under active consideration of the Government, based on 7th CPC recommendations.

1.2 The Committee, after analysis, has recommended upgradation in the cadre structure of Senior Supervisors (non-Accounts) to the functional grades of Level-8 and Level-9. While 25% of the existing GP 4600/Level-7 cadre strength will continue in this grade, 50% will be upgraded to GP 4800/Level-8 and 25% to GP 5400/Level-9 - all in Group C itself. In numerical terms, this means that out of the existing cadre strength of around 70000 in Level-7, around 35000 will be upgraded to Level-8 and around 17500 to Level-9. Around 17500 will continue to remain in Level-7. The resultant final Supervisory structure will therefore be four-tier (as it traditionally existed) - JEs and other Junior Supervisors in GP 4200/Level-6 who will progress to Levels-7, 8 & 9 respectively, in due course.

1.3 The financial implications of this upgradation exercise works out to about Rs. 359 crores (annual cost). The Committee proposes that this be met broadly through




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the surrender of equivalent money value of 11432 DR category posts apportioned cost-wise in the ratio 20:40:40 amongst Level-6, Level-2 and Level-1 respectively. In numerical terms, this works out to a surrender of 1347 L-6 posts, 4789 L-2 posts and 5296 L-1 posts, thus, totaling 11432 posts in all.

1.4 In the light of past experience with similar proposals, the Committee recommends that the upgradation proposal be sent as a Cabinet Note rather than as a normal proposal to MoF/DoPT.

1.5 The Committee has also briefly examined logistical and administrative implications of the proposal and concluded that the proposal is feasible.




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INTRODUCTION

A Committee consisting of EDPC-II (convener) and EDE(GC) and ED/Transf.Cell(Mech) (Members) was constituted to review the existing Classification Policy in Indian Railways. The report of the Committee was considered in the Board Meeting held on 02.01.2018. While finding the Report of the Committee not feasible for acceptance, the Board also decided that the same Committee be tasked with the assignment to assess the need for additional levels between Level 6 to Level 9 (erstwhile GP-4200 to GP-5400) with the objective of having more periodic promotional avenues during the career of employees. Copy of Board Minutes dated 02-11-2018 in this connection, are at *Annex-A*. Further, the Board Meeting held on 19-12-2018 while discussing this issue also desired that the Committee's recommendations in this regard be cost-neutral to the extent possible. Copy of extracts of Minutes dated 26-12-2018 is enclosed as *Annex-B*.

2. Background of the matter

The genesis of the stagnation in the Supervisory staff is primarily due to merger of grades by various Pay commissions especially 6th CPC and frequent cadre restructuring exercises. Comparative position across various Pay Commission is as below :-

Table -1

4 th CPC scale & designation	5 th CPC scale & designation	6 th CPC scale & designation	7 th CPC scale & designation
II 1400-2300/* 1600-2660 Chargeman-B	5000-8000 Junior Engineer-II	PB-2 (9300-34800) with GP 4200/-	Level-6
II 1600-2660/* 1640-2900 Chargeman-A	5500-9000 Junior Engineer-I	Junior Engineer	Junior Engineer
II 2000-3200 Asst. Foreman	6500-10500 Section Engineer	PB-2 (9300-34800) with GP 4600/-	Level -7
II 2375-3500 Foreman	7450-11500 Senior SE	Senior Section Engineer	Senior Section Engineer

3

2.1 It is therefore seen that the four level Supervisory structure that existed upto 5th CPC got changed to 2 levels post 6th CPC. As a result, a Supervisor joining in Level 6 (GP-4200) has only one promotion to Level 7 (GP-4600) in his normal AVC, while one joining in L-7 (especially qualified candidates as SSE) has none. Further promotion from L-7 is for limited vacancies in Group 'B' through written examination based scheme, where seniority and a good service record will alone not suffice. This has led to stagnation in the cadre and MACP non-functional upgradation to L-8 and L-9 has failed to satisfy Supervisory staff.

2.2 Apart from the merger of grades by Pay Commission, frequent cadre restructuring exercises have resulted in drastic increases in the Apex Group 'C' posts- often resulting in an inverted pyramid cadre structure. A detailed position in this regard is placed at *Annexure 'C'*. This, along with the reduction in the residency period for promotion within Group 'C' grades has enabled junior supervisor (Level-6) to reach senior supervisor (Level-7) rapidly. On the contrary, in other departments of Union of India which are governed by CCS (CCA) Rule minimum residency period for promotion from Level-5 to Level-6 is 8 years and Level-6 to Level-7 is 5 years.

2.3 The merger of various groups of supervisors and successive cadre restructuring has also resulted in dilution of command and control structure due to distortion of ratio between senior supervisors and other supervisors, as brought out in *Annexure-C*.

3. Effect of Recommendations of 6th and 7th CPCs

3.1 Traditionally, pay scales allotted to Supervisors of other operational departments have been higher than the pay scales of supervisors of the Accounts Department on the Indian Railways. The implementation of 6th CPC recommendations, resulted in upsetting/ reversal of this position both as regards Supervisors and Group-B officers, as brought out in Tables at *Annexure-D*.

3.2 Both Railway administration and Staff Federations have asked for restoring parity in Pay structure between Accounts and non-Accounts, in this connection. The issue was also raised in National Anomaly Committee. After examination, a

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E. And
A.

composite proposal was made to Ministry of Finance seeking grant of GP -Rs.5400 (in PB-2) instead of GP Rs 4800 in case of Group 'B' officers and to allot Grade Pay of Rs. 4800 w.e.f. 01.01.06 to various posts of senior supervisors of all the departments on the Railways who were in the pre-revised pay scales of Rs. 6500-10500 and Rs. 7450-11500 (*Annex-E*). However, these proposals were turned down by MoF (*Annex-F*)

3.3 Views of Ministry of Railways before the 7th CPC: The issue was taken up in a detailed manner before the 7th CPC and the 7th CPC were requested to rectify this anomaly. It was apprised to the Commission that this anomaly needs the attention of the Commission for appropriate resolution.

3.4 Recommendation of 7th CPC: 7th CPC did not resolve this issue. In respect of Technical Supervisors, they did recommend (Para 11.10.113 of their Report) that in view of some degree of stagnation existing at GP Rs 4600 stage, the Railway Board may consider enhancing the number of posts in the next higher level. However, they recommended normal replacement scale/level for GP Rs 4600 (6th CPC) to the senior supervisors of Indian Railways i.e. level 7 while recommending further upgradation for SSOs of Accounts Category in the form of grant Level 9 (PB-2/GP-5400) on non-functional basis after four years. The recommendation for upgradation of SSOs pay structure is presently under consideration by an Inter Ministerial Committee consisting of representatives of Ministry of Finance, DOP&T and Railways.

3.5 In an attempt to restore the parity in pay scales and improve promotional prospects of Technical Supervisors, a proposal was placed before Empowered Committee of Secretaries(E-CoS) constituted under the chairmanship of Cabinet Secretary to review the recommendations of 7th CPC, as below:

- i) Revision of Pay Level of Group 'B' Officers of all Railway Departments (other than Accounts Department) to Level 10 and Level of the 7th CPC Pay Matrix, on par with the Pay Levels of Group 'B' Officers of the Accounts Department of the Railways
- ii) Revision of the pay structure of Senior Supervisors in Group 'C' of all Departments (other than Accounts Department) to upgrade

75% of such Supervisors from Level -7 (erstwhile GP-4600 to Level 8 (erstwhile GP-4800).

3.6. However, E-CoS also did not make a decision on these proposals. Subsequently, this proposal has been forwarded to Ministry of Finance on 08.02.2017 (*Annex-G*), followed by several reminders.

4. Committee's Analysis

4.1 That there is no functional advancement in the cadre in the normal course beyond the present apex Group-C level of GP 4600/Level-6 (for non-Accounts supervisors) is a matter of record. Promotion beyond this level is to Group-B gazetted through the normal promotional channel of written examination and viva voce. Considering that the promotional vacancies arising in Group-B every year are limited in number when compared to the large number of senior Supervisors, it is clear that promotion to Group-B gazetted cannot be the solution to stagnation at GP 4600/Level-6. While MACPS does give financial upgradation to Supervisors, this is non-functional in nature. Merger of grades by the 6th CPC has led to reduction of Levels of Supervisors from four to two (Table-2 refers). Cadre restructuring over the years has also made most Group-C cadres top-heavy. This is particularly noticeable in the case of Technical Supervisors where the ratio of SSEs to JEs is 2 : 1. This results in young and qualified persons reaching the apex Group-C scale of Level-7 quite early in their careers and not advancing functionally thereafter through seniority-cum-suitability promotions. This naturally creates frustration and resentment in these senior Supervisors. Those who join directly in Level-7 (SSEs, CLAs, Asst Public Prosecutors etc.) confront this fact immediately they join that they have no further functional advancement in their cadre, except for the very few who clear the Departmental selection for Group-B gazetted posts. There is therefore a clear and pressing need to have in place functional career advancement beyond GP 4600/Level-7, in the normal cadre itself. The 7th CPC has also stressed on the need for a promotional avenue beyond this level, as already mentioned in the earlier part of this Report.

4.2 A proposal to upgrade 75% of all Supervisors in GP 4600/Level-7 to GP 4800/Level-8 has already been sent to MoF in February 2017 itself (*Annexure-G*), as

already mentioned earlier. This has been followed by reminders, including a DO from the Hon'ble MR (*Annex-H*) and from CRB (*Annex-I*). An interim reply has been received from MoF (*Annex-J*) that the proposal will be considered after DoPT decides on the 7th CPC-recommended proposal for upgradation of Accounts Supervisors (Sr. SOs) to GP 5400/Level-9.

4.3 As regards this proposal (for upgradation of Sr SOs of Accounts Department) that is presently under consideration in DoPT, the M/o Railways' stand is clear. As communicated to DoPT (*Annex-K*), Railway Board has pointed out that post the 6th CPC, the relativity between the Accounts and non-Accounts Supervisors has already been upset, with the former now occupying a higher pay grade (GP 4800/L-8) as compared to the latter (GP 4600/L-7). Further upgradation of the former, in isolation, would accentuate this disparity and could lead to problems at the operational/field level. Accordingly, Railway Board had suggested that upgradation of Sr SOs of Accounts to Level-9 be accompanied by a concomitant upgradation of 75% of non-Accounts Supervisors in Level-7 to at least Level-8, in terms of the pending proposal with MoF. This would prevent exacerbation of the already existing disparity between Accounts and non-Accounts Supervisors.

4.4 The fact of the matter however remains that other Departments/Ministries under GoI have already fallen in line as regards implementation of the upgraded scale of Level-10 to Accounts Supervisors. It would thus not be fair to deny this to Accounts Supervisors in M/o Railways too. Further, there are two more aspects as regards present proposal pending with MoF regarding upgradation of non-Accounts Supervisors. Firstly, it has taken over a year and a half after the proposal was initially sent- and DO reminders by Hon'ble MR and CRB, plus other follow-up, for even the interim response at *Annex-J* to be received. It is thus reasonable to assume that even after DoPT finalises its recommendations regarding upgradation of pay structure of Accounts supervisors, a decision from MoF on Railways' pending proposal will take a long time coming- and with no guarantee of a favourable decision. Secondly, when the issue was originally raised, Accounts Supervisors had moved one grade beyond non-Accounts supervisors (GP 4800/ vis-a-vis GP 4600). The proposal for one-level upgradation of Technical (and other non-Accounts) Supervisors was first conceived in this context. Presently, there is an imminent likelihood of this disparity becoming two

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levels, when Accounts Supervisors' upgradation to GP 5400/L-9 comes through. Therefore, the stand of the Railways needs to be tweaked factoring not only the aspirations of Technical (and other non-Accounts) Supervisors, but also the reality of facts and circumstances on the ground both with respect to Accounts Supervisors' further upgradation to L-9 and the difficulty of getting a proposal for upgradation cleared by MoF in the normal course.

5. Committee's Recommendations

5.1 Based on the analysis above, the Committee therefore recommends that a proposal be framed for providing promotional avenues to Supervisors upto Level-9 (GP 5400/) in their Group-C AVC itself. For Technical & other non-Accounts Supervisors, this would mean introduction of 2 stages/levels in the present cadre structure- Level-8 (GP 4800/) and Level-9 (GP 5400/). For Accounts Supervisors, who are already in Level-8, this would merely mean acceptance of the 7th CPC recommendations in this regard on par with other organised Accounts services for upgradation to Level-9 and would entail no fresh efforts from M/o Railways.

5.2 Presently, there are around 70,000 posts in GP 4600/L-7. The proposal recommended by the Committee envisages that half of this total number (that is, 35000 posts) be upgraded to GP 4800/Level-8, and one-fourth of this total number (that is, 17500) be upgraded to GP 5400/Level-9. Keeping total number of posts in GP 4600/L-7 & above constant at 70000, the resultant cadre structure would be as follows:

A) Total number of posts in GP 4600/L-7 = 70000 (approx.)

B) In terms of proposal already sent & pending with MoF:

- i) Posts in GP 4800 (L-8) = 52500 (75% of posts in L-7)
- ii) Posts to remain in GP 4600 (L-7) = 17500 (remaining 25% of posts)

C) In terms of Committee's recommendations now:

- i) Posts in GP 5400 (L-9) = 17500 (25% of the posts)
- ii) Posts in GP 4800 (L-8) = 35000 (50% of the posts)
- iii) Posts in GP 4600 (L-7) = 17500 (remaining 25% of the posts)

5.3 Financial Implications

5.3.1 In order to ensure that the proposal framed now has a reasonable chance of success, the Committee proposes that the upgradation and consequent revision of cadre structure be essentially cost-neutral. For this to be achieved, the financial outgo on account of this upgradation has to be met by commensurate surrender of posts having equivalent money value, as detailed below

5.3.2 Based on MoF's latest guidelines on calculating money value of posts (*Annex-L*), the additional yearly cost due to the proposed upgradation at 5.2 (C) above works out to approx. Rs.359/ crores, as listed at *Annexure-M*. To safeguard promotional interests of existing employees, the matching surrenders should be in categories/grades where Direct Recruitment is there. The lowest categories/grades that these exist in are GP 1800/L-1, GP 1900/L-2 and GP 4200/L-6. If each of these categories/grades were considered for matching surrender in stand-alone terms, the number of posts to be surrendered works out to 6734, 11972 and 13241 for L-6, L-2 and L-1 respectively.

5.3.3 Another option is to distribute the number of posts to be surrendered for financial neutrality among various grades, instead of effecting it exclusively in any one grade. On merits also, while JEs and other Junior Supervisors would, of course, be more immediately benefited by the proposed upgradation as compared to lower-level employees, it is nevertheless true that even Technicians and erstwhile Group-D (L-1) employees would also be benefited over the medium and long-term due to increase in promotional avenues. Also, future manpower requirements are increasingly likely to be for more skilled and supervisory categories vis-a-vis relatively unskilled categories. The cadre strength of posts below GP 4200/L-6 is also much more as compared to GP 4200/ & above (< 3 lakh employees in GP 4200/L-6 & above vs. almost 10 lakh in grades below L-6).

5.3.4 Considering discussion at 5.3.3 above, the Committee therefore proposes that the matching surrender cost of the recommended upgradation be distributed in the ratio of 20:40:40 amongst posts in GP 4200/L-6, GP 1900/L-2 and GP

1800/L-1 respectively. This works out to about 1347 posts in L-6 (against a cadre strength of approx. 2.2 lakh in this grade), 4789 posts in L-2 and 5296 posts in L-1. Total number of posts to be surrendered will therefore be about 11432, as brought out in Annex-M. This total figure is around 0.87% of the overall Group-C strength of the Railways.

5.4 Promotion methodology

The Committee recommends that promotion from GP 4600/L-7 to L-8 would be through seniority-cum-suitability with a minimum residency period of four years non-fortuitous service in the grade L-7. However, GP 5400/L-9 in the cadre would be classified as a Group C 'selection post'. Accordingly, promotion from L-8 to L-9 will be through a departmental selection based on written examination (objective type) and record of service. Minimum qualifying service in the grade of L-8 would be 5 years for considering promotion to L-9.

5.5 Path to be followed for approval

After concurrence of internal stakeholders and approval of Board and Hon'ble MR, the Committee proposes that the route of Cabinet Note be followed for clearing the proposal. This is because once draft Cabinet Note is prepared and sent, comments of DoPT and MoF are to be received within a short and specified time-frame. This will avoid the long gestation period that would likely follow were a proposal to be sent in the normal course to MoF. With the adequate justification that exists and the financial neutrality moreover that is being offered, there is a fair chance of the Cabinet Note being considered favourably and a time-bound decision being arrived at. With the proposed Cabinet Note, it will of course, be communicated to MoF that our earlier proposal (for 75% upgradation to GP 4800/L-7) stands superseded by the new proposal contained in the Cabinet Note. The 7th CPC recommendation of upgradation to Accounts Supervisors can also be through without any contingent riders/implications that we have been highlighting to DoPT, so far.

5.6 Logistics/challenges

5.6.1 If the recommendations are accepted by Board, the biggest challenge, will of course be to get the proposal (Cabinet note) accepted by the Government. Internal stakeholders, including staff Federations, should not have a problem with the proposal, as it enhances promotional prospects of employees. While the number of posts in GP 4600/ L-7 will come down (due to upgradation to higher grades of L-8 and L-9), this should not affect existing employees in this Grade as they will continue to work against the higher grade posts till they move up in their turn. This will be made clear to avoid any misgivings that there may be any reversions on this account.

5.6.2 As the upgraded posts will continue in Group-C/non-gazetted, there should probably be no administrative command-and-control or operational implications. However, one anomaly in the existing Pay structure for non-Accounts Departments is unavoidable. The entry pay structure for Group-B gazetted for non-Accounts Officers continues to be L-8, while Senior Supervisors will reach L-9. This, fortunately, is not a new event in our Classification and command-and-control structure. Even now, Teachers and Nursing Staff draw functional Pay Levels of L-10 and even L-11, while continuing to remain in Group-C and under the administrative control of gazetted officers who may be in a lower Pay level. While MoF will therefore continue to be requested to upgrade non-Accounts Officers' entry pay to L-9 (as for Accounts Officers), our classification structure will need to be amended appropriately as and when the proposal for upgradation is approved.

5.6.3 Non-conferment of gazetted Group-B status will likely be a sore point with the Supervisors. However, dissemination of the positive spin-offs of continuing to remain in Group-C- such as the RRs remaining under the purview of M/o Railways, and their amendment being done in-house to cater to the upgraded posts; DoPT conditions of minimum residency period for promotion not being applicable; all existing Allowances continuing to be drawn; and transfers continuing to be confined mainly to the administrative unit concerned (instead of across Divisions as for Group-B gazetted) will help in assuaging sentiments. It can also be pointed out that the smaller number of Apex Group supervisors (in L-9) as compared to present Apex group






supervisors (in L-7) should help in restoring the traditional importance accorded to Senior Supervisors in the field. As Group-C employees, they will also continue to be eligible for participation in Trade Union activities- a fact that will also be noted by staff Federations.

5.6.4 Another logistical challenge, as and when the proposal is approved, will be in identifying the posts required for matching surrender. The ratio and grades worked out on an overall basis at para 5.3.4 above, will obviously not be immutable in their application to all categories of Supervisors. As long as matching value is made available, this should not really matter. If any particular Unit has a genuine difficulty in arranging matching surrender value for upgradation, Vacancy Bank of the Division/Railway concerned- and in extreme cases, the Board's vacancy bank; can also be utilised, wherever inescapable.

5.6.5 While framing the RRs for the upgraded posts, the question of their designation will also have to be decided. A simple way of designating the posts could be in terms of Gr-III, Gr-II and Gr-I. For example, SSEs in GP 4600/L-7 would be designated as SSE-III, those in GP 4800/L-8 as SSE-II and those in GP 5400/L-9 as SSE-I. Use of prefixes such as "Chief" or "Head" could be another way of distinguishing the upgraded L-8 and L-9 Supervisory posts from the existing L-7 designations. This, of course, is an issue that needs to be taken up only after the proposal is finally approved.

6. The Committee's Report and its recommendations are submitted accordingly for Board's kind consideration.

 29/12	 29/12/18	 29/12/18
Chetan Prakash Jain	A. K. Chandra	S. Balachandra Iyer
Executive Director /Estt.(GC) /Railway Board & Member of the Committee	Executive Director/ Transformation Mechanical/Railway Board & Member of the Committee	Executive Director/PC- II/Railway Board and Convener of the Committee