

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



Harchandan Singh,
Chairman, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
(Ph:0172-2228306,
Mob:9316131598)

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar,
Padi, Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817

K.V.Ramesh,
General Secretary, IRTSA
G3-LIKITH HOMES, 3, Lakshmanan Nagar
West Street, Peravallur, Chennai-600082.
rameshirtsa@yahoo.co.in
9003149578, 9444100842

No:IRTSA/Memo/7/8th CPC Memorandum

Date: 04.05.2026

**The Chairman Cum CEO,
Railway Board.**

Respected Sir,

Sub: Submission of memorandum to 8th CPC by Indian Railways Technical Supervisors' Association (IRTSA).

- 1) Indian Railway Technical Supervisors Association (IRTSA) submitted its memorandum to 8th CPC through online in the prescribed format.
- 2) Major specific demands of Technical Supervisors including justified pay level, classification of SSE as Group-B (Gaz), inclusion of training period for the purpose of MACPS, benefits of MACPS w.e.f. 01.01.2006, extension of risk & hardship allowance, PCO allowance for SSEs in level-8 working in PCO wing of PUs & workshops, eligibility for NDA & NHA for SSEs getting non-functional upgrading to level-9, redesignation as Assistant Manager & Manager, performance related incentive for open line staff particularly for operation of holiday & festivals (44,000 passenger specials for festivals & holiday in 2015) etc are explained in the memorandum.
- 3) Copy of Hon'ble CAT Chennai's judgement on OA No.1568/2017 filed by IRTSA pleading higher pay level for JEs and SSEs, in which CAT Chennai directed Railway Board to take up the issue of pay anomaly of the applicants (SSE & JE) before the 8th CPC after getting the comments from the applicant association (IRTSA) within a period of three months from the date of receipt of a certified copy of this order along with its explanation were also made part of memorandum.
- 4) Design & Drawing Engineers, Chemical & Metallurgical Engineers, Information Technology Engineers categories having similar entry qualifications and responsibilities are placed in disadvantageous position in MAPCS, cadre structure, allowances, etc. They are in expectation of addressing their long pending demands by 8th CPC.
- 5) Common demands pertaining to Central Government employees like minimum pay calculation, fitment factors (different higher fitment factors for higher pay levels), exclusive CPI (Government Employees), Pension/family pension, additional pension/family pension, OPS for all employees, eligibility & conditions for various kinds of leaves, distributing weekly working hours five days a week, HRA, Transport Allowance, TA/DA for on-duty, , Children Education Allowance, CGEGIS, Medical Insurance, etc were explained in the memorandum.
- 6) Copy of memorandum and its attachments were enclosed herewith for the kind consideration of Railway Board. IRTSA request the Railway Board to kindly consider the points raised in its memorandum and for inclusion of them in Railway Board's submission to 8th CPC.

Copy for kind information and necessary action please

- 1) Director General (HR).
- 2) Member, Traction & Rolling Stock.
- 3) Member, Infrastructure.
- 4) Member, Operation & Business development.
- 5) Additional Member (Staff).
- 6) Secretary, Railway Board.

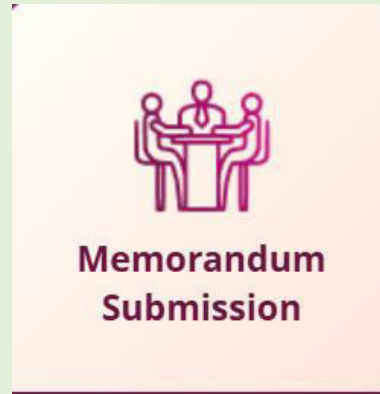
Yours' truly

K.V.RAMESH
General Secretary, IRTSA
9003149578

Indian Railways Technical Supervisors' Association

Regd No 1329

8th CPC



IRTSA submits exhaustive, comprehensive memorandum

Submission on

1. Pay Matters
2. Allowances
3. Advances
4. Facilities
5. Performance Incentive
6. Empanelment / Posting in GOI
7. Cadre Management
8. Career Progression &
9. Retirement Benefits

For the categories

1. Junior Engineer
2. Senior Section Engineer
3. Chemical & Metallurgical Assistant
4. Chemical & Metallurgical Superintendent
5. Depot Material Superintendent
6. Chief Depot Material Superintendent
7. Junior Engineer (IT)
8. Senior Engineer (IT)

Working in Indian Railways

1. Pay Matters

Concerns/Views (9,906 characters)

I) Basic Pay

Govt should act as a model employer by paying a Fair Wage which is adequate enough to maintain them in such a degree of comfort and dignity as would shield them from temptation, keep them efficient for their term of service and would adequately meet their personal and social needs.

II) Minimum Pay

1) 7th CPC took the food requirement & others derived from the recommendations of Dr. Wallace Aykroyd, and Supreme Court's ruling in the Raptakos Brett Vs Workmen case of 1991 for determination of minimum wage of an industrial worker.

2) Adding 20% for fuel & lighting, 15% is towards recreation, ceremonies and festivities, 25% for skill factor and 3% for housing expenses arrived in the year 1991 should be revised. Present days common items of expenses like medical insurance, bottled drinking water, communication, etc are to be included. Three consumption units per family is insufficient for calculation of minimum pay.

3) Revision of pay after a gap of 10 years has eroded real value of the salary.

4) Drawbacks in New series of CPI-IW base year 2016

a) Definition of "Working Class Family" doesn't cover Government Employees.

b) Annual average of price data collected during the period of January to December 2016 was done by geometric average instead of arithmetic average followed in old series. Non reflection of peak price in geometric average method will bring down the consumer price index

c) Averaging of prices of PDS supplied items, rice, wheat, wheat atta, sugar, cooked meals assistance (MDM) etc at the proportional weighted price of PDS & Open Market not reflect the real expenditure pattern of Govt employee.

III) Increment / Annual increment

Annual increment and promotional increment equal to 3% of basic pay is inadequate.

IV) Level in Pay Matrix

1) Job evaluation has not been done by previous pay commissions. Safety & Technical posts are equated with non-technical & non-safety posts. No compensation given for Hazards / Job requirements, additional working hours. Technical posts in the field are working for 48 hours a week, whereas supporting posts working from office are having only 45 hours working per week.

2) The intermediate grades (Junior Engineer & Senior Section Engineer) should be fixed on the basis of qualifications, training, experience, workload and responsibilities etc. shouldered by each group of employees and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector.

3) 7th CPC not addressed the impact of changes done after acceptance of recommendations of 6th CPC. Not addressed the anomalies created especially after the 6th CPC recommendations. The anomalies discussed / finalized in DC/JCM (particularly for Technical Supervisors) and National JCM not considered by 7th CPC.

4) Principal of 6th & 7th CPC recommendations “when employee receives promotion, he progresses one level ahead in pay level/GP” and Supreme Court Judgement “Promotion thus not only covers advancement to higher position or rank but also implies advancement to a higher grade” got violated between JEs and Senior Technicians working under them.

Level for Technical Supervisors

1) The supervisor and supervised can never be assessed equal. JE supervising the work of Sr Technician are kept in same pay level-6. 3rd CPC kept the pay scale of MCM (Sr Technician) Rs.425-640 below than JE Pay scale of Rs. 425-700. Considering the degree of skill, strain of work, experience involved, training required, responsibility undertaken, mental and physical requirements, avenues of promotion available and horizontal and vertical relativities, etc 3rd CPC recommended higher pay scales to JE & SSE.

2) 5th CPC accepted that the identical pay scales of Master craftsman, Mistry and Chargeman (JE) have resulted in a large number of court cases. 5th CPC removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for Chargeman-B (JE-II). But later Government upgraded the scale of Master Craftsman without corresponding upgrading of the scale of JE.

3) 6th CPC recommended, promotion & feeder cadres being placed in identical pay scale is anomalous and recommended that employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.

4) 6th CPC recommended Grade Pay of Rs.4200 for JE I & II (merged) and placed Senior Technician below JE by recommending the GP of Rs.2800. By upgrading the GP of Senior Technician to Rs.4200 on par with JEs, basic recommendation of 6th CPC that "Seniority of a post will depend on the grade pay drawn, this will invariably be more for a higher level post" got violated.

5) Senior Technicians placed in the Grade Pay of Rs.4200 made the situation that JE I (Pre-revised scale of Rs.5500-9000) two grades above Senior Technician, have since been placed in the same Grade Pay of Senior Technician.

6) Railway Board's impracticable preposition that the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE grade-I in the scale Rs,5500-9000 instead of JE-II in the scale Rs.5000-8000 No.31/2005), dated 22-2-2005 is also violated after modification done in 6th CPC recommendations.

7) Many categories who were in the pay scale Rs.425-700 on par with JE-II are now placed in pay level-7, whereas JE I pay which was Rs.550-750 above all these categories is placed only pay level-6.

8) 7th CPC in Para 5.1.23 recommended that "when the employee receives a promotion or non-functional upgrade, he/she progress one level ahead on the horizontal range" and in para 1.27 recommended that anomalies that were created after 6th CPC could not be rectified till date.

10) Historical edge in the pay scales enjoyed by the Senior Section Engineers (SSEs) lost due to grant of replacement scales to SSEs by the subsequent CPCs whereas upgradation have been granted to the other categories. Report of High-Power Committee (29.12.2018) formed by Railway Board observed that, “Traditionally, pay scales allotted to other operational departments have been higher than the pay scales of supervisors of Accounts departments

on the Railways. The implication of 6th CPC recommendations, resulted in upsetting/reversal of this position both as regards Supervisors and Group-B officers”.

11) 7th CPC while dealing Technical Supervisors in para 11.40.113 said that “Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group `A` officers so as to maintain the 1:1 ratio, keeping its functional requirement in mind. But Railways didn't take any action on these specific recommendations for Technical Supervisors.

12) Pay level for Technical Supervisors included in the National Anomaly Committee in item No.15. In the meeting held on 17.07.2018, it was decided to refer the issue to Departmental Anomaly Committee. Department anomaly committee not functioned.

13) In a reply to RTI, Railway Board said that, no proposal regarding recommendations of 7th CPC on pay level of Technical Supervisors as contained in paras 11.40.104 to 11.40.115 of 7th CPC report has been sent to Ministry of Finance by Ministry of Railways.

14) 48th meeting of NC (JCM) held on 26.06.2021 accepted, SSEs are highly qualified and occupy a critical role, but the treatment given to them has always been unfair. When SSO's in Audit/Accounts and Railways have been given GP of 5400, it should not be denied to the SSEs and similarly placed supervisors in Railways. He also informed that earlier SSEs and Chief Controllers were getting grade of 840-1200 which has been downgraded.

15) In the approval note of Finance Ministry (21.10.2022) for Upgradation of 50% posts in level-7 to level-8 and Upgradation of 50% posts in level-8 to level-9 Group-C on non-functional basis after four years of service in level-8 for certain Group-C categories, following were mentioned,

a) Para 2.4-The historical edge in the pay scales enjoyed by the SSE lost due to grant of replacement scales to these cadres by the subsequent CPCs whereas upgradation granted to the other categories of employees.

b) Para 2.7(i)-The matter relating to SSE was also discussed in the meeting on National Council of JCM on 26.06.2021 as item No. NC.48/12/21 and Cabinet Secretary asked the Chairman Railway Board and DoE to resolve the issue expeditiously.

c) Para 2.7(iii)-Relativities between pay scales of Accounts Supervisors and non-accounts supervisors got disturbed in 6th CPC by grant of GP Rs.4800 which got exaggerated in 7th CPC on grant of level-9 on non-functional basis to Accounts Supervisors.

d) Para 3-References received from Hon'ble MPs & Railway Association (Indian Railways Technical Supervisors Association) - These Associations attracted attention towards the issues relating to historically higher pay scales of Technical Supervisors upto 4th CPC, acute stagnation affecting their work output and cadres, 7th CPC specific recommendations for Engineering cadre etc. These Associations have demanded grant of pay level-9 for SSE, citing historical pay patterns and also forwarded letters from AIRF and NFIR in this regard. It has also been mentioned there would be no appreciable net financial implications since most of them are already in higher pay levels by virtue financial upgradation got under MACPS.

16) Railways letter RBE No.155/2022 on upgradation not cleared the stagnation among senior SSEs.

17) Hon'ble CAT Chennai on OA 1568/2017 directed UOI to take up the issue of pay anomaly of the applicants (SSE & JE), before the 8th CPC after getting the comments from the applicant association-IRTSA

Response to challenges / problems (9,203 characters)

I) Basic Pay

In a modern welfare state, such as ours, Government as the employer has a responsibility for meeting the essential needs of its lowest paid Employee and for maintaining his health and efficiency.

II) Minimum Pay

1) Hybrid system of calculating fitment factor using Dr. Wallace Aykroyd's formula followed by 7th CPC and constant relative income approach followed by 5th CPC should be considered. Consumption expenses towards bottled drinking water, internet charges, premium towards health insurance should be made part of calculation for fitment factor. Consumption units per family should be taken as 4.6 instead of 3 including responsibility parents and children.

2) Minimum pay calculation by adopting 7th CPC method and retail price index of labour bureau.

a) Food, clothing and detergent products, their respective quantities specified by the 15th ILC

b) Prices of all commodities were sourced from Labor Bureau statistics.

c) Calculation of minimum pay adopting retail price index of labour bureau for 4.8 consumption units/family.

d) 20% for fuel & lighting

e) 15% is towards recreation, ceremonies and festivities:

f) 25% for skill factor

g) 3% for housing

h) New items, Expenses for internet, bottled drinking water and medical insurance added

i) To compensate drawbacks in new series of CPI(IW) 2016 and other inconsistencies 25% added.

j) When rounded off to nearest hundred minimum pay will be Rs. 52,600 – 2.92 times of 7th CPC minimum pay.

III) Increment/Annual Increment

Annual increment should be equal 5% of Basic Pay. Promotional increment should be equal to two annual increments.

IV) Level in pay matrix

1) The wages of the technocrats, especially those on the Railways, should be fixed separately from those of the non-technocrat employees with a view to adequately compensate them for the Hazards / Job requirements, additional working hours and peculiar Conditions of Service under which the Railway Employees have to work. Additional stresses and strains of the system be duly considered and compensated.

2) Following factors should be considered while deciding the proposed Pay structure - Qualifications, Training, Experience and Professional knowledge or competence required for the job, Duties, responsibilities and accountability, Level of contribution to the overall

performance of the Department, Working Conditions, Hazards and other job difficulties involved Working hours Intensity of continuous working and Job-related stresses and strains.

Level in Pay Matrix for Technical Supervisors

1) Technical Supervisors working in the technical departments of the Indian Railways, (including Mechanical, Electrical, Civil Engineering, Signal & Telecommunications, Drawing/Design Departments, Stores Departments, C&M Laboratory & Information Technology etc.), play vital & pivotal role in the safe and efficient running of the trains – including production, repair & maintenance of Rolling Stock, Locomotives, P-Way Tracks, Bridges, Works, Electrical Services, Over Head Electrification, Signal & Telecom and all allied machinery, Plants and equipment in the Railway Workshops, Production Units, Open Line Depots, Sheds, Power Houses, Drawing & Design Offices, Chemical & Metallurgical Labs, Store Depots and IT Sections.

2) Around 7 lakh Senior Technicians and Technicians I, II & III work under JEs & SSEs; apart from above technical categories a large number of non-technical categories like Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent also work directly under the JEs & SSE and are supervised by them in execution of the above said work. Besides the responsibility of supervising and certifying work of railway contractors engaging lakhs of non-railway employees is carried out by Technical Supervisors.

3) There should be five grade structure available for the category of Technical Supervisors in Railways similar to CPSE (ONGC), Junior Engineer, Asst Superintendent, Superintendent, Senior Superintendent and Chief Superintendent. Cadre structure for Technical Supervisors should have avenue of five grades. JE recruited in level-7 should have avenue to levels- 8, 9, 10 & 11 in his career.

5) Railway's O.M dated 11.06.2010 sent to Finance Ministry based on Department Anomaly Committees recommendations, seeking approval for Technical Supervisors in pre-revised pay scales Rs.5000-8000 & Rs.5500-9000 placed in GP Rs.4600 and grant of GP Rs.4800 for posts including Technical Supervisors in pre-revised pay scales of Rs.6500-10500 and Rs.7450-11500 has to be considered.

6) In the speaking order No.PC VII/2014/CC/14, dated 10.07.2024 given by CRB against a plea of grant of justified pay level for one the category (CMT) in Railways it was stated that, there are numerous factors which are taken into consideration while determining the pay structure. CAT Principal Bench New Delhi, accepted argument of respondent Railways in O.A.No.3974/2014 in the order pronounced on 27.10.2015.

7) A comparison table between Senior Technician and Junior Engineer in work shop cadre of Indian Railways on 13 factors brought in above mentioned CRB's speaking order is given in table.

8) Upgradation through RBE No.155/2022 didn't clear the stagnation among SSEs: On 01.12.2022 at the time of 50% upgradation of SSEs from level-7 to level-8, Majority of the SSEs were already placed in the Pay Level-8 & 9 under the MACPS and as such got no benefit from the upgradation orders. Effect of upgradation in phase-I from 01.12.2022 gave relief to meagre number of SSEs. In case of SSEs working in Mechanical and Electrical departments of Integral Coach Factory (ICF) out of 836 sanctioned posts of SSEs, only 72 SSEs (17% of sanctioned strength) working in regular level-7 promoted to level-8 and remaining 341 SSEs

promoted to level-8 were already placed in level-8 or level-9 through MACPS. Exclusive designation was also not allotted for SSEs upgraded / promoted to level-8.

6) Hon'ble CAT Chennai on OA 310/01568/2017 gave the order that, "As the Pay Commission is the expert body for determining the pay structure, we are of the considered opinion that the Respondent Zonal Railways, to take up the issue with the Railway Board which in turn, in line with their own OM No. PC VI/2009/DAC/L (P12) dated 11.06.2010 shall take up the issue of pay anomaly of the applicants, after getting the comments from the staff associations, like the 1st applicant association, before the already constituted 8th CPC. Accordingly, we direct the Railway Board to take up the issue of pay anomaly of the applicants, before the 8th CPC after getting the comments from the 1st applicant association within a period of three months from the date of receipt of a certified copy of this order".

7) In spite of continuous exercise carried out by the Government on various occasion over these years, The anomaly of junior post of Senior Technician placed in same pay level of senior post ie. Junior Engineer continuous and Senior Section Engineers, front line field managers having element of direct recruitment with degree in Engineering with one year induction training, directly responsible for train operation, safety and punctuality, stagnated in Group-C for many years without sufficient opportunities in their career.

8) Therefore, Technical Supervisors having superior recruitment conditions, duties and multifarious responsibilities to ensure outturn targets, optimum productivity, quality control, safety, material management, optimum utilization of man power, machinery, equipment rolling stock and other resources for effective train operation may please be placed in higher pay level and supremacy of them over other cadres may please be restored.

9) Pay structure for Technical Supervisors should adequately reflect the substantial difference in duties and responsibilities of various posts. Hence, Multiple fitment factors have to be adopted for different level. In Ministry of Railways, for safety category posts, higher indexing of fitment factor should be followed for posts from level-6. Fitment factor for level-1 post is arrived as 2.92, fitment factor for posts level-6,7&8 should be "2.92X1.2=3.50". For mid position posts in pay level-9 to 12 fitment factor of "2.92X1.3=3.80" should be adopted.

9) Cadre Structure proposed for Technical Supervisors with starting pay

Junior Engineer - Level-7 - Rs.1,57,400

Senior Section Engineer (Gr-B) - Level-8 – Rs. 1,66,800

Asst Manager (Gr-B) - Level-9 - Rs. 2,01,600

Manager (Gr-B) - Level-10 - Rs. 2,13,000

Senior Manager (Gr-A) - Level-11 - Rs. 2,57,000

10) Chief Metallurgical Assistant, Chief Metallurgical Superintendent, Depot Material Superintendent, Chief Depot Material Superintendent, Junior Engineer (IT) and Senior Engineer (IT) having similar recruitment qualification, similar duties & responsibilities should be placed on par with Technical Supervisors. They should be given same designation of Technical Supervisors with suitable suffix.

V) Maximum of Pay Level

Apex scale should not be limited to the ratio between minimum pay and maximum pay.

VI) Any Other

Recommendations of the 8th CPC on new basic pay, new rates of allowances and other conditions should be made effective from 01.01.2026.

2. Allowances

Concerns/Views (9,841 characters)

I) Dearness Allowance

a) Drawbacks and inconsistencies in new series of CPI(IW) 2016 used for the purpose of determining DA

i) Definition of “Working Class Family” doesn’t cover Govt Employees. Working Class Family means, at least one member of the family working as manual worker in any of the seven sectors and derives 50% or more of its income through manual work.

ii) Consumption pattern among Govt employees and manual workers will not be the same, particularly the difference will be high in Housing, Fuel & Light, Education, Health, Recreation & Entertainment and Household Goods & Services.

iii) Annual average of price data collected during the period of January to December 2016 was done by geometric average instead of arithmetic average followed in old series. It is claimed that geometric average is least influenced by extreme values. But it will reduce the average price.

iv) Averaging of prices of PDS supplied items, rice, wheat, wheat atta, sugar and cooked meals assistance (MDM) etc at the proportional weighted price of PDS & Open Market not reflect the real expenditure pattern of Government employee.

v) The report is silent about share of workers having written contract with their respective employers among the lot from data collected.

b) 6th CPC had recommended that the National Statistical Commission may 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.

c) Population of Central Government employees concentrated 37% in “X” cities (cities more than 50 lakh population), 25.5% in “Y” (cities having population 5 to 50 lakh) and 37.5% in “Z” cities, should have a realistic DA calculation formula reconciling with the prices and consumption pattern in these cities.

II) Allowance Related to Qualifications

By means of higher qualifications, specialized knowledge and experience a qualified Railway Employee aids in stabilizing budgets and standards, increases effectiveness of production and service managements, thus renders valuable assistance to the professional managements for profitable stewardship of Railways.

III) Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc

1) Night Duty Allowance (NDA)

a) NDA was introduced on Railways on the recommendation of 2nd CPC. NDA is extended to all eligible non-gazetted Group-C Railway Employees across various grades and pay levels. Given the Railways' unique 24/7 operational requirements, which include demanding night shifts contrary to natural human rhythms, this allowance acknowledges the exceptional

demands placed on employees. Notably, Railway operations during nighttime mirror daytime volumes, underscoring the organization's relentless commitment.

b) NDA was studied extensively by Justice Mia Bhoj tribunal in 1969 and 7th CPC recorded that present NDA is based on the recommendations of the tribunal. Based on the recommendations of the Tribunal, Railway Board vide dated 09.03.1973, accepted the demand of Federations that night duty allowance should be granted to all Railway employees irrespective of their classification or irrespective of pay limit.

c) DoPT O.M. dated July 13, 2020, (Railways letter dated 19.11.2020) imposed a ceiling limit of Rs. 43,600 for calculating Night Duty Allowance (NDA), which contradicts the 7th CPC recommendations and the Committee on Allowances' recommendations. The Committee on Allowances, chaired by the Finance Secretary, aimed to implement 7th CPC recommendations on NDA without modifications, and the government approved this implementation.

d) Railways unjustifiably withdraw NDA for SSEs receiving NFU to level-9 (RB letter dated 06.11.2025) who are part and partial of train operation during night. It will be difficult to segregate and exempt SSEs receiving level-9 from night shift.

2) Over Time Allowance

a) Railway employees governed by Factories Act 1948, governed by Hours of work and period of rest rule 2005, by rules under departmental over time and under departmental orders are eligible for OTA. Composition of elements for computation of OT rates differs for employees governed by above mentioned four classifications.

b) On many occasions Technical Staff - including JE & SSE who are directly involved in train operations, are require to work for additional hours over the stipulated working hours for which they are being denied of Over Time Allowance. Similar is the case of Technical Staff including JE & SSE working in Production Units & Workshops of Railways classified as industrial employees.

3) Production Control Organization Allowance (PCO Allowance)

PCO Allowance for SSE was granted by Railway Board letter No. PC-V No.205 RBE No. 193/1999, dated 10.08.1999 7.5% of basic pay w.e.f 01.09.1999. It was continued after the implementation of 6th CPC Grade Pay & 7th CPC pay matrix.

PCO Allowance is part of Incentive system paid in lieu of Incentive Bonus to Technicians, JEs & SSEs whenever they are required to work in PCO organizations.

By letter dated 06.11.2025 Railways withdrawn PCO allowance for SSEs upgraded to level-8 through RBE No.155/2022 and unjust stoppage of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8. RBE No.155/2022 specified that SSEs upgraded to level-8 from L-7 will be discharging same duties and responsibilities and same designation for SSEs in L-7 and 8.

On receiving promotion from L-7 to L-8, pay fixation benefit and its corresponding increase in DA will be around Rs.3500 per month. But for SSEs working in PCO organisation their take home pay will be reduced approximately by Rs.5000 per month due to unjust cessation of PCO allowance.

4) National Holiday Allowance (NHA)

The Open line staffs and Technical Supervisors are essentially required to work even on the National Holidays sacrificing their domestic and social obligations and duties etc. During national holidays train operations have to be managed with around 50% of staff. Railway Board's letter dated 06.11.2025 unjustifiably denied NHA to SSEs receiving NUF to level-9.

5) **Design Allowance:** Unjustifiably denied for JE/SSE working in design & drawing

IV) Allowance Related to Capacity Building or Knowledge Upgradation or Trainings

1) Training Allowance

Granted to non-faculty members, to attract more intelligent and knowledgeable persons to the training institutes. In 1986 at the time of introduction 30% of total emoluments were granted. 4th CPC reduced it to 30% of basic pay. In the year 1991-92 due to the resource crunch, the allowance was reduced to 15 % of basic pay.

VI) Allowance Related to Housing including HRA

HRA granted is extremely low to even partially meet the prevailing rents in all class of Cities. Rents have increased many folds over the years – especially in recent past due to exorbitant rise in the cost of land and building materials etc. HRA

VII) Allowance Related to Performance, Merit, Good service, etc

Accident free service award (AFS): Loco pilots, Station Masters, pointsmen, cabinmen, switchmen performing train passing duties are eligible for accident free service award at the time of retirement. Loco pilots are eligible for maximum of 90 days basic pay as AFS. All other eligible category staff are paid maximum of 60 days of basic pay as AFS.

Motivation for accident free service should be given while employees are in service. Technicians and Technical Supervisors are playing primary role in safe operation of trains, non-inclusion of them in AFS is defeating its purpose.

VIII) Allowance Related to Risk and Hardship

Risk & Hardship Allowance (RHA) Only Track Maintainers (Track Maintainers- I, II, III and IV) are eligible for payment of Risk and Hardship Allowance (Rs.3375 p.m) in Railways.

IX) Allowance Related to Travel including Travelling Allowance

a) **Transport Allowance (TA):** For 19 specified cities TA is paid @ Rs.1350+DA for level-1 & 2, Rs.3500+DA for level-3 to 8 and Rs.7200 for level-9 and above. For all other places TA is paid @ Rs.900+DA for level-1 & 2, Rs.1800+DA for level-3 to 8 and Rs.3600 for level-9 and above.

b) **Daily Allowance 7th CPC recommendations-** 7th CPC in para 8.15.15 recommended for reimbursement of staying accommodation, travelling charges, lump sum amount for employees travel out of their headquarters for work. In para 8.15.16, 7th CPC recommended, All the above provisions will apply to Railway personnel also. But not implemented for Railway Employees.

c) Rule followed by Railway is inadequate

i) **Daily Allowance (DA)** is meant to cover living expenses when employees travel out of their headquarters for work. DA is paid at the rate of Rs.625 for level-5 and below, Rs.1000 for level 6 to 8, Rs.1125 for level-9 to 11, Rs.125 for level-12 & 13 and Rs.1500 for level-14 and above. No compensation allowance is paid for lodging accommodation, where Railway Rest house facilities are not available.

ii) **Milage Allowance for journey by Road-** for journeys performed in own car/taxi @ of Rs.30/km, for journeys performed by autorickshaw/own scooter, etc @ of Rs.15/km granted. For level-6 to 13 journey by AC taxi is not permissible.

d) **Transportation of Personal effects on transfer/retirement-** Granted @ Rs.63/km for level-6 and above.

XI) Allowance Related to Uniform

Officers of RPFs.25,000, PBOR of RPF & station Masters Rs.12,500, trackman, running staff, coaching depot employees, staff car drivers, MTS, canteen staff, etc Rs.6250 P.A and Nurses Rs.2250 P.M are paid dress allowance.

XII) Allowance Related to Running Staff

JEs/SSEs who are made to drive Track Machines, are not paid Running Allowance like loco pilots.

XIII) Any other

a) **Children Education Allowance** insufficient amount given only for school education, not given for higher education.

Response to challenges / problems (9,863 characters)

I) Dearness Allowance

1) Specific survey covering government employees exclusively, so as to construct a consumption based representative of government employees and formulate a separate index called CPI (Government employees).

2) New expenditure items like internet expenses, bottled drinking water expenses, health insurance premium, etc should be included in the expense's baskets.

3) The principle of 5th CPC for merger of 50% of DA with the Pay as DP should be followed. DA should be paid net of income tax, since it is paid as compensation for inflation.

II) Allowance Related to Qualifications

Railway Employees on acquiring any of the higher qualifications i.e. Master of Engineering / M.Tech/MBA/ICWA/Diploma in Rail Transport Management or any other Post Graduate Diploma in Management etc. should be given incentive to promote their outputs and stewardship which ultimately leads the Railways to achieve better Efficiency, Productivity and Management or Resources / Services.

III) Allowance Related to Additional Duty or Extra Duty or Working on Holidays, etc

1) Night Duty Allowance (NDA)

7th CPC recommendation of continuing prescribed hourly rate of NDA equal to (BP+DA)/200 should be extended to all Railway employees including SSEs working in night duties should be granted.

Ceiling limit of Rs. 43,600 for calculating NDA for Railway employees should be removed.

2) Over Time Allowance (OTA)

Composition of elements for computation of OT rates should consists of rates of Pay, DA, HRA and Transport allowance uniformly for employees governed by Factories Act 1948, Hours of work and period of rest 2005, rules under departmental over time and under departmental orders.

Senior Section Engineers in level-7, 8 and 9 (NFU) should be made eligible for OTA if they are required to work in excess of the hours of employment prescribed by any law or rule.

3) Production Control Organisation Allowance (PCO Allowance)

Withdrawal of PCO allowance for SSEs working in PCO Organisation upgraded to level-8 and receiving non-functional financial upgradation to level-9 is a great injustice. SSEs who received upgradation to level-8 through RBE No.155/2022 will have net loss, since PCO allowance of 6% of basic pay will be more than promotional increment of around 3%+DA.

SSEs who were already placed in level-8 and level-9 through MACPS are the worst sufferer, since they receive no fixation benefit while implementing RBE No.155/2022. They were transferred to PCO organisation on administrative convenience, otherwise they are eligible to get 15% of basic pay as incentive.

At the time of introduction of incentive system in 1954 (including PCO allowance) and during subsequent every revision (1975, 1999, 2009 and 2019) of incentive rates and revision of PCO allowance in line with incentive revisions, reduction in allowed time had been done across all production and maintenance operations for improving productivity. Man power reduction happened to the value much higher than value of incentive revision in all PUs and workshops of Indian Railways following incentive system. Thus, incentive system is made self-financing within Railways. Hence denial of PCO allowance for SSEs in level-8 &9 who are discharging same duties and responsibilities is unjustified.

PCO allowance should be paid 15% of basic pay for all Technicians, JEs and SSEs working in PCO organisation including those promoted to level-8 and NFU to level-9. Or Railways should be allowed to take its decision on PCO Allowance.

4) National Holiday Allowance (NHA)

7th CPC in para 8.6.9 said that, NHA is paid to non-gazetted Railway employees who are on roster to work on a "National Holiday" and granted NHA for all twelve days in a year due to operational constraints in Railways. NHA in Railways should be paid equal to double the normal rate for Over Time Allowance or one day wages. HNA should be paid to SSEs in level-9 if they are on roster to work on National Holiday.

5) Design Allowance to Drawing, Design Engineers

5th CPC (Para 50.19) recommended for grant of Design Allowance of Rs.300 for Junior Engineers and Rs.600 for Assistant Engineers which was accepted by the Govt and implemented in the CPWD (letter No. 15/4/98-DW(S&D)547-1000 dated 9.6.2000), but the same was not implemented by the Railways although the JEs, & SSEs in the Drawing & Design Offices on the Railways do a lot of designing work.

Grant of PCO Allowance to Technical Staff in Supporting Shops / Sections *-(including – Drawing / Design, C & M Lab, IT, Power Supply & Stores) – in Railway Workshops & Production Units*

JE/SSE of design wing, CMA/CMS in CMT dept, DMS/CDMS in stores, JE/SE(IT) in Railway Workshops & Production Units, Technical staff in power supply & maintenance play important role in improving the production & productivity through improved Tools, Templates, Jigs & Fixtures & designing of components & prototypes of Rolling Stocks; effective quality control through thorough analysis of chemical composition & metallurgical specifications as well as inspection & testing. They should be treated as part of Inspection Planning & Progress wing

and should be paid PCO Allowance on par with their counterparts working in PCO organisation.

IV) Allowance Related to Capacity Building or Knowledge Upgradation or Trainings

1) Training Allowance

In the present fast technological improvement scenario to attract intelligent and knowledgeable persons to the training institutions, the Training allowance should be restored to 30 % of basic pay.

VI) Allowance Related to Housing including HRA

Three tier classification should be made into four tier as given below

A Class Cities (40%+DA): Population 50 lakh and above.

B Class Cities (30%+DA): Population 20 Lakh to 50 Lakh.

C Class Cities (20%+DA): Population 5 Lakh to 20 Lakh.

D Class Cities (10%+DA): Population below 5 Lakh.

HRA be linked to the Consumer Price Index or D.A. The rates shall automatically increase by 25% whenever the Dearness Allowance goes up by 25%.

VII) Allowance Related to Performance, Merit, Good service, etc

Accident free service award (AFS): For completion of every 8 years one month basic pay + DA should be granted as AFS. Technicians and Technical Supervisors playing primary role in safe operation of trains, should be made eligible for AFS.

VIII) Allowance Related to Risk and Hardship

Risk & Hardship Allowance (RHA): On the Railways, in open line depots, yards and OHE exposure to hot sun, heavy rain, cold climate and unhygienic open to sky work areas particularly, presence of human excreta, work at height, work on the top of locos, maintenance of cow runover rolling stocks etc are having continues inherent health risks as part of their occupation itself, that cannot be eliminated.

In welding shops, paint shops, Forge & Smith shop, Electroplating shops in Workshops and Production Units of Indian Railways having adverse effects of health. In Loco Shed exposure to high noise to the decibel level of 180, working temperature around 50 degree centigrade and air pollution beyond permissible levels. C&M Staff exposed to radiations like X-ray and many Chemicals.

Staff & Supervisors working in above mentioned areas should be brought in the ambit of RHA. Rates of RHA should be arrived using the same multiplying factor used for fitment factor. The rates shall automatically increase by 25% whenever the DA goes up by 25%.

IX) Allowance Related to Travel including Travelling Allowance

a) **Transport Allowance:** TA should be increased by 3 times of existing rates. 19 specified cities are inadequate, more number of cities should be added. For example, in Tamil Nadu cites like Madurai, Tiruchchirappalli and Salem should be added. New rates TA proposed for major cities @ Rs.4050+DA for level-1 & 2, Rs.10500+DA for level-3 to 8 and Rs.21600 for level-9 and above. For all other places TA is paid @ Rs.2700+DA for level-1 & 2, Rs.5400+DA for level-3 to 8 and Rs.10800 for level-9 and above.

b) **Daily Allowance in 7th CPC method-** Reimbursement of staying accommodation, Reimbursement of travelling charges, Lump sum amount for employees travel out of their headquarters for work should be increased 3 times the rates recommended by 7th CPC in para 8.15.15 and it should be implemented for Railway employees also.

c) If Railways follow separate method, daily allowance and milage allowance for journey by road should be increased by three times the existing rates. Separate component for staying accommodation have to be introduced for Railway employees, where ever they have not been provided with Railway rest house facilities.

d) **Transportation of Personal effects on transfer/retirement-** should be increased 3 times the existing rates.

XI) Allowance Related to Uniform

All the Railway employees should be granted uniform/dress allowance. Rates of uniform / dress allowance should be arrived using the same multiplying factor used for fitment factor.

XII) Allowance Related to Running Staff

JEs/SSEs who are made to drive Track Machines, therefore, they may be paid Running Allowance like loco pilots.

XIII) Any other

a) **Children Education Allowance** should be given upto Post graduation studies. CEA rates should be enhanced to Rs.10,000/month & hostel subsidy Rs.35,000/month or actual expenditure should be reimbursed.

b) City Compensatory Allowance (CCA) should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.

c) Internet allowance should be sanctioned for JE & SSE

c) Recommendations of the 8th CPC on new rates of allowances and other conditions should be made effective from 01.01.2026.

d) The rates of allowances not linked with DA should automatically increase by 25% whenever the DA goes up by 25%.

3. Advances

Concerns/Views (3077 characters)

I) Related to Personal Computer

7th CPC in para 9.1.8 recommended for computer advance maximum of five times in the entire service.

Computer advance of Rs.50,000 is sanctioned with rate of interest of 9.1% per annum for the year 2025-26.

II) Related to House Building

Existing provisions for house building (RBE No.183/2017)

a) Cost of the house to be built /purchased (excluding the cost of plot) should not exceed 139 times of the basic pay of the employee subject to a maximum of Rs.1.00 crore (one crore) only.

b) 34 months basic pay subject to a maximum of Rs. 25.00 lakhs only (Rs. Twenty five lakhs), or cost of the house/flat, or the amount according to repaying capacity, whichever is the least for construction/purchase of new house/flat.

c) For expansion of existing house, the amount of HBA will be limited to 34 months of basic pay subject to maximum of Rs.10.00 lakhs only (Rs. Ten lakhs), or the cost of the expansion or the amount according to repaying capacity, whichever is the least.

d) These limits needs to be improved substantially.

III) Any other

a) Advances

The amount and limits of admissibility of various types of advances require substantial revision, in view of unprecedented cost escalation. It is thus requested that all Employees (irrespective of their pay level) be allowed House Building Advance, Vehicle Advance, Festival Advance, Furniture & Household effects Advance etc., and the quantum of the Advances should be adequate to meet the actual expenditure for the purpose and revised from time to time – as per Market Price.

b) 6th CPC's recommendation on interest bearing loans (para 4.6.6. of 6th CPC report)

....The Commission, accordingly, recommends that the Government should not give any interest bearing advances. Instead the Government should enter into agreement with leading PSU banks to extend this facility at pre-determined competitive rates to Government employees. While the employee shall take the loans/advances directly from the bank with the approval of the sanctioning authority in the Government and also repay the installments directly to the bank. The Government will give an interest subsidy equal to 2 percentage points in rate of interest being charged by the bank to the employee. The interest subsidy for employees with disabilities will be equal to four percentage points in the rate of interest being charged by the bank. Simultaneously, the existing limit of various interest bearing advances should also be doubled for the purpose of getting the subsidy. This limit should automatically be increased by 25% every time the dearness allowance payable on revised pay bands goes up by 50%. The eligibility for taking the advances should also be removed because the repaying capacity would, in any case, be considered by the concerned bank at the time of processing the loan application. This will also extend to the ceiling of Rs.18 lakhs presently prescribed on the cost of house for purposes of house building advance. Therefore, this ceiling should also be removed.

Above recommendations of 6th CPC not implemented.

Response to challenges / problems (1838 characters)

I) Related to Personal Computer

Computer advance to the limit of Rs.1.5 lakh without interest should be sanctioned. Interest free advance should be sanctioned for lap-top also.

II) Related to House Building

HOUSE BUILDING ADVANCE

a) Cost of the house to be built /purchased (excluding the cost of plot) should be allowed 150 times of the basic pay+DA of the employee subject to a maximum of Rs.2.00 crore.

b) 50 months basic pay+DA subject to a maximum of Rs. one crore or cost of the house/flat, or the amount according to repaying capacity, whichever is the least for construction/purchase of new house/flat may be allowed.

c) For expansion of existing house, the amount of HBA will be limited to 50 months+DA of basic pay subject to maximum of Rs.one crore, or the cost of the expansion or the amount according to repaying capacity, whichever is the least may be allowed.

d) 8th CPC is requested to recommend that, respective Government departments may enter into agreement with leading PSU Banks to extend housing loans to Government employees.

e) Interest rates being charged by Banks over and above 5% may be subsidised by Government.

III) Any other

Car, Scooter & Bicycle Advance

a) Limit for Vehicle Advance should be increased to Rs. 1,50,000/- for Motor Cycle / Scooter; Rs. 12 Lakhs for Motor Car, and Rs. 15,000/- for purchase of a Bicycle.

This advance should be made interest free. Or The rate of Interest on car and scooter advances should not be higher than 5% - as charged by L.I.C. and Nationalized Banks on the advances given to their Employees.

b) **Bicycle advance** should be granted interest free to encourage employees' usage of bicycle for commuting, which will be good for employees' health and environment friendly.

c) Ceiling limit for eligibility and for advance amounts should be increased by 25% whenever DA crosses 25%.

4. Facilities

Concerns/Views (9011 characters)

I) Leave

a) **Maximum accumulation of leave:** Limit on maximum accumulation of 315 days LAP is discriminatory for those employees who are attending duty without availing more leaves and it should be removed.

b) **Encashment of leave during service:** 10 days of LAP at a time and six times in entire service can be encashed at the time of availing Pass/PTO/LTC. Successive encashments cannot be made before a minimum period of two years. This system doesn't reward employees attending duties with out availing more leave and making themselves available for work.

c) **Encashment of leave at the time of retirement:** 300 days of LAP can be encashed at the time of retirement. LAP available over and above 300 days LAP has to be forfeited. This is discriminatory for employees not availed more leave and available for work or employees try to consume LPA over and above 300 resulting in less availability of staff.

d) **Eligibility of half a day LAP:** IREC para 539 Leave to Workshop staff. - (1) Skilled artisans as also semi-skilled and un-skilled workman will earn leave on average pay, half average pay and commuted leave and leave not due in accordance with these rules.

e) **Discrimination in Restricted Holiday (RH):** Office / Secretarial Staff get the RH in addition to the Gazetted Holidays, Technical Supervisors & Technical Staff do not get the facility in Workshops, Production Units etc.

f) **Casual Leave (CL):** Reduction of casual leave to 8 days puts severe hardship for all employees.

g) Half day CL for late attendance: Age old rules on deduction of half day CL for late attendance need to be changed particularly in the present scenario

h) Child Care Leave (CCL): Women employees are eligible for 730 days of Child Care Leave. CCL can be availed in different spells. Many times women employees do not require full day leave to take care of their children, instead continuous half days leave over a period of time will serve the purpose of leave to the women employees and at the same time they can also contribute at their work continuously without taking a long break from work. Hardship of nonavailability of staff for a longer period can also be avoided.

II) Group Insurance including CGEGIS

a) Rates of subscription and insurance cover for Central Government Employees Group Insurance Scheme (CGEGIS) were last revised in January 1990. Recommendations of 5th, 6th & 7th CPCs on CGEGIS rates of subscription & insurance cover were not implemented by the Government. Continuing the same rates of insurance amount for 36 long years defeats the basic purpose of providing insurance cover to the employees so as to extend adequate security to the families in the event of employees' death.

b) 7th CPC recommended to increase the Insurance amount to Rs. 50,00,000, Rs. 25,00,000 and Rs.15,00,000 for Group 'A', 'B' and C officers/ staff respectively with commensurate enhancement in monthly contribution of Rs. 5000, Rs. 2500 and Rs. 1500 for respective Groups of officers/ staff".

c) Exorbitant rise of monthly subscription recommended by the 7th CPC for CGEGIS was objected and it had been demanded to reduce the monthly subscription as it is much higher than the premium rates available for Term insurance in open market including LIC, a public sector enterprise, were offering policies equal to the insurance amount recommended by 7th CPC at much lower premiums.

d) The Cabinet in its meeting held on 29.06.2016 to consider the recommendations of 7th CPC decided not to accept the steep hike in monthly subscription towards CGEGIS recommended by the Commission. The Cabinet decided that the existing rates of monthly contribution will continue, however, considering the need for social security of employees, the Cabinet had asked Ministry of Finance to work out a customized group insurance scheme for Central Government Employees with low premium and high risk cover. Till date decision has not been taken on new rates of CGEGIS.

III) Exgratia/ Compensation

Amount of Ex-gratia lump-sum compensation w.e.f. 01.01.2016, admissible as per guidelines contained in Board's letter dated 25.11.2016 is ₹25 Lakhs for death due to accidents, acts of violence by terrorists, anti-social elements, etc; ₹35 Lakhs for death occurring in border skirmishes, action against militants, etc., while performing duty in specified altitude, natural disasters, etc; and ₹40 Lakhs for death during enemy action in war, etc

IV) Medical Facility

a) In existing Railway medical system major medical services like OPD, diagnosis, issuing medicines, surgeries, in-patient care, etc are carried out by Railway medical facilities. Major treatment/surgeries carried out in referral private/CGHS hospitals. Employees, their spouse, dependent children, widowed mother are covered in Railway medical facilities. It is a part of service condition. For retired employees and their dependents who opted for RELHS on onetime payment, same medical services are extended.

b) Beneficiaries living in faraway places from Railway Hospitals find it difficult to get their regular treatments and minor surgeries/procedures occasionally, since they are required to travel long distance to reach Railway Hospitals. These beneficiaries will be benefited if cashless treatment is extended to them in the hospitals available near their living place.

c) It is pertinent to note that in case of emergency, beneficiaries first require to approach Railway Hospital, then they are referred to private hospitals and in many cases precious golden hours are lost in mere formalities endangering the life.

d) No provision for inclusion of parents in the eligible family members for medical facilities.

V) Provident Fund including GPF

The primary objective of this fund is to provide a dependable source of retirement income for government employees. Employees can withdraw their savings from the fund upon retirement or resignation from service. During service employees are eligible for refundable / non-refundable withdrawals for purchase or construction of house, purchase of land, to meet out marriage and educational expenses of wards, to meet out medical expenses for self and family, etc. Accumulation of fund in GPF is a dependable finance management for all Central Government Employees. Ceiling of Rs.5 lakh on subscription of GPF in a financial year put Government Employees in more vulnerable situation exposed to financial risks.

VI) Leave Travel Concession

Railway employees are allowed to avail LTC as per **DoPT OM dated 27th March 2018**. Railway employees continue to be governed fully by the Railway Servants (Pass) Rules. "All India LTC" once in a block of four years. "All India LTC" will be purely optional for the railway employees. Railway employees have to surrender the Privilege Passes admissible to them in the calendar year in which they intend to avail the LTC facility. Even after 8 years LTC in Indian Railways remains non starter.

VII) Welfare provisions

Staff Benefit Fund (SBF): The Indian Railways Staff Benefit Fund (SBF) provides welfare activities for non-gazetted employees, funded by annual grant per capita contribution of Rs. 800/staff. Provides support for higher technical/professional education, Women empowerment activities, Recreation, Promotion of Cultural Activities, Relief of distress, sickness, etc for staff, Sports activities, scout & guides, Indigenous system of medicine, etc. Rs.800 fixed in the year 2014 is inadequate.

VIII) Any other

a) **Working Hours:** In Railways, the Working Hours for most of the Industrial Workers are 48 hours a week. Many Technical Supervisors however, have to work for even much longer hours in the interest of work and exigency of services and administrative pressure.

Many of the supporting department's staff in Railways work for 45 hours only. Technical staff are not compensated for additional working hours.

b) **Five days working in a week:** Many of government organizations now follow a 5-day work week. Even in continuous operations, PSUs like IOCL and BPCL provide two days weekly rest. Banking sector is actively pushing to extend Saturday holidays fully, showing a clear shift towards better work-life balance.

However, the situation of open line and workshops of Railways is very different. Railwaymen are required to work 6 days a week, and weekly rest is not necessarily on Sundays—it can fall

on any day. This makes it very difficult to spend time with family or align with common social schedules. Railwaymen do not get national holidays or restricted holidays, and the compensation for working on such days is also meagre.

In a full year, we get only about 52 weekly rest days (365/7), which means Railwaymen are effectively working around 313 days in a year — nearly 86% of the year. In contrast, many employees in other sectors reduce their actual working days significantly by combining weekends and holidays, saving leave and even enabling leave encashment. In Railwaymen particularly of Technical Supervisors case, they are forced to consume more leave even for short vacations.

Response to challenges / problems (6002 characters)

I) Leave

a) Limit on maximum accumulation LAP should be removed, in order to avoid hardship to the Staff, as well as to improve Attendance in the offices and Industrial Establishments.

b) Encashment of leave during service: Employees should be allowed to encash at least 50% of leave available to their credit, subject to the minimum credit availability of 30 days after the encashment. Cash equivalent should be calculated based on (Basic Pay + DA)/30 X number of days. Encashment should be allowed once in a year. Conditions like availing Pass / P.T.O should be removed.

c.i) Encashment of LAP at the time of retirement: encashment LAP should be enhanced from the existing 300 days to 600 days.

c.ii) Encashment of Half Pay leave: Half Pay at the credit of an employees may be allowed to be encashed at the time of superannuation I retirement in full.

d) Eligibility of half a day LAP: Denial of eligibility of half a day LAP to all employees is in violation of Article 14 of the Constitution of India which says that, "The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India." Entitlement of half a day LAP should be extended to all employees of Indian Railways including Technical Supervisors, which will ensure win-win situation for employees and administration since it will improve employees' availability at work.

e) Restricted Holiday (RH) should be extended to Technical Staff, Technical Supervisors etc working in workshops, Production Units, etc.

f) Casual Leave: Restoration of 12 days casual leave per annum in case of workshop & office staff and restoration of 15 days cl /annum in case of open line should be done.

g) Deduction of Half day CL for late attendance: Considering the present huge traffic conditions in almost all the cities and also the fact that Biometric attendance system is implemented in all the Central Government Establishments, provision of deduction of half day CL may be amended that cumulative late attendance in a month up to 320 minutes (4 Hours) may be allowed to convert as Half day CL.

h.i) Child Care Leave (CCL): CCL may be allowed for half days if so required, equivalent to total of 730 full days. CCL leave should not be restricted to two children.

h.ii) Paternity Leave: Male Government servant without any restriction of the number of child may be sanctioned 45 days Paternity Leave before or up to 6 months from the date of delivery

of the child and for 45 days within 6 months from the date of accepting the child in pre adoption foster care from the date of valid adoption of a child.

II) Group Insurance including CGEGIS

a) For 40 lakh sanctioned strength of Central Government employees covered in the CGEGIS, subscription for the insurance amount of Rs.50 lakh, Rs.25 lakh and Rs.15 lakh has to be much lesser than LIC's policies which are offered for individuals and for groups.

b) Monthly subscriptions of Rs.1920 (for level-10 and above), Rs.960 (for level-6 to 9) and Rs.640 (for level-1 to 5) for Sum Assured of Rs. 50 lakh, 25 lakh and 15 lakh respectively, and payable to the family of the deceased employee in case of an employee's death. Similar to LIC's Jeevan Amar Life Term Plan.

c) Ratio of the Insurance Fund and Saving Fund should be 25% : 75% respectively.

d) In case of retirement, employees be paid a maturity benefit in proportion to the subscription, length of service and applicable interest rates.

III) Exgratia/ Compensation

Amount of Ex-gratia lump-sum compensation w.e.f. 01.01.2026, should be revised as ₹ one crore for death due to accidents, acts of violence by terrorists, anti-social elements, etc; ₹1.25 crore for death occurring in border skirmishes, action against militants, etc., while performing duty in specified altitude, natural disasters, etc; and ₹1.5 crore for death during enemy action in war, etc

IV) Medical Facility

Existing Indian Railways Medical Service facilities may please be continued.

Medical Insurance Scheme for Railway employees / Pensioners and their dependents should be made as additionally facility to the beneficiaries to get their regular treatments including OPD & IPD in empaneled private hospitals, premium thereof may please be borne by Railways.

Dependent parents should be included as eligible family members for the purpose of getting all types medical facilities, since maintenance of aged parents is statutory requirement of the employee.

V) Provident Fund including GPF

Ceiling of Rs.5 lakh on subscription of GPF including voluntary contribution in a financial year made Government Employees in more vulnerable situation exposed to financial risks and it should be removed. Instead previous monthly ceiling amount equal to one month basic pay should be restored.

VI) Leave Travel Concession

A simple centralised computer based procedure for application of LTC and its approval, payment of advance LTC amount within 7 days of application and final payment within 7 days of completion of journey. Railway employees from pay level-6 and above should be made eligible for flight travel.

VII) Welfare provisions

Staff Benefit Fund (SBF): Per capita Rs.800 fixed in year 2014 should be revised by 5 times, ie. Rs.4000+DA. Per capita grant for SBF should be made inflation proof by granting it along

with applicable DA at the beginning of the year. All Group-C employees should be made eligible for all facilities extended by SBF without any pay level ceiling.

VIII) Any other

a) **Working Hours:** Working week of net 45 hours should be adopted for all Industrial Workers on the Railways. Additional weightage should be given for additional working hours required to be put in for the exigency of work, by the Technical Supervisors while arriving the pay level.

b) **Five days working in a week:** Pay Commission should consider measures to improve quality of life, this issue deserves serious attention. Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.

5. Performance Incentive

Concerns/Views (5165 characters)

I) Variable Pay

No variable pay followed in Indian Railways.

II) Performance Pay

- 1) Technical Supervisors of Mechanical, Electrical, Civil Engineering and Signal & Telecommunication 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, Signalling and Overhead Equipment & Electrification Systems.
- 2) IR is 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.
- 3) Railways have augmented its capacity and introduced new technologies in all areas. Rolling stocks, track KM, electrified RKM, trains run daily, festival/holiday specials etc were increased substantially since last cadre restructure year ie 2013-14. In the same period staff strength has come down by - 6.1%.
- 4) Increase in key infrastructure of Indian Railways and corresponding additional requirement of direct men in Civil, Electrical and Mechanical departments of Indian Railways given in table-7
- 5) Productivity already achieved by Railways through downsizing in key open line maintenance activities given in table-8
- 6) Productivity improvement implemented in Production Units and Mechanical Workshops given in table-9
- 7) Introduction of nearly 170 Vande Bharat train sets. Indian Railways is planning to operate about 800 Vande Bharat trainsets by 2030, gearing up for infrastructure readiness and manufacturing capacity. Table-10

- 8) Number of trains operated increased by 15.4% over last ten years. In addition to regular trains, more than 44,000 trips by holiday/festival specials were operated in 2025. Table 11 & 12
- 9) Introduction of new technologies like Kavach, increase in sectional operating speed and surrender of posts, etc have to be taken into consideration for performance related pay. Table-13.
- 10) Around 1.3 lakh live posts were surrendered between 2014 to 2024. Table-14
- 11) For above mentioned key performances no compensation is paid to technical staff and Technical Supervisors working Railways.

III) Bonus

Productivity Linked Bonus (PLB) for non-gazetted Railway employees

- 1) The PLB scheme for Railway employees came in to force from the year 1979. From the year 1995-96, all the Group 'C' and Group 'D' employees have been paid PLB without any ceiling on wages for eligibility. The scheme envisaged measurement of productivity of Railways by the net tonne KM for goods revenue traffic and passenger KM equated to goods traffic relating to average staff strength.
- 2) Ceiling of monthly emoluments for the purpose of payment of PLB was fixed as Rs.7000 (Basic Pay + DA) from the financial year 2014-15 vide Railway Board letter No. RBE No.109/2016 dated 15.09.2016. It remains same till date with same PLB amount of Rs.17,951 for continuous ten years.
- 3) Entry pay for lowest grade of Pay Level-1 in Railways was fixed as Rs.18,000 w.e.f. 01.01.2016. PLB equivalent to 78-day wages calculated on the basis of wage ceiling of Rs.7000 with the maximum admissible PLB of Rs.17,951 sounds irrational.
- 4) Indian Railways is continuously improving its productivity. Gross traffic receipt of IR has increased by 5.1% from Rs.2,64,600 crore in 2023-24 to Rs. 2,78,100 crore in 2024-25. This improved performance is not being reflected in real value of PLB paid to employees.

5) Issues with Productivity Linked Bonus (PLB)

- i) **Ceiling not in commensuration with 7th CPC pay matrix:** Monthly wages ceiling for PLB was not revised from Rs.7000 to Rs.18,000 after implementation of 7th CPC recommendations w.e.f. 01.01.2016. Ceiling of Rs.7000 remains same for ten years.
- ii) **Stagnant PLB Amount:** The PLB amount of ₹17,951 has not increased for the past ten years, ignoring even inflation. Since implementation of 7th CPC pay matrix, rate of DA increased to 60% up to January 2026. PLB should have been increased by Rs.10,770 atleast in proportion to DA increase since 2016.
- iii) **PLB is not in proportion to number of equivalent days announced:** Last year PLB equivalent for 78 days wages were announced. But, Rs.17,951 paid as PLB was not in proportion to 78 days wages. PLB paid per day worked out to be Rs.230 (Rs.17,951/78 days), whereas minimum pay per day for starting basic pay of Rs.18,000 in level-1 plus 60% DA is Rs.960.
- iv) **No weightage for employees working in Pay Level- 2 and above:** PLB calculation gives no weightage for employees working in Pay Level 2 and above, shouldering higher responsibilities for improving productivity.

- v) **PLB paid not in proportion to improved Railway performance:** Improvements in the productivity of goods and passenger traffic not reflected in the PLB paid to employees.

Response to challenges / problems (3053 characters)

I) Variable Pay

With out detailed job evaluation variable pay can not be implemented.

II) Performance Pay

a) Performance related pay over and above pay and allowances should be granted for technical staff and Technical Supervisors based on criteria like increase in route & track km, increase in electrification km, increase in sectional operating/maximum speed, introduction of new trains including semi high speed Vande Bharat train sets, operation of summer/festival specials, introduction of new technologies like Kavach, reduction in consequential accidents, etc.

b) Above mentioned criteria necessitate substantially higher strength of Staff and more intensive Supervision. It also requires arranging for more material and infrastructure. But no additional Staff or Technical Supervisors were provided for the same. This has substantially added to the workload of the Staff & Technical Supervisors. But no remuneration, compensation or Incentive is paid to the Staff & the Technical Supervisors for the additional work load catered by them either due to lower sanctioned strength than even the Bench Markings or due to the vacancies or on account of additional fluctuating load.

c) 6th CPC recommended for Performance Related Incentive Scheme (PRIS) in all Departments of Government. PRIS will be payable taking into account the performance of the employee during the period under consideration. It is based on the principle of differential reward for differential performance. This incentive will be payable out of the savings made due to better performance of employee(s) during the period in consideration. Every organisation can devise its own PRIS based on the organizational structure, levels and processes being used. The Commission also recommended that it is preferable to have a combination of individual, team and organisation/unit based measures to pay PRIS. Full strength of Staff & Technical Supervisors be provided in all Coaching & Wagon Depots & Sick Lines at least as per Bench Markings;

d) A Group Incentive Scheme be introduced in all the Coaching & Wagon Depots & Sick Lines on the Railways - to handle additional workload of Holiday Specials, Festival Specials, Military Specials, Tourists Specials, VIP Specials, Departmental Specials, Seasonal Goods Traffic & Goods Specials and to meet with the shortfall of staff as per Bench Marks for New & Existing Trains,

e) Similar Group Incentive scheme should be introduced for technical staff and Technical Supervisors working in all technical departments ie, civil, electrical, mechanical and S&T.

III) Bonus

Productivity Linked Bonus (PLB) for non-gazetted Railway employees

1) Revision of Ceiling Limit for Pay Level-1:

The ceiling limit for Pay Level-1 employees for the purpose of PLB should be revised to pay fixed by 8th CPC plus Dearness Allowance (DA).

2) Removal of Ceiling Limit for Pay Level-2 and above:

The ceiling limit of PLB should be removed for employees working in level-2 and above and the calculation of PLB should be linked to Pay level the employees are working.

6. Empanelment / Postings in GOI

Concerns/Views (7,177 characters)

I) Empanelment

1) Percentage of direct recruitment of Graduate Engineers in the category of Technical Supervisors/Rail Engineers as Senior Section Engineer (SSE), Chemical Metallurgical Superintendent (CMS) and Chief Depot Material Superintendent (CDMS)

- a) Prior to upgradation of 50% of posts from level-7 to level-8 (RBE No.155/2022, dated 17.11.2022) around 48,500 sanctioned posts of Senior Section Engineers (SSEs) were available in all technical departments of Indian Railways.
- b) After implementation of 50% upgradation to level-8 w.e.f. 01.12.2022, sanctioned posts of SSEs in level-7 is 24,250 and in level-8 is 24,250.
- c) Direct recruitment quota in the post of SSE with the qualification of degree in Engineering is 20% of sanctioned strength in SSE. This remains same since 1987 even though many changes happened in the cadre structure of Technical Supervisors.
- d) Quantum of Graduate Engineers' direct recruitment quota has increased steadily over the years for the decisions of Government given below,
 - i. Prior to implementation of 6th CPC recommendations w.e.f. 01.01.2006 direct recruitment of Graduate Engineers in the pay scale of Rs.6500-10,500 was limited to 20% sanctioned posts of Section Engineers (SEs). Percentage of SE grade was 29% of total Technical Supervisory category.
 - ii. After the implementation of 6th CPC recommendations, posts of SSE & SE were merged as SSE and JE-I & JE-II were merged as JE. Hence after implementation of 6th CPC recommendations percentage of SSE stood 50%.
 - iii. Cadre restructure implemented on 1st November 2013 (RBE No. 102/2013, dated 08/10/2013) revised the percentage of SSE to 67%.
 - iv. Thus, quantum of DR quota for Graduate Engineers for the post of SSE was increased from 20% of 29% of Technical Supervisors' strength to 20% of 67% of Technical Supervisors' strength. i.e. For 100 sanctioned strengths of Technical Supervisors quantum of direct recruitment Engineering Graduate was increased to 13.4 from 5.8.
- e) Because of Government's decision explained above, quantum of DR quota increased in the grade of SSE reducing the chances of promotions for JEs. Moreover, in all zones and PUs large number of direct recruitment quota SSE posts remaining vacant because of non-filling through RRB.
- f) Railway Board is imposing severe restrictions on zonal Railways and PUs for placing indents to RRB. Because of the restrictions imposed by Railway Board, huge number of posts in SSE posts are lying vacant.
- g) Last RRB notification for the posts SSE was issued in the year 2015. Direct recruitment of SSE was discontinued from year 2018. Resumption order for direct recruitment of SSE

was issued in the year 2021. Till date no recruitment happened in SSE grade since 2015 notification, resulting in huge vacancies.

- h) Indian Railways is adding new trains, new infrastructure and latest technologies to meet the growing needs. While there are justifications available for creation of additional posts in Technical Supervisory category to cater the new additional work loads, huge vacancies particularly in the grade of SSE need to be filled immediately.
- i) Technical Supervisors shoulder vital duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. Huge vacancies in the grade of SSE put enormous pressure on the existing SSEs hampering daily work and it may endanger safety in train operation.

2) Unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B

Ref: Railway Board letter RBE No.92/2015, dated 18.08.2015 & RBE No.92/2015, dated 18.08.2015.

- a) As on 01.01.2024, only 2578 Group-B posts are available for Civil, Mech, Elec and S&T departments. Promotion to Gr-B is limited to vacancies arising out of 2578 posts. Two channels – 70% seniority quota and 30% LDCE quota.
- b) Equating SSEs working in level-8 & 7 with Loco Pilots / Running Staff in level-6 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B is discriminatory.
- c) JE with diploma as entry qualification entering in level-6 progress to SSE (level-7) and SSE (level-8). SSE with Graduate in Engineering as entry qualification entering in level-7 progress to SSE (level-8). Whereas Loco Pilots with the entry qualification of ITI recruited in pay level-2 are having promotional channel to level-4, level-6, level-6+Rs.500, level-6+Rs.1000 and level-7.
- d) Loco Pilots / Running Staff are basically oriented with traffic rules and HOER. Whereas JE & SSE are essentially oriented with Technical & Managerial duties as well as traffic & HOER. Keeping the two categories, whose Duties & Responsibilities are entirely different, in the same pool for the purpose of promotion to Group-B in Mechanical & Electrical departments which demands considerable technical as well as managerial expertise itself is erroneous.
- e) Moreover, introduction of level-8 in cadres of SSE through RBE No.155/2022 has changed the cadre structure and following the procedure laid down more than three decades ago (10.01.1992) and last time revised in 2015 will not be prudent, because many structural changes happened since then.
- f) Recruitment and promotional avenue of Loco Pilots and Technical Supervisors and unjustified comparison of their inter-se seniority for the purpose of selection to Group-B for 70% seniority quota selection is given in the table-
- g) Merit and purpose of having selection for the promotion from post in level-6 to level-7 and subsequent promotion to level-8 carrying distinct roles and responsibilities got defeated by ignoring combined service rendered in level-7 and level-8.

- h) In NC Railway Notification No.797-E/Gaz/Gr. 'B' Sele./CBT-Spl./Elect./70%/NCR, dated 10.01.2024 for eight posts of AEE/ADEE/AXEEN in electrical department, in the main list of eligible 24 employees only two SSEs names were appearing. In the eligible reserve list of 99 employees no SSE name was appearing. Even though hundreds of eligible & willing SSEs available in Pay Level-7 & 8 and some of them reached level-9 through MACPS, who are all senior to loco pilots mentioned in eligible list and working in higher grades for several years, because of unjustified comparison of inter-se seniority of SSEs on entry to level-7 with Loco Pilots on entry to level-6 made the SSEs ineligible and they are not even coming under zone of consideration.
- i) This contradicts para iv of RBE No.216/2019, dated 27.12.2019, saying that, *"In the integrated seniority of Group-C employees eligible for Group-B selection (70%) in all departments having organised services except Accounts Department, employees in level-7 of the pay matrix will be placed in above those in level-6 of the pay matrix. In either category, the relative seniority of employees coming from different streams will be determined with reference to length of non-fortuitous service in level-7 or level-6 in pay matrix as the case may be"*.

Response to challenges / problems (2,201 characters)

I) Empanelment

1) Percentage of direct recruitment of Graduate Engineers in the category of Technical Supervisors/Rail Engineers as Senior Section Engineer (SSE), Chemical Metallurgical Superintendent (CMS) and Chief Depot Material Superintendent (CDMS)

- a) Direct recruitment quota for Graduate Engineers may be calculated 20% of present sanctioned strength of SSE in level-7, leaving out the strength upgraded to level-8. Even then quantum of DR quota will be higher (6.7 posts for 100 sanctioned strength of Technical Supervisors) than DR quota (5.8 posts for 100 sanctioned strength of Technical Supervisors) available prior to merger (based on 6th CPC recommendation) of SE and SSE.
- b) As one time measure all the available DR vacancies of SSE may please be filled through promotion from eligible JEs, because no direct recruitment of Engineering graduates happened since RRB notification in 2015 and no RRB notification for recruitment of Engineering Graduate has been initiated so far.
- c) In future, whenever recruitment for DR quota has not been done for more than two years, available vacancies in DR quota should be filled by promotion from serving employees following the procedure for promotional quota selection.
- d) This may be implemented in the grade of SSE in all departments, CMS and CDMS which are having element of Graduate Engineers' entry.

2) Unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B

- a) Railways should not stick to rule made three decades ago, Equating Loco Pilots / Running Staff in level-6 for the purpose of integrated seniority for selection for promotion from Group-C to Group-B (70% seniority quota) and denying meagre chances of promotion for the SSEs to Group-B unjustifiably.

b) Railway Board's letter RBE No.10/2025 dated 03.02.2025 (promotions from Group 'C' to Group 'B' posts through 70% selection) may be modified to assess seniority in the order of inter-se in level-7 and then in level-6, placing level-7 en-block above level-6, ignoring old procedure mentioned in Railway Board letter RBE No.92/2015, dated 18.08.2015.

7. Cadre Management

Concerns/Views (9,181 characters)

I) Cadre Management

1) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B

a) Railways didn't follow recommendations of pay commissions & orders of DoPT

i) 3rd & 4th CPC had recommended the posts in the Pay scales above Rs.700-900 (3rd CPC) & Rs.2000-3200 (4th CPC) should be classified in Group-B. DoPT issued the orders accordingly. All major Departments implemented the orders, except the Railways. Technical Supervisors on the Railways continued to be deprived of the status - though placed in even higher scales of Rs.840-1040 (by 3rd CPC) and Rs.2375-3500 (by 4th CPC).

ii) 5th CPC recommended different classification of posts, Government decided to continue the existing four tier system of Group-A, B, C & D. DoPT in its order classified the posts in the scale of Rs.5500-9000 and above as Group-B. Technical Supervisors having pay scales Rs.5500-9000, Rs.6500-10,500 and Rs.7450-11,500 were denied classification as Group-B.

iii) 6th CPC recommended, "Four distinctive running Pay Bands are being recommended – one running Pay Band for all categories of employees. Posts in Grade Pay Rs.4200 have been placed in Group-B. These recommendations and further orders of DoPT to that effect were accepted by all departments except Railways, who put both GP 4600 and 4200 in Group-C.

iv) 7th CPC in its recommendations for Technical Supervisors in para 11.40.113 said that, "*there is some element of stagnation at the GP 4600 stage. Accordingly Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio*". These Recommendations of 7th CPC for improving the avenue of promotion for Senior Section Engineers have not been considered by the Committee. DoPT OM F. No. 11012/10/2016-Estt.A-III, dated 08.12.2017, classified Central Civil Posts in Pay Levels 6 to 9 as Group B, but this has not been implemented in the Railways.

b) Following the implementation of the 6th CPC's recommendations effective January 1, 2006, Railways classified posts in Level 8 as Group B Gazetted, as per RBE No. 5/2010, dated January 8, 2010. But vide RBE No 16/2023, dated 17.01.2023, Railways classified all posts upgraded to level-8 in terms of RBE No.155/2022 dated 17.11.2022 as Group-C.

c) Railways is continuously considering grant of Group-B status for SSEs for long time without taking concrete decision.

i) One exhaustive exercise was done by Railway Board immediately after 5th CPC.

ii) During 6th CPC, in the meeting convened by Member Staff on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.

iii) Financial Commissioner Railway Board in principle concurred the proposal for Gr-B on 31.05.2007. Railway Board discussed the issue many times, but no decision taken.

iv) In 2018, Railway formed a high-level committee to study and recommend classification of posts as Group-B in level-7. The committee recommended for classification of level-7 posts as Group-B (non-gazetted). The recommendation was neither acceptable for staff side nor agreeable for Railways. Hence recommendations of the committee were not implemented.

v) Railway vide Order No. ERB-I/2024/23/65, dated 20.11.2024 formed a committee to examine issues relating to Supervisory Categories with following terms of reference

- a. To study the issue of stagnation at L-7 and to suggest modalities to improve promotion prospects for all supervisory categories.
- b. To study implications and modalities for allotting Group B status to Supervisors upgraded to level-8 vide RBE No.155/2022.
- c. To study implications and suggest modalities for aligning the classification policy of Railways with DoPT.

But, report of this committee is not disclosed.

d) Need for classification is felt severely among Technical Supervisors / Rail Engineers because these categories are having entry grades in two consecutive grades in level-6 and level-7.

- i. Graduate Engineers recruited as SE/SSE are stagnated in their entry grade in Group-C for nearly 30 years. Moreover, many of the JEs recruited in level-6 reached level-9 and SSEs recruited in level-7 reached level-10 through MACPS.
- ii. This massive stagnation is due to insufficient posts available in Group-B cadre in Railways. Group-B cadre starts from level-8, but even after reaching level-8, level-9 and level-10 SSEs are unreasonably continued in Group-C.
- iii. Railway is also losing experienced technocrats in the management cadre even after placing them in the pay level available for Group-B cadre.

e) SSE, CDMS & CMS who classified as Group-B will continue to carry on the function, duties and responsibilities shouldered by them now. In addition, Railways may entrust powers to manage contracts and some other independent responsibilities.

f) No major inputs or expenditure need to be done by Railways

- i. Classifying these posts as Group-B will have no financial implications, as they are already placed in functional Level-8 and level-9 & level-10 through MACPS. They continue to get same pay and allowances applicable to the post.
- ii. There is no need to create new setup for office functioning. All SSE, CDMS & CMS are already having well established office setup, same will be continued to be used by them.
- iii. There may be a requirement of minor inputs for rest houses. Even otherwise staff going on duty requires rest house facilities. Necessity for providing rest house facility should not be the reason to deny Group-B status for the deserving.

g) Percentage of Group 'A' & Group 'B' posts on Railways is 0.9% and 0.4% vis-à-vis other central government departments' 3.6% and 3% respectively.

h) Number of Group 'B (Gazetted)' posts in Railways has significantly decreased between 2010 and 2023, severely impacting the promotional prospects of Technical Supervisors/Rail Engineers. Key statistics illustrate this trend

- i. Number of sanctioned Group-B posts in Railways declined from 7,652 in 2010 to 5680 in 2023, representing a negative growth.
- ii. The total number of Group-A and Group-B gazetted posts in Railways has remained stagnant at around 1% of total sanctioned posts between 2010 and 2023.
- iii. In contrast, Central Government departments have seen a growth in Group-B posts from 91,307 in 2010 to 1,16,881 in 2023.
- iv. Additionally, Central Government departments witnessed increase in total Group-A and Group-B gazetted posts from 5.21% in 2010 to 6.51% in 2023 of out total sanctioned posts.
- v. Classifying 25,000 posts of SSE, CMS, and CDMS as Group-B would increase the percentage of total gazetted posts (Group-A and Group-B) in Railways to 2.1% of the total sanctioned strength. However, this would still be significantly lower than the 6.51% of total gazetted posts in Central Government departments, highlighting the need for further review and alignment."
- vi. This disparity highlights the need to address the declining number of Group 'B (Gazetted)' posts in Railways and to ensure fair promotional opportunities for Technical Supervisors/Rail Engineers.

i) Railways huge capital expenditure & new initiative to augment capacity & efficiency requires more management cadre in Group-B.

Capital expenditure for Indian Railways in 2026-27 budget is fixed as Rs 2,93,030 crore. Various new initiatives to augment capacity and efficiency, such as high-speed corridors, Vande Bharat semi-high speed train set variants, dedicated freight corridors, increasing speed & capacity of P.Ways and the implementation of Kavach-collision avoidance system, etc are being implemented. Hence, it is essential to strengthen the management cadre (Group-B) to improve accountability in implementing Government policies.

j) Recommendations for upgrading rail engineers to Group 'B' Gazetted:

Railway Accident Inquiry Committees (RAICs) and the Railway Reforms Committee (RRC) have consistently recommended upgrading Senior Technical Supervisors (SSEs) to Group 'B' Gazetted to ensure safety and discipline on the Railways. However, these recommendations have not been implemented, compromising safety on the Railways.

II) Any other

1) Anomalies in pay level & MACPS for IT Engineers working in Indian Railways.

a) **Pay level anomaly in IT cadre:** Serious anomaly for SE(IT) compared with other department supervisory categories. 50% upgradation from level-7 to level-8 w.e.f.01.12.2022 thereof from Level 8 to Level 9 as Non-functional promotion after 4 years have not been extended to SE (IT). They should be brought in the ambit of RBE No 155/2022.

b) **MACPS anomaly in IT cadre:** While forming IT cadre in Railways, all JE (IT) & SE (IT) were observed through departmental selection with educational qualification of Graduate degree (same qualification required for direct recruitment). For financial upgradation under

MACPS their date of entry to JE (IT) in GP Rs.4200/level-6 should be taken, ignoring earlier promotions earned by them in cadres previously they belong.

Response to challenges / problems (4,848 characters)

I) Cadre Management

1) Classification of posts of SSE, CDMS, CMS & SE(IT) in level-8 as Group-B

a) Considering the merits of the demand explained in concerns/views, we request that,

- i. All SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in level-6 & level-8 should be classified as Group-B in first phase.
- ii. In second phase implementation, Indian Railways should adopt the classification orders issued by DoPT.

II) Any other

1) Anomalies in pay level & MACPS for IT Engineers working in Indian Railways.

a) **Pay level anomaly in IT Cadre:**

- i. Data Entry operators were selected in 4th CPC scale of Rs.1350-2200 from serving employees then working in the scale of Rs.1200-2040. Prerequisite education qualification for Data Entry operator was Graduate degree and qualifying from aptitude test conducted by CRIS.
- ii. IT cadre was formed w.e.f. 01.04.2005. Two grades structure JE in Grade Pay Rs.4200 and SE in Grade Pay Rs.4600 has been implemented w.e.f. 01-01-2006.
- iii. Railway Board vide their letter No:ERB-I/2011/25/4 dated 14.07.2011, directed all Zonal Railways and Production Units to upgrade all then existing posts in Grade Pay Rs.4600 to Rs.4800 and post in Grade Pay Rs.4200 to Rs.4600 similar to cadre structure implemented for IT cadre in Railway Board. But it was not followed by Zonal Railways and Production units.
- iv. Senior Engineer/IT and Junior Engineer/IT has been restructured in percentage of 67:33 respectively in accordance with the percentage implemented for Technical Supervisors vide Board's letter RBE No 45/2017, No.2016/AC-II(CC)/37/9, dated 18.04.2017 and implemented from 01.04.2017, whereas cadre restructure for all other Group-C employees were implemented w.e.f. 01.11.2013.
- v. RBA No 22/2019, No.2016/AC-II(CC)/37/9, dated 28.03.2019 approved sanctioned strength of IT cadre for each Zonal Railway and Production units as on 01.04.2017. Total sanctioned strength of IT Engineers cadre in Indian Railways as on 01.04.2017 was 1067 with the split up of JE(IT) 278 and SE(IT) 789.
- vi. RBE No.155/2022 implemented upgradation for Technical Supervisors and other department supervisors w.e.f. 01.12.2022, leaving out Senior Engineer (IT). 50% of sanctioned posts in level-7 were upgraded to level-8 w.e.f. 01.12.2022 and on completion of four years of service in level-8, 50% of posts in level-8 will be upgraded (non-functional) to level-9.
- vii. More than 43% of SE (IT) are stagnated in same grade for more than 15 years. Senior most SE (IT) has been stagnated in the same grade for more than 26 years.

- viii. Because of non-inclusion of SE (IT) in 50% upgradation to level-8 order, Employees switched from Technical Supervisor, Stores and ministerial cadre to IT cadre through departmental selection is put in anomalous disadvantageous position to their juniors in Technical Supervisor, Stores and Ministerial cadre. Had they continued in their appointment cadre they should have got their promotion to level-8. Thus switching over to IT cadre through departmental selection turned into punishment for them.
- ix. **Hence to remove this serious anomaly, 50% upgradation from level-7 to level-8 should be extended to SE (IT) w.e.f.01.12.2022.**

b) MACPS anomaly in IT cadre:

- i. Basic principle of financial upgradation under MACPS is, promotions earned in merged grades has to be ignored so as to avoid disadvantageous position of juniors placed in higher scale/level than seniors can be avoided.
- ii. IT cadre was formed by drawing employees from other departments through departmental selection with basic qualification of Graduate degree and qualifying aptitude test conducted by CRIS. They were observed in 4th CPC pay scale of Rs.1350-2200.
- iii. Later two-tier IT cadre JE (GP-4200/level-6) and SE (GP-4600/level-7) was formed abolishing/upgrading other lower grades. Qualification for JE direct recruitment is fixed as Graduate degree. Employees observed through departmental selection are observed with minimum educational qualification of Graduate degree. Since they are having same educational qualification of direct recruits, their financial upgradation under MACPS should be counted from GP-4200/level-6.
- iv. Thus, JE (IT) & SE (IT) drawn from other departments with Graduate degree qualification having more experience, have been put in disadvantageous situation than their directly recruited juniors, since they have not been granted financial upgradation under MACPS ignoring promotions earned in abolished/upgraded and they are stagnated in level-7.
- v. **All JE (IT) & SE (IT) observed through departmental selection with educational qualification of Graduate degree (same qualification required for direct recruitment) may please be granted financial upgradation under MACPS from their entry to JE (IT) in GP Rs.4200/level-6 ignoring earlier promotions earned by them.**

8. Career Progression

Concerns/Views (9,818 characters)

I) Modified Assured Career Progression (MACP)

1) Number of financial upgradation in entire service: Existing three financial upgradations after 10, 20 & 30 years are not sufficient. Technical Supervisors only depend on MACPS for their career progression. Restricting MACPS to three financial upgradation causes severe stagnation.

2) Counting of training period of JEs, SSEs and other Technical non-gazetted staff for financial upgradation under MACPS.

- a) The exclusion of the training period from financial upgradation under MACPS has resulted in discrimination against Technical Supervisors in the Railways, especially compared to

their counterparts in other Central Government Departments, where the training period is considered for MACPS.

- b) Persons selected for regular appointment in technical departments for the posts like Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA, CMS, DMS and CDMS are required to undergo training for a period of one year. Training being essential part of service, there is no reason not to count the period spent on training for all purposes.
- c) Non-technical employees who are not required to undergo any training recruited on the same date along with the technical employees in the same pay level earn their financial upgradation through MACPS well before the Technical Staff. This put the technical employees in a disadvantageous position vis-a-vis the non-technical employees, since the period spent in the training by the technical employees are not counted for the purpose of financial upgradation, under MACPS.
- d) Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991, implementing DoPT OM no 16/16/89-Estt(Pay-I) dt 22.10.1990 on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Railway servant has been selected for regular appointment and before formally taking charge of the post for which selected, the Government servant is required to undergo training, the training period undergone by such Railway servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments. DoPT OM no 16/16/89-Estt(Pay-I) dt 31.3.1992 allowed treating such training as duty for the purpose of increment, in case of the employees undergone such training on or after 01.01.1986.
- e) These orders had been implemented for the purpose of drawing increments, pensionary benefits, privilege pass eligibility, etc as otherwise the concerned employee, would be put to perpetual disadvantage vis-a-vis the staff in non-technical cadres who are recruited along with technical staff in the same scale of pay.
- f) Moreover, Training imparted to those recruited through the RRB and later absorbed as JE, SSE, etc on Railways is not pre-appointment training in nature (as that of the Apprentices recruited under the Apprentices Act).
- g) Railway Board in their letter No.E(NG)1-93/PM1/4 dated 18.01.93 states that time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing for departmental examination for promotion to Lower Gazetted Service (LGS) / Group-B.
- h) Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter No.E(NG)/90/IC1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their training period counted for annual increment, pensionary benefits, pass eligibility etc.
- i) Ministry of Communications, Department of posts through its letter No. 44-2/2011-SPN-II, dated 24.04.2023 clarified that training period is counted for all purpose i.e MACPS, Promotion, Pension, etc.
- j) In its judgment & order dated 03-01-2019 in WP(C) No. 6963/2018 passed by the Hon'ble High Court of Orissa said that, since the Training period has to be treated as regular service for the purpose of ACP as has already been observed in earlier judicial

pronouncement, the Respondents (Railways) are duty bound to honour such verdict and to grant such financial upgradation treating induction of the applicant as in-service Trainee. Hon'ble Supreme Court in its order said that, *"We find no ground to interfere with the impugned order(s) passed by the High Court on the ground that the petitioners were given the regular pay-scale and the increments were also given to them right from day one. Even during the training period, increments were given to them. We have considered the policy pertaining to ACP. On perusal of the same, we find no ground to deny the benefit of training period, which was after appointment"*.

- k) For the writ petition no 17872/2024 filed by Railways the Hon'ble High Court of Orissa cited observations made by the Court in various writ petitions and also by Hon'ble Supreme Court in the aforesaid special leave petitions and ruled that, it was not convinced to accept the submission made by Railways for not to include training period for the purpose of financial upgradation under MACP Scheme. Subsequently SLP(C) No.24399/2025 filed by Railways in Hon'ble Supreme Court was dismissed.
- l) In O.A. No.2143/2021, judgment pronounced on 07.08.2025, CAT Principal bench New Delhi ruled that, If the applicants are otherwise eligible under the Scheme, they shall be granted the benefit of MACP by counting the service rendered during the training period. All consequential benefits, including arrears, shall follow. The principal bench has cited various court orders including, The Apex Court in the case between State of Karnataka Vs. C. Lalitha (2006) 2 SCC 747 and State of Uttar Pradesh Vs. Arvind Kumar Srivastava (2015) 1 SCC 347 has held that service jurisprudence evolved by it from time to time postulates that all persons similarly situated should be treated similarly; only because one person has approached the Court does not mean that persons similarly situated should be treated differently; justice demands that a person should not be allowed to derive any undue advantage over other employees; the normal rule is that when a particular set of employees is given relief by the Court, all other identically situated persons need to be treated alike by extending that benefit; not doing so would amount to discrimination and would be violative of Article 14 of the Constitution of India;
- m) In Civil Appeal No. 1943 of 2022 (Lt. Col. Suprita Chandel versus Union of India and Ors.) decided on 09.12.2024, the Hon'ble Supreme Court held that, It is a well settled principle of law that where a citizen aggrieved by an action of the government department has approached the court and obtained a declaration of law in his/her favour, others similarly situated ought to be extended the benefit without the need for them to go to court.
- n) But Railway is denying Counting of training period of JEs, SSEs and other Technical non-gazetted staff for financial upgradation under MACPS.

3) Benefits of MACPS w.e.f. 01.01.2006

- a) The Government had accepted the recommendation of 6th CPC on MACPS with modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service.
- b) 6th CPC in para 6.5.2. *said that, The Commission has devised the revised scheme of Pay Bands and Grade Pay on the basis of price index as on 1/1/2006. Consequently, the revised structure of pay bands and grade pay being recommended in this Report would need to be implemented from 1/1/2006. The Government will have to pay arrears of salary on account of fixation of pay in the revised pay bands and grade pay retrospectively with effect from 1/1/2006.*

c) Gazette notification of Finance Ministry and Ministry of Railways implemented revised pay & revised DA w.e.f.1.1.2006 and all allowances except DA w.e.f.1.9.2008.

d) Railways implemented the revised rate of NPA effective from the date an employee drawing pay in the revised scale applicable to him in accordance with the provisions of the Railway Services (Revised Pay) Rules, 2008, i.e. w.e.f. 1.1.2006, vide RBE No. 122/2008 dated 22.9.2008.

e) MACPS is a part of pay structure. But MACP order have been implemented w.e.f.1.9.2008, which is against the 6th CPC recommendations and Finance Ministry's resolution.

f) Hon'ble Supreme Court in CA No.3744 of 2016 decided on 8-12-2017 upheld the orders of the Armed Forces Tribunal (AFT) in its order dated 21.05.2014 wherein it was held that the benefit of ACP granted to an employee is part of the pay structure which not only affects his pay but also his pension and, therefore, held that the ACP is not an allowance but a part of pay and will apply from 01.01.2006. The Court had further ordered and held that there can be no dispute that grant of ACP is part of the pay structure.

g) Hon'ble High Court of Bombay in its judgement on WP No. 1763 of 2013 reiterated the judgement of Hon'ble SC and ordered to extend the benefit of MACPS with effect from 01.01.2006 together with all consequential benefits.

h) All Judgements in favour of staff are implemented only for those approached the Court.

4) Parity in benefits of MAPC Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers appointed on or after 01.09.1998.

5) Considering entry as GP Rs.4600/level-7 for the purpose of MACP to all the directly recruited Graduate Engineers / M.Sc in Chemical & Metallurgical (C&M) cadre.

6) Promotion through LDCE (Intermediate Apprentice JEs) should be treated as initial appointment for Financial up-gradation under MACPS.

7) Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc.

Response to challenges / problems (6,315 characters)

I) Modified Assured Career Progression (MACP)

1) Number of financial upgradation in entire service: There should be five financial upgradation under MACPS in the service of 30 years. Financial upgradation under MACPS should be awarded after 6, 12, 18, 24 &30 years.

2) Counting of training period of JEs, SSEs and other Technical non-gazetted staff for financial upgradation under MACPS.

Training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other similarly placed technical employees in Chemical & Metallurgical Department and Stores on Railways be counted as regular service for the purpose of ACPS / MACPS.

3) Benefits of MACPS w.e.f. 01.01.2006

It is a well settled principle of law that where a citizen aggrieved by an action of the government department has approached the court and obtained a declaration of law in his/her favour, others similarly situated ought to be extended the benefit without the need for them to go to court. Hence MACPS should be implemented from 1.1.2006, since MACPS is part of pay structure – as recommended by 6th CPC and as held by the Apex Court.

4) Parity in benefits of MACP Scheme for Graduate Engineers recruited prior to 01.09.1998 with those Graduate Engineers appointed on or after 01.09.1998.

- a) In Design cadre of Railways recruitment of Graduate Engineers was happening in the scale of Rs.5500-9000, subsequently it was revised to Rs.6500-10500 w.e.f.1.9.1998. (Ref: Railway Board's letter No. PC-V/97/II/11/3, dated 28.09.1998). As per recommendations of 6th CPC posts of JE-II & JE-I were merged as JE and granted GP Rs.4200 and the posts of SE & SSE were merged as SSE and granted GP Rs.4600. In 7th CPC Diploma holders are recruited as JEs in level-6 and Graduate Engineers are recruited as SSEs in level-7. On financial upgradation under MACP Scheme JEs recruited in level-6 progress up to level-9 and SSEs recruited in level-7 progress up to level-10.
- b) After revision of direct recruitment grade of Graduate Engineers (Design) from scale Rs.5500-9000 (level-6) to scale Rs.6500-10500 (level-7) effective from 01.09.1998, Graduate Engineers recruited prior to 01.09.1998 have been inadvertently placed in a disadvantageous position. Under MACPS these Graduate Engineers progress upto level-9, whereas their graduate engineering colleagues appointed after 01.09.1998 progress up to level-10.
- c) This has created a situation of Graduate Engineers recruited in higher grade (Rs.5500-9000) has been equated with JEs recruited in lower grade (Rs.5000-8000) for the purpose of MACPS.
- d) Railway Board's clarification (RBE No.93/2011), graduate Engineers initially recruited in scale Rs.5500-9000 and later promoted to scale Rs.6500-10500 against DR quota on the basis of LDCE, has to be consider at par with directly recruited in scale Rs.6500-10500 w.e.f. the date they were promoted to the scale Rs.6500-10500, has not given them relief, since they have spent 6 to 11 years as head design assistant, now designated as JE with diploma entry qualification.
- e) To uphold equal treatment for equal qualification and merit shouldering same responsibilities in same post, MACPS benefit for Graduate Engineers recruited prior to 01.09.1998 should be extended treating their entry as level-7.

5) Considering entry as GP Rs.4600/level-7 for the purpose of MACP to all the directly recruited Graduate Engineers / M.Sc in Chemical & Metallurgical (C&M) cadre.

- a) Total sanctioned strength of CMA & CMS in Railways is only 1,200.
- b) After the implementation of 6th CPC recommendations, due to the merger of pre revised pay scales of Rs.5000-8000 & Rs.5500-9000, the posts of CMA-II & CMA-I are merged in PB-2 GP-Rs.4200, even though these two posts were having different recruitment qualifications before the merger.
- c) This anomaly was corrected by Railway Board through its letter No. E (NG)-II/2004/RR-1/5Pt (RBE No.24/2018) dated 16.02.2018, prescribing educational qualification of Degree in Metallurgy / Chemical Engineering from recognised Institution approved by AICTE (or) M.Sc Degree in Chemistry / Applied Chemistry from Recognised University for the post of CMS.
- d) Engineering Graduates who were all appointed prior to 16.02.2018 in level-6 will be getting financial up-gradation one grade below than that of those appointed after 16.02.2018. Engineering Graduates appointed prior to 16.02.2018 in level-6 will reach level-9 on completion of 30 years through MACPS, whereas those appointed after 16.02.2018 in

level-6 with same education qualification will reach level-10. This is against the natural justice and the basic spirit of motivational element in the MACPS.

- e) Hence, for the purpose of MACPS for all directly recruited CMA in level-6 with the entry qualification of Graduate Engineers / M.Sc, their entry grade should be taken as GP Rs.4600/level-7.

6) Promotion through LDCE (Intermediate Apprentice JEs) should be treated as initial appointment for Financial up-gradation under MACPS.

Technicians on Railways who are promoted through Limited Departmental Competitive Examination (LDCE) as Intermediate JEs are given one year training like the direct recruit JEs who are recruited through RRB. No other category goes through such a training equal to that of direct recruits and like Direct recruits intermediate JE also paid stipend only.

Promotion through LDCE should be considered as entry grade for the purpose of financial up-gradation through MACPS and Intermediate JEs should be given three financial up-gradations after the promotion as JEs.

7) Provision of all benefits on financial up-gradation under MACPS - including entitlements for travel & treatment in hospital etc.

Financial upgradation under MACP Scheme is being granted to the employees at the intervals of 10, 20 and 30 years of regular service. Even though the scheme envisage for placement in the immediate next higher Grade Pay in the hierarchy of the revised pay bands and Grade Pay as per the Revised Pay Rules, 2008, it also states that the financial upgradation cannot happen more than that of regular promotional hierarchy of individual categories and suitable bench marks or selection procedures have to be followed for the upgradation under MACPS. Hence it will be appropriate to provide all benefits attached to the Grade Pay granted through financial upgradation.

9. Retirement Benefits

Concerns/Views (8,660 characters)

I) Death-cum-Retirement Gratuity (DCRG) under OPS/NPS/UPS

a) Retirement Gratuity

Retirement gratuity is calculated @ 1/4th of a month's BP + DA drawn on the date of retirement for each completed six monthly period of qualifying service. The retirement gratuity payable for qualifying service of 33 years or more is 16½ times the BP + DA, subject to a maximum of Rs. 20 lakhs.

b) Death Gratuity

Less than one year - 2 times of basic pay

One year or more but less than 5 years – 6 times of basic pay

5 years or more but less than 11 years – 12 times of basic pay

11 years or more but less than 20 years - 20 times of basic pay

20 years or more - Half of emoluments for every completed 6 monthly period of qualifying service subject to a maximum of 33 times of emoluments

Maximum amount of Death Gratuity admissible is Rs. 20 lakhs.

II) OROP (One rank one pension)

Key Features of the OROP Scheme for defence personnel

The OROP order issued by the government on November 7, 2015, brought into effect a uniform pension system for all retired defence personnel, ensuring that the same rank with the same length of service would get equal pension benefits.

Pension of past pensioners would be re-fixed on the basis of pension of retirees of calendar year 2013 and the benefit will be effective from 01.07.2014.

Pension will be re-fixed for all pensioners on the basis of the average minimum and maximum pension of personnel retired in 2013 in the same rank and with the same length of service.

Pension for those drawing above average shall be protected under OROP.

Pension would be re-fixed every 5 years.

iii) Leave Salary/Encashment

Encashment of leave at the time of retirement: 300 days of LAP can be encashed at the time of retirement. LAP available over and above 300 days LAP has to be forgone. This is discriminatory for employees not availed more leave and available for work or employees try to consume LAP over and above 300 resulting in less availability of staff.

IV) Pension Commutation

Revision of commutation table for commutation of pension for Central Government Employees and change in restoration of commuted portion pension on completion of 12 years.

- a) Preamble – Supreme Court judgment & Pay Commission recommendations on commutation of pension and restoration of commuted portion of pension
 - i) Commutation of pension enables employees to meet major commitments arising at the end of their career, such as acquisition of a house, marriage of children. etc
 - ii) **The Supreme Court in Writ Petitions No. 3958-61 of 1983**, had directed restoration of the commuted value of pension once the commutation amount along with the interest element thereon was recovered fully. Accordingly, orders were issued for restoring the commuted amount of pension after 15 years. These orders were made effective retrospectively from April 1, 1985.
 - iii) **In para 136.10 5th CPC** recommended that, consequently the commutation value in respect of employees superannuating at the age of 60 years and commuting a portion of pension within a period of one year would be equal to 9.81 years' purchase. After adding thereto a further period of two years for recovery of interest in terms of the observations of the Supreme Court, it would be reasonable to restore the commuted portion of the pension after 12 years, instead of 15 years as at present.
 - iv) **6th CPC in para 5.1.35** observed that, the commutation table is based on the mortality rates then extant amongst Government pensioners and a concessional rate of interest of 4.75% per annum. 6th CPC further observed that the mortality rates had not increased significantly, the rates of interest had become much higher. 6th CPC revised the commutation table and increased the interest rate to 8%. 6th CPC recommendations were made effect from 2nd September 2008.
 - v) **7th CPC** did not recommend any change either in the maximum percentage of commutation or in the period of restoration.

b) Revision of commutation table

- i) Commutation table was revised after the implementation of 6th CPC recommendations w.e.f. 2nd September 2008 with the interest rate of 8%. 7th CPC didn't recommend any change in the commutation rules and hence the table remains same for 18 long years. Even by applying central pay commissions' periodicity of 10 years for revision of pay & allowances and other service conditions, revision of commutation table based on present economic situations & interest rates
- ii) Interest rates for commuted value of pension may be arrived taking into consideration of repo rates. Repo rate is the interest rate at which the central bank of a country lends money to commercial banks. In Sep 2008 Repo rate was 9%, came down to 4% on Oct 2020 and 5.25% in April 2026.

c) Restoration of commuted portion pension on completion of 12 years

- i) Rule for restoring the commuted amount of pension after 15 years was implemented effective from April 1, 1985.
- ii) Based on Supreme Court's observation 5th CPC recommended restoration of commuted portion of pension on completion of 12 years, which was not implemented by Government.
- iii) 6th & 7th CPC not recommended for any change in restoring the commuted amount of pension after 15 years.
- iv) 40 years is very long period to continue with same period of 15 years for restoring the commuted amount of pension, even though many sweeping changes happened in financial sector, health and life expectancy in India.

V) Pension

5th CPC in para 127.6 observed that, "It needs to be averred emphatically that pension is not in the nature of alms being doled out to beggars. Senior Citizens (Retired Government employees) need to be treated with dignity and courtesy befitting their age. Pension is their statutory, inalienable, enforceable right & it has been earned by the sweat of their brow"

a) Minimum pension / Family Pension Rs.9000/month is very low.

b) Quantum of Pension / Family Pension: Pension at the rate of 50% of BP and family pension at the rate of 30% of BP is inadequate, because from the point of retirement employees' take home pay is reduced considerably since they are not eligible for allowances like HRA, etc.

c) Grant of Additional Pension / Family Pension to the old pensioners

- i) In para 3.28 of 110th report on "Pensioner's Grievances-Impact of Pension Adalats and Centralized Pensioners Grievance Redress and Monitoring System (CPENGRAMS)", it was recommended that, "... The Committee is of the view that the Government should sympathetically consider the demand of Pensioners' Associations for 5% additional quantum of Pension on attaining the age of 65 years, 10% on 70 years, 15% on 75 years and 20% on 80 years to the Pensioners.
- ii) 7th CPC in para 10.1.11 observed that of the total 51.96 lakh pensioners, 37 percent are in the 60-70 age group, about 26 percent each are in the 70-80 and 'Others' age group.

The balance 11 percent only in the 80 plus category entitled to enhanced pension based on advancing age.

- iii) Pensioners / family pensioners from the age of 65 years incur more medical expenses due to their health conditions, high expenses for medical treatments, medicines, etc.

Any other

a) Old Pension Scheme (OPS): NPS/UPS is discriminatory between two set of employees, since it requires a mandatory employee contribution of 10% of the basic pay plus Dearness Allowance (DA).

b) Fixed Medical Allowance (FMA): FMA is given at the rate of Rs.1000/month for pensioners and family pensioners residing beyond 2.5 km of Railway hospital, who opts for FMA. This amount is not sufficient to compensate increase in expenses of Medicines, Diagnostics and Consultations especially in old age.

c) Contribution for Railway Employees Liberated Health Scheme (RELHS): Contribution is equivalent to the last month's basic pay, subject to the maximum limits for

Level 1 to 5: ₹30,000

Level 6: ₹54,000

Level 7 to 11: ₹78,000

Level 12 and above: ₹1,20,000

Waiver or at least adequate reduction of Contributions by the Pensioners / Retiring Employees for RELHS - with balance contribution by the Government / Railways – keeping in view the true spirit of Social Responsibility towards the Pensioners – as defined by the Apex Court in Nakra's Case.

d) Enhanced Rate of Family Pension

i) Death After retirement: In the event of death of a Govt servant after retirement, the family pension shall be payable for a period of seven years, or for a period up to the date on which the retired deceased Government servant would have attained the age of 70 years had he survived, whichever is less.

ii) Death while in service: On death of a Govt servant while in service, the family is entitled to a family pension at enhanced rate of 50% of the pay last drawn for a period of 10 years.

Response to challenges / problems (4,485 characters)

I) Death-cum-Retirement Gratuity (DCRG) under OPS/NPS/UPS

a) Retirement Gratuity

Retirement gratuity should be calculated @ $1/3^{\text{rd}}$ of a month's BP + DA drawn on the date of retirement for each completed six monthly period of qualifying service. The retirement gratuity payable for qualifying service of 33 years or more should be 32 times of BP + DA, subject to a maximum of Rs. 50 lakhs.

b) Death Gratuity

Less than one year - 4 times of basic pay

One year or more but less than 5 years – 12 times of basic pay

5 years or more but less than 11 years – 24 times of basic pay

11 years or more but less than 20 years - 30 times of basic pay

20 years or more - Half of emoluments for every completed 6 monthly period of qualifying service subject to a maximum of 50 times of emoluments

Maximum amount of Death Gratuity admissible is to be Rs. 50 lakhs.

II) OROP

The principle of one rank one pension should be implemented for all Central Govt employees, to ensure employees in same rank with the same length of service would get equal pension benefits.

III) Leave Salary/Encashment

Encashment of LAP at the time of retirement: encashment LAP should be enhanced from the existing 300 days to 600 days.

IV) Pension Commutation

Commutation table specifying commutation value expressed as number of year's purchase at the rate of 4% may please be revised.

Considering the sweeping changes in the interest rates, 12 years restoration period followed in state Governments like Kerala and continuation of same rule for 40 years, restoration of commuted portion pension on completion of 12 years may please be accepted and implemented.

V) Pension

a) Minimum pension / Family Pension should be equal to minimum salary fixed by 8th CPC.

b) Quantum of Pension / Family Pension: Pension at the rate of 65% of BP and family pension at the rate of 45% of last pay drawn BP should be granted, so that retired employees can lead decent life at old age.

c) Additional Pension / Family Pension

- 10% additional Pension/Family Pension after 65 years of age
- 20% Additional Pension/Family Pension after 70 years of age
- 30 % additional Pension/Family Pension after 75 years of age
- 50% additional Pension/Family Pension after 80 years of age
- 70% additional Pension/Family Pension after 85 years of age
- 100% additional Pension/Family Pension after 90 years of age

VI) Any other

a) Old Pension Scheme (OPS): Old pension scheme (OPS) for all Central Government Employees appointed on or after 01.01.2004. NPS/UPS should be abolished.

b) Fixed Medical Allowance (FMA): In para 3.21 of 110th report on "Pensioner's Grievances-Impact of Pension Adalats and Centralized Pensioners Grievance Redress and Monitoring System (CPENGRAMS)" submitted to Parliament on 10th December 2021, it was recommended that, "The Committee takes note of the fact that Fixed Medical Allowance is granted to pensioners who reside outside the CGHS areas for meeting expenditure on day-to-day medical expenses (OPD) that do not require hospitalization. The Committee also takes note of the request of Pensioners' Associations for enhancement of Fixed Medical Allowance from Rs 1000 to Rs 3000 per month as most pensioners are suffering from different diseases at old age and are unable to manage with meagre pension as CGHS hospital is not available in every town. The Committee recommends DoPPW to take up this issue of enhancement of

Fixed Medical Allowance with the Finance Ministry as Rs 1000 is a very meagre amount for an old age pensioner and apprise the views of the Finance Ministry to the Committee in its Action Taken Replies”.

Six years passed since the recommendation of the committee on FMA. Cost of medical treatment has increased further, hence FMA should be increased to Rs.5000/month.

c) Contribution for Railway Employees Liberated Health Scheme (RELHS): Contribution for RELHS should be waived keeping in view the true spirit of social responsibility towards the Pensioners – as defined by the Apex Court in Nakra’s Case.

d) Enhanced Rate of Family Pension

i) Death After retirement: In the event of death of a Govt servant after retirement, the family pension shall be payable for a period of 10 years, or for a period up to the date on which the retired deceased Government servant would have attained the age of 70 years had he survived, whichever is less.

ii) Death while in service: On death of a Govt servant while in service, the family is entitled to a family pension at enhanced rate of 50% of the pay last drawn for a period of 15 years.

**CENTRAL ADMINISTRATIVE TRIBUNAL
CHENNAI BENCH**

OA/310/01568/2017

Dated, the 26th day of February, Two Thousand Twenty Six

CORAM :

**HON'BLE MR.M.SWAMINATHAN, MEMBER (J)
&
HON'BLE MR.M.L.SRIVASTAVA, MEMBER (A)**

1. Indian Railways Technical Supervisors Association (IRTSA),
Rep. by its Senior Joint General Secretary
Shri. K. V. Ramesh, G3-LIKITH HOMES,
3-Lakshmanan Nagar West Street,
Peravallur, Chennai-600 082

2. V.P. Abdul Salam,
3. T.N. Unni,
4. Satyajeet Prasad,
5. N. Manikandan,
6. Deepak. R.
7. V.N.K. Chaitanya,
8. S. Sonu,
9. B. Manimaran,
10. P. Vishnu,
11. S. Nirmal Chandran,
12. E. Girish,

... Applicants

By Advocate .. Mr.K.M.Ramesh

Vs.

1. Union of India,
Rep. by the Secretary, Government of India,
Ministry of Railways, Railway Board,
Rail Bhawan, New Delhi-110 001.

2. Secretary, Ministry of Finance,
Expenditure, Government of India,
North Block, New Delhi - 110 001.



3. Secretary,
Ministry of Personnel and Training,
Government of India, North Block,
New Delhi-110 001. --

4. The General Manager,
Integral Coach Factory, Chennai - 600 038.

5. The General Manager,
Southern Railway, Park Town,
Chennai - 600 003 --

... Respondents

By Advocate .. Dr.D.Simon (R-1,4 &5)
Mr.Su.Srinivasan (R2 & 3)



ORAL ORDER**(Pronounced by Hon'ble Mr.M.L.SRIVASTAVA, Member(A))**

The applicants have filed the present OA under Section 19 of the Administrative Tribunals Act, 1985, seeking the following relief:

“To call for records relating to the impugned OM No.36(1)/E.III.B/2015 dated 29.11.2016 issued by the 2nd Respondent denying grant of Grade Pay of Rs.4600 to Junior Engineers(JEs) above Senior Technicians working under them and quash the same and consequently direct the respondents to enhance the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; and to enhance the Grade Pay / Pay Level of Senior Section Engineers (SSEs) on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by JEs & SSES on Railways for efficient train operation and based on decision taken and the proposal made by the Railway Ministry to upgrade the grade pay of JEs (Junior Engineers) from Rs.4200 to Rs.4600 in 6th CPC and level 7 in 7th CPC; & upgrade the grade pay of SSE (Senior Section Engineers) on Railway from Rs.4600 to Rs.4800 in 6th CPC and level 8 in 7th CPC, with all the consequential benefits of arrears of pay and allowances with interest @ 18% per annum from the date the amount became due to the actual date of payment and to pass any other order or direction deemed fit and proper in the facts and circumstances of the case.”

2. The brief facts of this case as stated by the applicant are as follows:

2.1 The 1st Applicant is an Association of Technical Supervisors working in Indian Railways. The Applicants are aggrieved persons as they are working as Senior Section Engineer & Junior Engineer in Integral Coach Factory & Southern Railway. The grievance of the applicants is that under Railway Service Revised Pay Rules issued on



11.09.2008 and 02.08.2016 followed by Railway Board's Orders, implementing 6th Pay Commission and 7th Pay Commission Recommendations, the grade pay of Rs.4200/Pay level-6 has been granted to Junior Engineers (JEs) at par with Senior Technicians who are working under them. Likewise, the grade pay of Rs.4600/Pay level-7 has been granted to Senior Section Engineers (SSES) at par with Chief Clerk and Chief Office Superintendent who are working under them. The grant of same grade pay/Pay level to supervisors and to the employees who are working under them is totally unjust and illegal; causes great frustration, serious concern and reduces the efficiency and also the same has been granted without taking into account the comparative duties and responsibilities of the said supervisors and the staff working under them.

2.2 The 1st applicant filed O.A.310/00706/2013 praying for higher Grade Pay for JEs (Junior Engineers) & SSES (Senior Section Engineers) in Railways than the Staff working under them, to restore the vertical hierarchy as recommended by the Fifth and Sixth Pay Commissions, based on higher duties & responsibilities shouldered by them, but the said relativity between JE & Senior Technician as recommended by 5th and 6th Pay Commissions was disturbed by Government. However after the issue was taken up in the Departmental Anomaly Committee, Railway Ministry (1st respondent)



decided to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 and asked for approval of Finance Ministry (2nd respondent) vide O.M.No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010. But Ministry of Finance did not respond to the OM submitted by Ministry of Railways. These were some of the major points submitted by Indian Railways Technical Supervisors Association (IRTSA) in the said OA. The above said OA was disposed of by this Hon'ble Tribunal by directing the 2nd Respondent (Ministry of Finance) to take action on the proposal of the Railways and to decide about it within 3 months on OM No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 which was pending for approval of MOF for allotment of Grade Pay of Rs.4600 to JEs and Grade Pay Rs.4800 to SSES.

2.3 The 1st Applicant had submitted a copy of orders passed in OA No. 310/00706/2013 to the 2nd Respondent (Ministry of Finance) by representation dated 18.08.2016 giving justification on the merits of the case and urged to upgrade the JEs & SSES to the Grade Pay Rs.4600 & Rs.4800 respectively, as per decision of the Departmental Anomalies Committee. This was followed up with reminder and queries under the RTI. The 2nd Respondent (Ministry of Finance), vide OM dated 29.11.2016 rejected the proposal of the Railway Board as well as the submissions of the applicants by not only falsely negating the facts but also referring to extraneous factors to deviate from the core



KC

issues involved in the matter. Being aggrieved the applicants have filed the present OA seeking the aforementioned relief.

3. After notice, the respondents have entered appearance through their counsel and filed their reply statement refuting all the averments made in the OA except those which are admitted on facts and also reiterating the statements made by them in the impugned order.

3.1 The respondents submitted that the Ministry of Railways while furnishing comments to the 7th CPC vide OM dated 13.04.2015, mentioned all the facts in a holistic manner involving pay structure of Technical Supervisors cadre of all the Departments highlighting historical background and also brought about the implications on various horizontal and vertical relativities presently exist both within and outside the organization. The 7th CPC after having detailed consultation and analyzing the demands submitted by various staff Associations through their memorandum and in the personal meeting held with the commission and also taking into account the inputs submitted by the Ministry of Railways submitted its report on 19th November 2015. The 7th Pay Commission in its recommendations neither introduced any new pay scale nor merged any of the pay scales prevailed in the 6th CPC regime and replaced the grade pay and running pay band system and introduced a new pay matrix. The pay matrix comprises two dimensions. It has horizontal range in which



me

each level correspondence to a functional role in the hierarchy and has been assigned the number from 1 to 18. The vertical range for each level denotes pay progression within that level. The starting point of the pay matrix is the minimum pay. On recruitment an employee join at a particular level and progress within level as per the vertical range. The minimum is usually on a an annual basis based on annual increments during the time of their next promotion on a non-functional financial upgradation he/she progresses one level ahead on the horizontal range. The new pay matrix is common to all the Central Government Employees.

3.2 The 7th Pay Commission had exhaustively analysed the issues raised and reported as under:-

Technical Supervisors

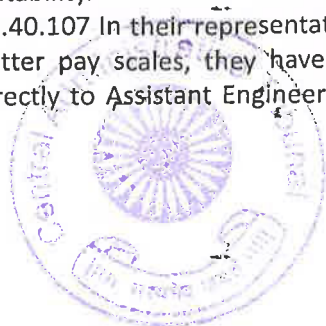
11.40.104 Technical Supervisors on Indian Railways play a vital role in the safe and efficient Report of the Seventh CPC 748 Index running of the trains. Presently, their cadre structure is as follows:

Designation	Grade Pay
Sr. Section Engineer (SSE)	4600
Junior Engineer (JE)	4200

11.40.105 At the level of JE, there is 50 percent direct recruitment with educational qualification requirement of Diploma in Engineering. Remaining 50 percent seats are filled departmentally, 25 percent through Limited Departmental Competitive Examination (LDCE) and 25 percent through selection from the highest category of technicians, viz., Master Technician.

11.40.106 At the level of SSE, 20 percent seats are directly filled with educational qualification required of Bachelor in Engineering. Remaining 80 percent seats are filled departmentally through seniority cum suitability.

11.40.107 In their representations to the Commission, besides asking for better pay scales, they have demanded that JEs should be promoted directly to Assistant Engineers, without going through the stage of SSE.



of the view that the grant of Group 'B' status to employees with identical Grade Pay in other ministries is as per the provisions of CCS(CCA) Rules, 1965, while posts in Railways are specifically excluded from the purview of these rules vide Rule 3(1)(a). Similarly, Central Civil Services (Revised Pay) Rules, 2008 are also not applicable to Railway servants who are governed by RS(D&A) Rules, 1968 and Railway Services (Revised Pay) Rules, 2008. This differentiation has been done keeping in view the unique functional, administrative and operational requirements of Railways which are very different from any other ministry or department in Government of India. The Ministry of Railways further contends that these views of the ministry have been upheld by the Hon'ble Supreme Court and no change is warranted.

11.40.115 Considering the arguments proffered by the concerned ministry, no change is recommended in the classification of these posts. Other demands lack merit.

3.3 The applicants have not considered the detailed submission made by the 7th CPC in its recommendations pertain to Technical Supervisors category, a plain reading of which makes abundantly clear that 7th CPC arrived its recommendations after an indepth analysis of various demands raised by the Associations, inputs submitted by Ministry of Railways and considering inter-intra departmental relativities prevailing. The applicant has not submitted any substantial reason to negate the logic arrived by 7th CPC while recommended the replacement scale to the Technical Supervisors category. Further acceptance of demand of the applicants will have serious implications on various horizontal/vertical relativities within and outside the organization leading to industrial unrest / huge burden on public exchequer. The same will have cascading effect on the promotional hierarchy/avenue leading to demands from many Railway employees



for higher Grade Pay. Based on the recommendations of 6th CPC, similar revised pay structure of PB2/GP Rs.4200 and 4600 has been given to numerous other categories on the Railways which were in pre-revised scales Rs.5000-8000/5500-9000 and 6500-10500/7450-11500.

3.4 Ministry of Finance (implementation cell) vide their O.M. Dated 23.12.2016 advised that Empowered Committee of Secretaries (E-Cos) was constituted to screen the recommendations of the 7th CPC after taking into account the views of the concerned stakeholders viz, the Ministries/Departments, staff Associations and the JCM so as to firm up the final conclusions for approval of the cabinet. The E-Cos has considered the recommendations contained in the report of the 7th CPC and any fresh issue beyond the report had not been considered. Subsequently, it has been decided that other administrative issues specific departments/cadres/posts may be examined by the concerned Ministries/Departments as the transaction of Business Rules/ allocation or business rules. MoF also advised Ministry of Railways to re-consider the proposal and furnish self-contained detailed proposal for consideration of the Department of Expenditure. Keeping in view the advise tendered by MoF, a consolidated proposal on the following issues was forwarded to Department of Expenditure/Ministry of Finance vide Ministry of Railways O.M. Dated 08.02.2017:



pu

(i) Revision of Pay Levels of Group 'B' Officers of all Railway Departments (other than Accounts Departments) to Level-10 and Level-9 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 Supervisor from level 7 (erstwhile GP4600) to Level 8 (erstwhile GP4800) to iron out the anomalies which has arisen consequent to implementation of 6th CPC.

Ministry of Railways pursued the proposal through various reminders and personal meetings. It has been communicated by Department Expenditure on 16.10.2018 that since the matter of implementation of the 7th CPC recommendations for upgradation of certain categories of posts mentioned in Annexure III of Ministry of Finance's O.M. dated 25.07.2017, including the posts of Railways Accounts Department and Chemical and Metallurgical organisations are under consideration with the Department of Personnel and Training (DOP&T) as per the decision of the Cabinet dated 29.06.2016 and the proposal of Ministry of Railways has a linkage with it, the proposal of the Railways forwarded on 08.02.2017 would be considered after a decision in the matter is taken by the DoPT. Since the proposal is still under consideration, it is premature for the applicants to approach the Tribunal at this stage.



file

3.5 In support of their contentions, the respondents have relied upon the following judgments:

(i) Judgement of the Hon. Apex Court in the case of State Bank of India Vs. M.R.Ganesh Babu [2002 (4) SCC 556]

(ii) Judgement of the Hon. Apex Court in the case of State of West Bengal & Ors. Vs. Hari Narayan Bhowal & Ors [1994 (4) SCC 78]

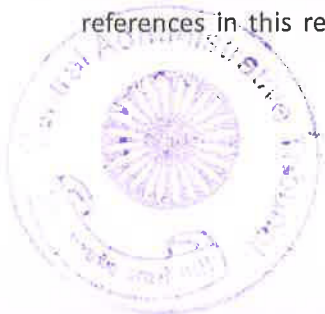
(iii) Order of the CAT, Chandigarh Bench dated 12.03.2016 in OA No.211/2014 (IRTSA Vs. UOI & Ors.)

Hence they prayed for dismissal of the OA.

4. The applicant has filed a rejoinder to the reply statement filed by the respondents reiterating the averments made in the OA. They have relied on Para 2.2.2 & 2.2.3 of the 6th CPC which are reproduced as under:

2.2.2 The Fifth CPC had compressed many scales. The number of pay scales was reduced from 51 pay scales as on 31.12.1995 to 34 pay scales by the Fifth CPC. In many cases, this led to the promotion and feeder cadres being placed in an identical pay scale. Although Department of Expenditure issued orders that existence of the feeder and promotion posts in the same pay scale will not constitute an anomaly, however, these orders have consistently been rejected by the various courts of this country. The Commission, therefore, had two options:- i) To evolve a new system of pay scales that would effectively address most of the existing anomalies. Or ii) To make sufficient modifications in the scheme of pay scales given by Fifth Central Pay Commission so as to ensure that various anomalies existing across various ministries/departments/ organizations are removed.

2.2.3 The latter option was not feasible as the number of these anomalies was very large and the Commission continued to get references in this regard even though a period of more than 10 years



mu

had elapsed since the date of implementation of the Fifth Central Pay Commission pay scales. The difficulty became greater as the Commission's efforts were to reduce the number of scales even further. This was considered necessary for de-layering the Government with a view to hasten decision making and improving the existing delivery mechanisms for benefit of the citizens. Further, a mechanism of rewarding performers also had to be incorporated in the new system of pay scales. To achieve all this, the Commission has had to evolve a new system of pay bands. (emphasis supplied)

The applicants have submitted the following justifications to support their case:

(a) Senior Section Engineers (SSEs) & Junior Engineers (JEs) on the Railways have been unjustly placed in the Grade Pay of Rs.4600 and Rs.4200 respectively which are the same as those of the employees working under them, which violates the basic principle of law of natural justice upheld by various Court including by the Hon'ble Supreme Court of India that "An equal cannot be over an equal", 'Promotion' implies advancement to a higher grade; & Supervisor should be in a scale higher than Supervised.

b) The 3rd CPC kept the pay scale of Master Crafts Man (now Senior Technician) Rs.425-640 below than JE Pay scale of Rs. 425-700. Considering the degree of skill, strain of work, experience involved, training required, responsibility undertaken, mental and physical requirements, avenues of promotion available and horizontal and vertical relativities, etc 3rd CPC recommended higher pay scales to JE & SSE.



employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.

g) 6th CPC recommended Grade Pay of Rs.4200 for JE I & II (merged together) vide para 7.36.77 and placed Senior Technician below JE by recommending the Grade Pay of Rs.2800 vide para 7.36.71 & 3.8.27. By upgrading the Grade Pay of Senior Technician to Rs.4200 on par with JEs, Basic recommendation of 6th CPC that "Seniority of a post will depend on the grade pay drawn. This will invariably be more for a higher level post" got violated, by placing the Grade Pay of both junior post (Sr. Technician) and Grade Pay of promotional post (JE) as Rs.4200.

h) Senior Technicians placed in the Grade Pay of Rs.4200 made the situation that JE I (Pre-revised scale of Rs.5500-9000) two grades above Senior Technician, have since been placed in the same Grade Pay of Senior Technician.

i) Railway Board's impracticable preposition that the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE grade-I in the scale Rs.5500-9000 instead of JE-II in the scale Rs.5000-8000 No.31/2005), dated 22-2-2005 in Ann A-13) is also violated (letter No. E[NG]/1/99/PM7/3 (RBE after modification done in 6th CPC recommendations).



j) Many categories who were in the pay scale Rs.425-700 on par with JE-II are now placed in pay level-7 of 7th CPC Pay matrix, whereas JE-I pay which was Rs.550-750 above all these categories is placed only pay level-6 of 7th CPC Pay matrix.

k) The 7th CPC in Para 5.1.23 recommended that "when the employee receives a promotion or non-functional upgrade, he/she progress one level ahead on the horizontal range".

l) The 7th CPC in para 1.27 also recommended that anomalies that were created after 6th CPC could not be rectified till date. Also suggested that an appropriate body may be created to look into anomalies, if any arising out of the implementation of the recommendations of the Seventh CPC.

m) In para 22.3 & 22.6 of the Judgement Hon'ble CAT Chandigarh in OA 060/00211/2014, it has been held that Railways is a multi-disciplinary operational system governed by separate pay rules and DAR rules and it is not governed by CCS & CCS classification, control & appeal rules. Railway servants specifically excluded from CCS rules 2008 as per explanatory memorandum. Due to unique nature, Railways stands in different footing than other Ministries of Central or State Governments.

n) Railways consciously made the decision vide its O.M dated 11.06.2010 to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600



pcu

and SSE from Rs.4600 to Rs.4800 based on functional justifications, etc.

o) Railways made a decision to place 29,721 posts of SSE in Grade Pay Rs.4800, based on the recommendations of 7th Pay Commission in para 11.40.113 pertaining to Technical Supervisors of its report, recommending that Ministry of Railways should consider enhancing the number of posts in the next higher level.

p) Railways' claim for establishing parity between accounts & non-accounts officer cadres and between accounts & non-accounts senior supervisory cadres of all departments is different from that of plea of applicant claiming higher Grade Pay / Pay Level for Technical Supervisors based on the recommendations of pay commissions and based on the settled law.

5. The respondents have also filed a reply to the rejoinder reiterating the averments made in the reply. It is further submitted that the respondents have addressed the issue pertaining to supervisory categories in all the departments in holistic manner through constitution of three member committee and based on its recommendations a firmed up proposal for upgradation of pay scales of supervisory categories of seven departments was forwarded to Ministry of Finance and the same after concurred by Ministry of



Finance have been implemented through RBE No.155/2022 dated 17.11.2022 wherein 50% of the SSE posts were upgraded from Level-7 (GP 4600) to Level-8 (GP 4800) and with the implementation of the same, the grievance of the applicants remains addressed.

6. The applicants have also filed an additional rejoinder wherein they have contended that the proposal sent by the respondents, as stated by them in the additional reply, was not for Technical Supervisors category consisting of Junior Engineers and Senior Section Engineers and to support the same he has produced a copy of the RTI reply dated 21.08.2019 wherein it is stated that "No proposal regarding recommendations of 7th CPC on pay level of Technical Supervisors as contained in paras 11.40.104 to 11.40.115 of 7th CPC report has been sent to Ministry of Finance by Ministry of Railways. Further RBE No.155/2022 dated 17.11.2022 neither give any relief to Junior Engineers nor the expected relief to Senior Section Engineers as claimed by the respondents. Senior promotional post of Junior Engineers (JE) is placed in same GP- Rs.4200/Level 6 along with junior feeder post of Senior Technicians who are working under Junior Engineers. 50% upgradation given in the pay level of supervisors through RBE 155/2022 dated 17.11.2022 neither cover 7th CPC recommendations for SSE in para 11.40.113, nor given 100% upgradation for SSEs from Level-7 to Level-8 and non-functional



financial upgradation to Level-9 after four years of service in Level-8 on par with Accounts cadre. High Power Committee of Railways accepted the fact that "Traditionally, pay scales allotted to other operational departments have been higher than the pay scales of Supervisors of Accounts departments have been higher than the pay scales of Supervisors of Accounts departments on the Railways. Railway Board has also 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 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.

7. Heard M/s K.M.Ramesh, learned counsel for the applicants and Mr.Su.Srinivasan, learned senior standing counsel for the respondents R-2 & 3 and Dr.D.Simon, learned standing counsel for the respondents R-1,4 & 5 and perused the material placed on record and scrutinized the whole conspectus of the case.

8. It is an admitted fact that all along there is a perceptible anomaly in the cadre of the applicants and the issue was taken up by the Departmental Anomaly Committee, Railway Ministry (1st respondent) which decided to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 and asked for



approval of Finance Ministry (2nd respondent) vide O.M.No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010. However, the 2nd Respondent (Ministry of Finance), vide OM dated 29.11.2016 rejected the proposal of the Railway Board.

9. It is pertinent to note that though the 6th CPC opined that "as the Fifth CPC had compressed many scales, the number of pay scales was reduced from 51 pay scales as on 31.12.1995 to 34 pay scales by the Fifth CPC which in many cases, led to the promotion and feeder cadres being placed in an identical pay scale. Although Department of Expenditure issued orders that existence of the feeder and promotion posts in the same pay scale will not constitute an anomaly, however, these orders have consistently been rejected by the various courts of this country", the 7th CPC in Paras 11.40.104 to 11.40.115 has elaborately discussed only about classification of the posts and grant of Group B status to JEs/SSEs, but not about the promotion and feeder cadres being placed in an identical pay scale.

10. In compliance with the orders of this Tribunal in OA 706/2013, the Ministry of Finance, Department of Expenditure, Vide OM dated 29.11.2016 has considered the issues raised by the applicants and negated the claim of the applicants stating that the Pay Commissions are expert bodies to go into such issues and since the 7th Pay Commission also considered the issue of the JEs/SSEs in Railways and



me

not recommended any change in their pay scale, the same cannot be considered. Further, in Government, horizontal relativity is an important factor for pay scales and if the Grade Pay of Rs.4200 & Rs.4600 is revised, it will have a cascading effect on all the posts which are in the same Grade Pay. The fact of higher and lower posts lying in a same Grade Pay does not appear to be unique in this case nor as a result of the 6th CPC alone. The same issue arose in some cases at the time of 5th CPC. An order was issued by the Ministry of Finance on 24.11.2000 that if it is not possible to merge the post on functional reasons, then the benefit of fixation of pay on promotion, even though promotion taking place in the same pay scale, may be given and a similar order was issued after the 6th CPC also on 07.01.2013.

11. It is pertinent to mention that the 7th CPC while deliberating on the issues raised by the Railways mentioned that, "As far as the JE->SSE->Assistant Engineer career progression on Indian Railways is concerned, it may be pointed out that such a structure is not unique to Indian Railways. Similar progression exists in Border Roads Organizations, Ordnance Factories and few other organizations. The Ministry of Railways has strongly defended the continuation of this arrangement on functional grounds. It has also been pointed out to the Commission that the Recruitment Rules of most of the organised



111

technical services on Railways already contain provisions to maintain 1:1 ratio between direct recruits and promoted officers”.

12. Further, the Railway Board has forwarded a consolidated proposal on the following issues to Department of Expenditure/Ministry of Finance, vide O.M. Dated 08.02.2017:

- (i) Revision of Pay Levels of Group 'B' Officers of all Railway Departments (other than Accounts Departments) to Level-10 and Level-9 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 Supervisor from level 7 (erstwhile GP4600) to Level 8 (erstwhile GP4800) to iron out the anomalies which has arisen consequent to implementation of 6th CPC.

The said proposal for upgradation of pay scales of supervisory categories of seven departments forwarded to Ministry of Finance was concurred by Ministry of Finance and the same have been implemented through RBE No.155/2022 dated 17.11.2022 wherein 50% of the SSE posts were upgraded from Level-7 (GP 4600) to Level-8 (GP 4800).

13. As the Pay Commission is the expert body for determining the pay structure, we are of the considered opinion that the Respondent Zonal Railways, to take up the issue with the Railway Board which in turn, in line with their own OM No. PC VI/2009/DAC/1 (P12) dated 11.06.2010, shall take up the issue of pay anomaly of the applicants, after getting the comments from the staff associations, like the 1st



me

applicant association, before the already constituted 8th CPC. Accordingly, we direct the Railway Board to take up the issue of pay anomaly of the applicants, before the 8th CPC after getting the comments from the 1st applicant association within a period of three months from the date of receipt of a certified copy of this order.

14. The OA is disposed of in the above terms. No costs.

Free Copy U/R 22 of
CAT (Procedure) Rules
CERTIFIED TRUE COPY

Case Number: OA 1568/17.....

Date of Judgement: 26/2/26..

Copy made ready On 27/3/26

Sudhakar 27/3/26
SO/CO/CR/REGISTRAR
CAT MADRAS BENCH



PETITIONER:
STATE OF RAJASTHAN

Vs.

RESPONDENT:
FATEH CHAND SONI

DATE OF JUDGMENT 12/12/1995

BENCH:
AGRAWAL, S.C. (J)
BENCH:
AGRAWAL, S.C. (J)
G.B. PATTANAIAK (J)

CITATION:
1996 SCC (1) 562 JT 1995 (9) 523
1995 SCALE (7) 168

ACT:

HEADNOTE:

JUDGMENT:

[WITH Civil Appeals Nos. 4312 of 1994 and 4313 of 1994]

J U D G M E N T

S.C. AGRAWAL, J. :

The common question which falls for consideration in these appeals is whether seniority in the Selection Scale in the Rajasthan Police Service (for short 'the Service') is to be fixed on the basis of date of appointment to the Selection Scale or on the basis of seniority in the Senior Scale irrespective of the date on which appointment is made to the Selection Scale.

Recruitment to the posts in, and conditions of service of persons appointed to the Service is governed by the Rajasthan Police Service Rules, 1954 (hereinafter referred to as 'the Rules'). Originally, the Service consisted of posts in the Ordinary Time Scale and Posts in the Senior Scale as indicated in Schedule I to the Rules. In 1966 Schedule I to the Rules was amended and out of the posts in Senior Scale 3 posts were kept for officers drawing pay personally in Selection Grade. In 1974 the number of posts in the Selection Scale was increased to 14 and in 1978 it was increased to 19. In 1985 the said number was increased to 30. By virtue of notification dated April 19/20, 1988 issued under Rule 6 of the Rules the posts in the Service fall in four scales, viz., junior scale, Senior Scale, Selection Scale and superintendent scale. The number of posts in the Selection Scale was reduced from 30 to 22 and 8 posts were placed in the Super Time Scale.

Km. Badam Bairwa and Hari Ram Meena (appellants in Civil Appeal No. 4313 of 1994) and Fateh Chand Soni (respondent No.1 in the appeals) were all appointed to the Service by direct recruitment and were promoted to the Senior Scale. In the Senior Scale respondent No. 1 was senior to the said appellants. On the basis of recommendations made by the Selection Committee constituted under Rule 32 of the Rules all these three appellants were

promoted to Selection Scale by order dated April 27, 1989. The said appointment of these appellants was on the basis of seniority-cum-merit. The said order dated April 27, 1989, has been described as promotion order. Km. Badam Bairwa and Hari Ram Meena were appointed to the Selection Grade on posts reserved for the Scheduled Castes and the Scheduled Tribes. Respondent No. 1 was appointed to the Selection Scale by order dated January 24, 1991. In the Seniority List dated June 30, 1990 seniority in the Selection Scale was fixed on the basis of date of appointment to the Selection Scale. Feeling aggrieved by the fixation of the seniority in the said seniority list in respect of Selection Scale, respondent No. 1 filed a Writ Petition (C.W.P. No.3939 of 1991) in the Rajasthan High Court at Jaipur Bench wherein he challenged the seniority list dated June 30, 1990 in so far as it related to the seniority in the Selection Scale and sought a direction for maintaining the seniority of the incumbents of the Senior Scale even after the grant of the Selection Scale. Respondent No. 1 also assailed the validity of Rule 8 of the Rules as well as the reservation policy dated February 10, 1975 and the 100 point roster system dated July 9, 1985 as being ultra vires Article 16(4) of the Constitution.

The said Writ Petition filed by respondent No. 1 has been allowed by the High Court by the impugned judgment dated September 21, 1993. The High Court has held that there is/are no separate post/posts in the Selection Scale and that grant of Selection Scale to certain number of officers working in the Senior Scale so as to avoid stagnation and to keep interest of the officers in the Service intact does not involve promotion in the eye of law and that if, for any reason, a junior officer is granted Selection Scale in preference to his senior, it will not have any impact on the seniority position and it will not affect the position of the officers who were otherwise senior in the Senior Scale. Since the High Court was of the view that there is no separate post in the Selection Scale, it did not consider it necessary to examine the validity of Rule 8 of the Rules and the reservation policy and 100 point roster system. The High Court quashed that seniority list dated June 30, 1990 and directed that the seniority list be prepared afresh in the light of the decision.

Civil Appeal No. 4311 of 1994 had been filed by the State, Civil Appeal No. 4312 of 1994 had been filed by Kundan Lal Sharma and Civil Appeal No. 4313 of 1994 has been filed by Km. Badam Bairwa and Hari Ram Meena. Prahlad Rai Jawaria was also one of the appellants in Civil Appeal No. 4313 of 1994, but, at the time of hearing of the appeal, the learned counsel appearing for the said appellant stated that he does not wish to press the appeal on his behalf and the appeal, in so far as the said appellant is concerned, has been dismissed.

Seniority in the Service is governed by Rule 33 of the Rules. The relevant provisions of the said rule are as under :-

"Rule 33. Seniority:- Seniority of persons appointed to the lowest post of the Service or lowest categories of posts in each of the Group/Section of the Service, as the case may be, shall be determined from the date of confirmation of such persons to be said post but in respect of persons appointed by promotion to other higher posts in the Service or other higher categories

of posts in each of the Group/Section in the Service, as the case may be, shall be determined from the dated of their regular selection to such posts.

Provided :-

(i) X X X

(ii) X X X

(iii) That the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection.

Seniority inter-se of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be the same as in the next below grade, and

(iv) X X X

(v) X X X"

Seniority in the Selection Scale has to be fixed as per the aforesaid provisions contained in Rule 33 if appointment to the Selection Scale is treated as promotion from Senior Scale to Selection Scale. The High Court has held that the said appointment cannot be treated as promotion for the reason that when an officer in the Senior Scale is granted Selection Scale, he neither leaves the post which was already held by him nor he occupies any new post and the post held by him remains the same and he starts getting the pay in Selection Scale instead of Senior Scale which, by itself, cannot confer a higher status or rank. According to the High Court, the grant of Selection Scale to Senior Scale officers does not exalt his status, rank or honour and an officer does not stand elevated to any superior or commanding position over other Senior Scale officers. The High Court has also referred to the fact that the post of Additional Superintendent of Police held by Senior Scale officers and officers who are being paid in the Selection Scale is interchangeable and such change or replacement and substitution by posting and transfer in the Service is a matter of routine and merely because the Government follows the process of selection to identify the officers to whom the Selection Scale is to be granted cannot confer a higher status so as to make it a case of promotion.

The High Court, in our opinion, was not right in holding that promotion can only be to a higher post in the service and appointment to a higher scale of an officer holding the same post does not constitute promotion. In the literal sense the word "promote" means "to advance to a higher position, grade, or honour". So also "promotion" means "advancement or preferment in honour, dignity, rank, or grade". [See : Webster's Comprehensive Dictionary, International Edition, p. 1009]. "Promotion" thus not only covers advancement to higher position or rank but also implies advancement to a higher grade. In service law also the expression "promotion" has been understood in the wider sense and it has been held that "promotion can be either to a higher pay scale or to a higher post". [See : Union of India & Anr. v. S.S. Ranade, 1995 (4) SCC 462 at p. 468].

In Lalit Mohan Deb v. Union of India, 1973 (3) SCC 862, the pay scale of all the Assistants in the Civil Secretariat in Tripura was Rs. 80-180 and on the basis of the recommendations of the Second Pay Commission appointed by the Government of India the scales were revised and 25% of the posts were placed in the Selection Grade in the scale of

Rs.150-300 and the rest continued in the old pay scale of Rs. 80-180. For the purpose of filling the Selection Grade posts a test was held and those who qualified in the said test were appointed to the Selection Grade. The Assistants in the Selection Grade and the Assistants in the old pay scale were doing the same type of work. This Court observed that "provision of a Selection Grade in the same category of posts is not a new thing" and that "a Selection Grade is intended to ensure that capable employees who may not get a chance of promotion on account of limited outlets of promotions should at least be placed in the Selection Grade to prevent stagnation on the maximum of the scale" and that "Selection Grades are, therefore, created in the interest of greater efficiency". The Court took note of the fact that the basis for selection of some of the Assistants to the Selection Grade scale was seniority-cum-merit which is one of the two or three principles of promotion widely accepted in the administration and, therefore, the creation of Selection Grade in the category of Assistants was not open to challenge. In that case, the Court had proceeded on the basis that the appointment to the higher grade amounted to promotion.

The Rule governing appointment to the Selection Scale in the Service also envisage that such appointment constitutes promotion. The relevant provision is contained in Rule 28(A) of the Rules which prescribes the criteria, eligibility and procedure for promotion to Junior, Senior and other posts encadred in the Service. Under sub-Rule (5) of Rule 28(A) promotion from the lowest post or category of post in the Service to the next higher post or category of post in the Service is required to be made strictly on the basis of seniority-cum-merit. Sub-Rule (6) of Rule 28(A) provides that selection for promotion to all other higher posts or higher categories of posts in the Service shall be made on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50:50. Sub-rule (7) reads as under :

"(7). Selection for promotion to the highest post/posts in the State Service shall always be made on the basis of merit alone:

Provided that :-

(a) in a Service or Groups or Sections thereunder, where there are only two scale e.g. junior scale or Senior Scale and there is only one promotion then promotion shall be made on the basis of seniority-cum-merit alone.

(b) in a Service or Groups or Sections thereunder, where there are three scales e.g. junior scale, Senior Scale and Selection Scale and there are two promotions then promotion shall be as under:-

(i) first promotion on the basis of seniority-cum-merit.

(ii) second promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50.

(c) in Services or Groups or Sections thereunder, where there are more than tow promotions then first promotion shall be made on the basis of seniority-cum-merit alone and promotions to subsequent higher posts shall be made on

the basis of seniority-cum-merit and merit in the proportion of 50:50 except to the highest post.

Provided further that if the Committee is satisfied that suitable persons are not available for selection by promotion to highest post/posts strictly on the basis of merit in a particular year, selection by promotion to highest post/posts on the basis of seniority-cum-merit may be made in the same manner as specified in these Rules."

The said provision (especially clause (b) of the Proviso) would show that the Rules contemplate that appointment to the post in the Selection Scale does not constitute promotion under the Rules.

The High Court has referred to the decision of this Court in *Dayaram Asanand Gursahani v. State of Maharashtra & Ors.*, 1984 (2) SCR 703, wherein, after considering the resolution of the State Government sanctioning the post of District Judge in the Selection Grade, this Court has held that the said resolution did not indicate that there was any process of promotion by selection or otherwise from the cadre of District Judges to the Selection Grade District Judges. In the particular facts of that case it was held that mere nomenclature given to the extended pay scale as the Selection Grade pay scale does not lead to the inference that there is an element of selection involved in sanctioning it and that it should be treated as just an extended pay scale which forms part of the pay scale. The position in the present case is, however, different. Here the Selection Scale is a separate scale and is not an extension of the Senior Scale. Moreover appointment to the Selection Scale is made by selection on the basis of merit and seniority-cum-merit in accordance with Rule 28(A) of the Rules.

It must, therefore, be concluded that appointment to the Selection Scale of an officer in the Senior Scale in the Service constitutes promotion and seniority in the Selection Scale has to be fixed in accordance with Rule 33 of the Rules on the basis of the date of selection and a person selected and appointed as a result of an earlier selection would rank senior to a person who is selected and appointed as a result of a subsequent selection. Since the appellants were selected and appointed on the basis of earlier selection in 1989 while respondent No. 1 was selected and appointed on the basis of a subsequent selection in 1991, the appellants would rank senior to respondent No. 1 in the Selection Scale. The direction given by the High Court for revising the seniority list of the officers in the Selection Scale of the Service on the basis of their seniority in the Senior Scale cannot, therefore, be upheld and has to be set aside. The seniority of officers in the Selection Scale of the Service has to be fixed as per Rule 33 on the basis of date of selection.

Shri R. Mohan, the learned senior counsel appearing for the respondent No. 1, has agitated the question regarding the validity of Rule 8 dealing with reservation for Scheduled Castes and Scheduled Tribes and has submitted that such reservation in the matter of promotion to the higher post is impermissible in view the decision of this Court in *Indira Sawhney & Ors. v. Union of India & Ors.*, 1992 Supp. (3) SCC 217. The said contention cannot be accepted since in *Indira Sawhney (supra)* this Court has indicated that the

existing provisions providing for reservation can continue to operate for a period of five years from the date of the said decision.

Shri Mohan has also submitted that provision for reservation for Scheduled Castes and Schedules Tribes can be made only against posts in the cadre and not against vacancies and that under Rule 8 of the Rules and the Reservation Policy and the 100 point roster such reservation is made on the basis of vacancies and that Km. Badam Bairwa and Hari Ram Meena have been promoted against vacancies reserved for the Schedules Castes and the Scheduled Tribes. Shri Mohan has placed reliance on the decision of the Allahabad High Court in J.C. Malik & Ors. v. Union of India & Ors., 1978 (1) SLR 844 which has been approved by this Court in R.K. Sabharwal v. State of Punjab, 1995 (2) SCC 945. We find no merit in this contention. In his writ petition respondent No. 1 has not challenged the promotion of Km. Badam Bairwa and Hari Ram Meena to the Selection Scale and therefore, this contention about the basis for reservation does not fall for consideration in this case. Moreover in R.K. Sabharwal (supra) this Court has directed that the interpretation given by the Court about the working of the roster and the findings on this point shall be operative prospectively which means that actions that have been taken prior to the decision in R.K. Sabharwal (supra) cannot be assailed on the basis of the law laid down in the said decision.

For the reasons aforementioned, the appeals are allowed, the judgment of the Rajasthan High Court dated September 21, 1993 is set aside and the Writ Petition filed by respondent No. 1 is dismissed. But in the circumstances there is no order as to costs.

S.No.18

SECRET

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

No. PC VI/2009/DAC/1 (Pt2)

New Delhi, dated 11.06.2010

OFFICE MEMORANDUM

Sub: Implementation of the recommendations of the VI Central Pay Commission – Departmental Anomaly Committee of the Ministry of Railways.

In pursuance of an agreement with the staff side Members of the Standing Committee of National Council (JCM) Department of Personnel and Training had issued an Office Memorandum dated 12.1.2009 providing for setting up of Anomaly Committees at the National as well as Departmental levels. These Committees were to consist of representatives of official side and the staff side and were expected to make recommendations for settlement of anomalies arising from the recommendations of the Pay Commission as defined in the said Office Memorandum. While a National Anomaly Committee was to be set up to deal with anomalies common to two or more departments and in respect of common categories of employees, Departmental Anomaly Committees were to be set up in each Department to deal with anomalies pertaining exclusively to the Department concerned and having no repercussions on the employees of another Ministry/Department.

A Departmental Anomaly Committee (DAC) had accordingly been set up in the Ministry of Railway vide letter No.PC-VI/2009/DAC/1 dated 16.2.2009. The Staff Federations raised 41 items for discussion in the DAC forum. These items were deliberated at length in the meetings of the DAC held during the subsequent period. During deliberations, it was noted that pursuant to staff side raising the issue in the National Anomaly Committee that the definition of anomaly which had been adopted earlier has been altered, the staff side has

...2

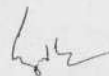
: 2 :

been requested to forward issues which could have become anomalies had the said para not been deleted for further examination of the same (Para 5 of the Minutes of the meeting of the National Anomaly Committee held on 12.12.2009 circulated vide DOP&T letter No.11/2/2008-JCA 05/02/2010). Keeping interalia this aspect in view, the issues along with justification in brief are enclosed in the Annexure -A for consideration and approval of Ministry of Finance.

Ministry of Finance is requested to consider and communicate their decision on the enclosed issues.

DA: As above

9/11



(Koshiy Thomas)
Jt. Director, Pay Commission
Railway Board

Attn. Smt. Madhulika P. Sukul, JS(Per)
Ministry of Finance,
Dept. of Expenditure,
North Block, New Delhi

DAC Item No. 3. TECHNICAL SUPERVISORS -

The pay structure allotted to the category consequent upon implementation of Sixth CPC pay structure is as follows :

Pre-revised scale	Revised pay structure	
	Pay Band	Grade Pay
7450-11500	PB2	4600
6500-10500		
5500-9000	PB2	4200
5000-8000		

It was brought out in the discussion that Technical Supervisors have superior recruitment conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. They are also given induction training after recruitment for 18 months period which is much longer as compared to other categories. The pay commission has allotted

them Pay Band – 2 with Grade Pay Rs.4200/- and Rs.4600/- to those who were pre-revised pay scale Rs.6500-10500 and Rs.7450-11500. Whereas the Accounts, teachers and Nursing staff who work under better working conditions and comparatively with no tension, have been allotted better pay. Accordingly, Technical Supervisors in pre-revised scales Rs.5000-8000 and 5500-9000 may be allotted grade Pay Rs.4600. This is consequential to the proposal already referred to Ministry of Finance regarding grant of GP Rs.4800 to posts including Technical Supervisors in pre-revised scale of Rs.6500-10500 and Rs.7450-11500.

Ministry of Finance may please consider the above proposal for allotment of entry Grade Pay of Rs. 4600 in place of Rs. 4200.

No.11/2/2016- JCA-1(Pt.)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Establishment (JCA-2) Section

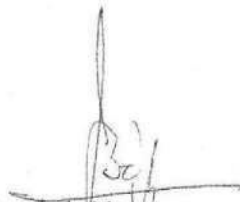
North Block, New Delhi - 110 001
Dated: January 31, 2019

OFFICE MEMORANDUM

Subject: Minutes of the National Anomaly Committee Meeting held on Tuesday, 17th July, 2018 under the Chairmanship of Secretary (P) with the representatives of Staff Side, National Council (JCM).

A copy of the minutes of the National Anomaly Committee meeting held on 17th July, 2018 at 11:00 hours in Room No. 119, Conference Room, North Block, New Delhi under the Chairmanship of Secretary (P) is forwarded herewith for information and necessary action.

Encl: As above

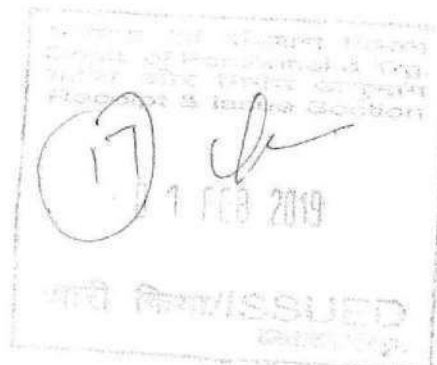

(Juglal Singh)
Deputy Secretary to the Government of India
Tel. No. 2309 2338

To

All Members of the National Anomaly Committee of National Council (JCM) as per list attached.

Copy for information to:

1. Secretary, Staff Side, NC (JCM), 13-C, Ferozeshah Road, New Delhi
2. General Secretary, AIRF, 4 State Entry Road, New Delhi
3. General Secretary, NFIR, 3 Chelmsford Road, New Delhi.



31. The following item has been referred to Departmental Anomaly Committee of the respective Department/Ministries.

- | | |
|--------------|--|
| Item No. 15. | Technical Supervisors of Railways |
| Item No. 16 | Anomaly in the assignment of replacement of Levels of pay in the Ministry of Defence, Railways, Mines etc in the case of Store keepers |
| Item No.17 | Anomaly in the assignment of pay Levels in the case of Research Assistants in Ministry of AYUSH, Homoeopathic Department |

32. The Staff Side then raised the following other issues

- (i) Central Govt. employees may be granted one more option to switch over to 7th CPC from a date subsequent to 25th of July 2016. The official side informed that the matter is under consideration and a decision would be taken shortly.
- (ii) The issue of pay fixation of ex-servicemen in the last pay drawn by them before retirement from armed forces is remaining unsettled. The official side informed that the matter has been referred to Ministry of Defence by DoPT for their comments. Decision would be taken after receipt of comments from Ministry of Defence.
- (iii) The Staff Side also informed of the decision taken by the NJCA in its meeting held on 03/07/2018 of the revival of the deferred indefinite strike by the Central Government Employees if no settlement is brought about on major demands like upward revision of minimum pay, fitment factor and NPS before 07/08/2018.

33. Secretary (Personnel) concluded the meeting by saying that the issues coming under the category of anomalies will be considered in the next Anomaly Committee Meeting and the grievances of the Staff Side pertaining to the other issues will be considered in the Standing Committee Meeting.

34. The meeting concluded with a vote of thanks to the Chair.

Table-1 to 5 attachments to (pay matters) pay level for Technical Supervisors in Railways

Table-6 attachment to (Empanelment / Postings in GOI) - Unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B

Table-1

Hierarchy, pay, recruitment qualification, mode of filling up of Technicians & Technical Supervisors on Indian railways

Hierarchy	5 th CPC scale	Grade Pay in 6 th CPC	Pay level in 7 th CPC Pay Matrix	Recruitment Qualification & mode of filling up
Tech Gr-III	3050 – 4590	1900 in PB-1	Level - 2	Direct Recruit – ITI 1) 50% DR 2) 25% QSE 3) 25% Promotion by selection
Tech Gr-II	4000 – 6000	2400 in PB-1	Level - 4	100% promotion by trade test
Tech Gr-I	4500 – 7000	2800 in PB-1	Level - 5	100% promotion by trade test
Senior Technician	5000 – 8000*	4200 in PB-2 *	Level - 6	100% promotion by trade test
Junior Engineer	5000 – 8000 & 5500 – 9000	4200 in PB-2	Level - 6	Direct Recruit – Diploma in Engineering 1) 50% Direct Recruit – Diploma in Engineering + 12 months training 2) 25% LDCE+ 12 months training 3) 25% Promotion by selection + 4 months training
Section Engineer / Senior Section Engineer	6500 – 10500 7450 – 11500	4600 in PB-2	Level – 7 (50%) Level – 8 (50%)	Level-7 Direct Recruit – Graduate in Engineering 1) 20% Direct Recruit – Graduate in Engineering +12 months training 2) 80% by Promotion 2) 80% by Promotion Level-8 – 50% of posts in level-7 upgraded to level-8 w.e.f.01.01.2022

* 5th CPC recommended the scale of Rs.4500-7000 and 6th CPC recommended the Grade Pay of Rs.2800 to Senior Technicians, which are one level below the JEs. Government has made the improvement to Rs.5000-8000 and Grade Pay Rs.4200 after the implementation of fifth and sixth pay commission recommendations respectively.

Table-3

Pay scales of Technicians, Technical Supervisors & entry grades of Class II & I during 3rd CPC

Pay Scales for Artisans	
Skilled Artisan	260-400
Highly Skilled – II	330-480
Highly Skilled – I	380-560
Master Craftsman (New scale created as incentive to highly skilled artisans to remain in their own line and not try to become Supervisors where their special skills cannot be productively utilised – allowed only as personal post)	425-640
Pay Scales for Technical Supervisors	
Chargeman 'B'	425-700
Chargeman 'A'	550-750
Foremen 'B' & Assistant Shop Superintendent	700-900
Foremen 'A' & Assistant Shop Superintendent	840-1040
Special Grade of Principal Foreman	840-1200
Pay Scales for Class I & Class II posts	700 - 1250 1300-1600 1600-1800

Table-3
Disturbance of vertical relativity between Junior Engineer (promotional post) with Senior Technicians (feeder post)

	Senior Technician			Junior Engineer		
	Pay Scale Recommended	Ref	Pay Scale Modified	JE-II	JE-I	Ref
3 rd CPC	425-640 (Personal post)	Vol-I Chapter-19 Para-16 of 3 rd CPC	-	425-700	550-750	Vol-I Chapter-19 Para-44
4 th CPC	1400-2300 (Personal post)	Volume-II Para-11.24 of 4 th CPC	-	1400-2300	1600-2660	Para-11.28
5 th CPC	4500-7000 (S-8)	RBE No 269/98	5000-8000 (S-9) (Personal post up to 22.2.2005)	5000-8000 (S-9)	5500-9000 (S-10)	Para 54.38
6 th CPC	GP 2800	3.8.27 of 6 th CPC	GP 4200 (DoE Notification G.S.R.552(E) dated 28.07.2009)	GP 4200		7.36.77
7 th CPC	Level-6		-	Level-6		

Table-4
Disturbance of horizontal parity between Technical Supervisors and Accounts Supervisors from 3rd CPC to 7th CPC and after the implementation of Railway Board order RBE No.155/2022 is given below,

Pay Commission	Pay Scale / GP / Pay Level		
	Section Officer	Sr. Section officer	SSE
3 rd CPC	550-750	700-900	840-1040 840-1200
4 th CPC	1640-2900	2000-3200	2375-3500
5 th CPC	6500-10500	7450-11500	7450-11500
6 th CPC	GP-4800 (100%)	GP-4800 (100%)	GP-4600
7 th CPC w.e.f. 01.01.2016	GP-4800 (100%) PL-9 NFU (On completion of four years of service in Level-8)	GP-4800 (100%) PL-9 NFU (On completion of four years of service in Level-8)	PL-7
RBE No. 155/2022 w.e.f. 01.11.2022			PL-7 (50%)
			PL-8 (50%)
RBE No. 155/2022 w.e.f. 01.11.2026			PL-7 (50%) PL-8 (50%) PL-9 (NFU) (On completion of four years of service in Level-8)

Table-5

Reversal of relativities between Technical Supervisors (JE & SSEs) and other supervisory posts

Category	3 rd CPC	4 th CPC	5 th CPC	6 th CPC	7 th CPC	01.12.2022
Technical Supervisors						
Foreman/ Shop Superintendent/ SSE	Rs.840-1200 Rs.840-1040	Rs.2375-3500	Rs.7450-11500	PB-2 GP-4600	L - 7	L -7 (50%) L - 8* (50%)
Asst. Foreman/Dy. Shop Superintendent/ SE	Rs.700-900	Rs.2000-3200	Rs.6500-10500			
Chargeman-A/ Junior Engineer	Rs.550-750	Rs.1600-2660	Rs.5500-9000	PB-2 GP-4200	L - 6	
Accounts						
Sr. Section officer	Rs.775-1000 (Non-functional selection grade)	Rs.2000-3200 (w.e.f.1.4.87)	Rs.6500-10500 (7450-11500 w.e.f.7.3.2003)	PB-2 GP-4800	L - 8 *	
Section Officer	Rs.500-900	1640-2900	5500-9000 (6500-10500 w.e.f.7.3.2003)	PB-2 GP-4800	L - 8 *	
Ministerial						
Ch. Office Supt	-	-	7450-11500	PB-2 GP-4600	L - 7	L -7 (50%) L -8* (50%)
Office Supdt Gr-I	700-900	2000-3200	6500-11500	PB-2 GP-4600		
Office Supdt	550-750	1600-2660	6500-10500	PB-2 GP-4600		
Nurses						
ANO	-	2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB-3 GP-5400	L - 9	
Chief Matron	-	-	7450-11500 (w.e.f.10.5.99)	PB-3 GP-5400	L - 9	
Matron	700-900 550-750	2000-3200	6500-10500	PB-3 GP-5400	L - 9	
Nursing Sister	455-700	1600-2660	5500-9000	PB-2 GP-4800	L - 8	
Staff Nurse	425-640	1400-2300	5000-8000	PB-2 GP-4600	L - 7	

* Upgradation to Level-9 on completion of 4 years

Table-6

Avenue of Chart (AVC) for Loco Pilot & Technical Supervisory category & Unjustified comparison of inter-se seniority disadvantageous for Technical Supervisors.

Loco pilot		Technical Supervisors		For 70% seniority quota Group-B selection
ALP/LP/LI	Steps of promotion	JE/SSE	Steps of promotion	
ALP (Level-2) DP + DR DR qualification ITI	Entry			
SALP (Level-4)	1 st Functional promotion – with fixation			
LP Shunting-II (Level-4)	Non- Functional promotion – No fixation			
LP Shunting-I (Level-6)	2 nd Functional promotion – with fixation			Loco pilots' integrated seniority counted from level-6
LP Goods (Level-6)	3 rd Functional promotion – with fixation			
LP Passenger (Level-6+Rs.500)	4 th Functional promotion – with fixation			
LP Mail (Level-6+Rs.1000)	5 th Functional promotion – with fixation	JE (Level-6) DP + DR DR qualification Diploma in Engg	Entry	
CLI (Level-7)	Selection post / Supervisory cadre	SSE (Level-7) DP + DR DR qualification Graduate in Engg	1 st Functional promotion – with fixation. Entry for DR SSE	Technical Supervisors' integrated seniority counted from level-7
		SSE (Level-8)	2 nd Functional promotion for JE entrant – with fixation. <i>1st Functional promotion for SSE entrant – with fixation.</i>	SSE in pay level-8 are treated juniors to Loco Pilots in Pay Level-6 because of erroneous principle of RBE No92/2015.

Tables for Performance Incentive

Table-7

Increase in key infrastructure of Indian Railways and corresponding additional requirement of direct men in Civil, Electrical and Mechanical departments of Indian Railways

	Numbers in 2013-14	Numbers in 2023-24	Increase in numbers	% Increase	Average Yard stick for major maintenance (No. of men)	Additional direct staff required as on 2023-24
	(1)	(2)	(3)	(4)	(5)	(6)
Route KM	65,880	69,181	3,301	5.0%		
Total track KM	1,11,765	1,35,207	23,442	21.0%	0.8 per TKM	18754
ITKM Works					9.5 per 100 ITKM	22270
Electrified RKM	21,614	62,253	40,639	188.0%		
Electrified track KM	36,657	1,21,642	84,985	231.8%	0.22 per TKM	18697
Locomotives						
Production	568	1481	913	160.7%	22 per loco *	20086
Maintenance	10,499	15,110	4,611	43.9%	3 per loco	13833
POH	846	442	- 404	- 47.8%	6.3 per loco *	- 2545
Passenger Coaches						
Production	3154	6414	3260	103.4%	4.8 men per coach *	15680
Maintenance	51,228	66,697	15,469	30.2%	1.9 per coach	29391
POH	26,221	26,991	770	2.9%	1.8 per coach *	- 1693
EMU Coaches						
Maintenance	8,337	12,229	3,892	46.7%	2.75 for 3 coaches	3568
POH	3462	5545	2083	60.2%	2 per coach *	4166
DEMU, SPART & others						
Maintenance	1069	1691	622	58.2%	5.4 per set	1119
POH	590	1274	684	115.9%	2 per coach *	1368
Freight Wagons						
Maintenance	2,45,257	3,27,991	82,734	33.7%	0.1 per wagon	8273
POH	45,576	63,564	17,988	39.5%	0.15 per wagon *	2698
P.Way	More than ² / ₃ rd of tracks made fit to operate trains above 110 kmph upto 130 kmph. Require higher supervision and more number of SSEs to manage contracts.					Qty not included in total
Signal	Introduction of new technologies like Kavach, Automatic Block Signalling, Electronic interlocking to increase safety, speed, line capacity, etc require higher supervision and more number of SSEs to manage contracts.					Qty not included in total
Telecommunication	Expansion of OFC, introduction of real time train information system, etc require higher supervision and more number of SSEs to manage contracts.					Qty not included in total
	Additional direct men for additional asset					1,55,665
	Additional JE & SSE @ ratio of 1:8					19,450

* Average figure

Table-8

Productivity already achieved by Railways through downsizing in key open line maintenance activities.

Activity	Previous yard stick	Present yard stick
Coaching Depot Mechanical	2001 10% cut over core activities and 20% cut over non-core activities 2.4 staff per coach brought down from 3.3 per coach.	2019 Up to 20% reduction in yard sticks. Primary maintenance – 1.9 staff per coach
EMU/MEMU Maintenance Depots	2006 7 staff per unit (1MC + 2TC)	2022 3 staff per unit (1MC + 2TC)
Electric Loco	2006 Freight (Hitachi) 5.5 staff per loco All other locos 6.6 staff per loco	2019 Freight (Hitachi) 3 staff per loco All other locos 3.5 staff per loco 3 phase locos 2.5 staff per loco
Diesel Loco	2013 ALCO 6.2 staff per loco HPP 3.7 staff per loco	2023 ALCO 4 staff per loco HPP 3.3 staff per loco
Wagon Maintenance		2023 0.1 staff per wagon
General Power supply	2006 0.2 staff per 1000 units power consumption	2022 0.15 staff per 1000 units power consumption
OHE Excluding suburban divisions	2006 0.45 staff per TKM	2019 0.22 staff per TKM
OHE Suburban divisions	2006 0.7 staff per TKM	2022 0.42 staff per TKM
DMU maintenance up to 50 DMU	2010 1.32 staff (avg) per coach	
Civil Works		2022 9.5 staff per 100 ITKM

Table-9

Productivity improvement implemented in Production Units and Mechanical Workshops

Year	Allowed time reduction
1999	1. Contingency Allowance reduced to 10% from 12.5% 2. Fatigue Allowance reduced to 12.5% from 25%
2009	Reduction in allowed time by 5%
2017	Reduction in allowed time by 5%

Table-10

Vande Bharat Rakes - Requirement of Technicians, Technical supervisors and supporting staff for 200 numbers of VB 16 coach formation (Approximate)

	Number of staff
Production	45,400
Depot maintenance	18,460
POH	1,650
Total	65,510

Table-11

Increase in number of trains operated and special trains and reduction in total number of staff

Number of trains				
	Numbers in 2013-14	Numbers in 2023-24	Increase in numbers	% Increase
No of passenger trains run daily	12,961	13,198	237	1.8% *
No of goods trains run daily	8,637	11,724	3,087	35.7%
Total trains run daily	21,598	24,922	3324	15.4%
Number of employees				
Number of employees	13,33,966	12,52,180	-81,786	- 6.1%

* More than 44,000 trips by holiday/festival specials have to be added.

Table-12

Special Trains operated by Indian Railways during major festival/holiday seasons on 2025

Festival Season	Period	No of trips
Maha Kumbh Mela in Prayagraj	13 th Jan to 26 th Feb 25	17340
Holi	March 2025	1144
Summer Specials	April, May & June 25	12417
Deepavali & Chhath	1 st Oct 25 to 30 th Nov 25	12383
Indigo Airlines Disruption	Dec 25	100
2025 Christmas & New Year	16 th Dec 25 to 16 th Jan 26	650
		44,034
i. Every year IR operates special trains almost throughout year. ii. In 2025 on average IR operated more than 120 special trips daily. iii. Besides above special train operated on pan India basis, special trains are being operated by many zonal Railways for seasonal rushes and specific demands during regional festivals like Pongal, Sabarimala, Ajmir, etc.		

Table-13

Substantial increase in sectional speed of tracks:

Sectional Speed (kmph)	2014		2025	
	Track km	%	Track km	%
<110	47,897	60.4	22,862	21.8
110-130	26,409	33.3	59,800	56.6
130 & above	5036	6.3	23,010	21.8
Total	79,342	100	1,05,672	100

Table- 14

Consolidated table on surrender of posts through Work Study

Year	No of posts	Remarks
2013-14	7310	Surrendered
2014-15	9038	Surrendered
2015-16	7195	Surrendered
2016-17	7598	Surrendered
2017-18	10324	Surrendered
2018-19	9813	Surrendered

2019	14,188	Proposed surrender from arrears of previous years
2020	1) Freeze on creation of new posts, 2) Review the posts created in last two years, 3) Surrender of 50% existing vacancies in other than safety category.	Exact number of surrenders not known
2021	13,450	Exact number of surrenders not known
2022	27,043	Surrender mentioned in yearend review
2024	28,815	Proposed surrendered
Total	1,34,774	

Whole hearted thanks for

Er. Harchandan Singh, Chairman

Er. M.Shanmugam, Central President

Er. Darshan Lal, Central Working President

Er. Surjit Singh, Central Treasurer

Er. Ashok Chowdery, Zonal secretary CLW

Er. Sunil Kumar, Zonal President SR

Er. M.Bapat, Zonal Secretary RWF

Er. MMVGK.Raju, Zonal Secretary SCR

Er. Nageswaran, ICF

Er. S.Boominathan, Vice President

Er. YRS. Banerjee, Asst Central Treasurer

Er. G.Aranganathan, Joint General Secretary

Er. Suresh Kumar, Secretary BBQ Coaching Depot, SR

Er. Gopi, Senior Organising Secretary

Er. Srineevasa Rao

Er. Unni, BBQ Coaching Depot, Southern Railway

and office bearers and active members

Long live IRTSA

Yours' truly



K.V.RAMESH
General Secretary, IRTSA
9003149578