

# **8<sup>th</sup> Central Pay Commission**

**CHAIRPERSON**

**Smt. Justice Ranjana Prakash Desai**

**Prof. Pulak Ghosh - MEMBER (PART TIME)**

**Shri. Pankaj Jain - MEMBER-SECRETARY**

**19.05.2026, HYDERABAD**

**Presentation by**

**K.V.Ramesh, General Secretary**

**Indian Railways Technical Supervisors' Association (IRTSA)**

# Indian Railways Technical Supervisors' Association

Representing following categories of Indian Railways working in Civil, Electrical, Mechanical & Signal & Telecommunication departments.

1. Junior Engineers (JE)
2. Senior Section Engineers (SSE)  
(JE & SSE each having more than 34 suffixes)
3. Chemical & Metallurgical Assistants (CMA)
4. Chemical & Metallurgical Superintendents (CMS)
5. Depot Material Superintendents (DMS)
6. Chief Depot Material Superintendents (CDMS) &
7. Junior Engineers (IT) & Senior Engineers (IT)

Production units,  
POH Workshops,  
Carriage & wagon  
maintenance,  
loco maintenance,  
Permanent way, Bridges,  
Works, Track Machine,  
OHE, power & general  
services, signal,  
telecommunication,  
RDSO, design & drawing,  
etc.

## **Indian Railways Technical Supervisors' Association (IRTSA)**

**Regd No.1329**

- Submitted reply to questionnaires on 9<sup>th</sup> March 2026.
- Submitted Memorandum on 28<sup>th</sup> April 2026.

Memo ID: Memo/2/AUE/280426/336197593

Technical Supervisors  
&  
their hierarchy in  
Indian Railways

<p><b>Senior Section Engineer (SSE)</b> 50% in level-7, 50% in level-8 (w.e.f. 1.1.2022) &amp; NFU to level-9 after 4 years of service in level-8</p>	<p><b>Around 70,000 Technical Supervisors are responsible for safe and efficient running of Trains through front line supervision and management of production, repair, maintenance of Rolling Stock, Locomotives, Permanent Way, Bridges, stations, all kinds of Railway buildings , Signal &amp; Telecommunication systems, traction &amp; distribution, etc.</b></p>
<p><b>Junior Engineer (JE)</b> <b>Level-6</b></p>	
<p><b>Senior Technician (Level-6)</b></p>	<p>Around 7 lakh Senior Technicians and Technicians I, II &amp; III work under JEs &amp; SSEs; apart from these technical categories a large number of non-technical categories like Stores Clerk, Office Clerk, Office Superintendents, helpers, etc also work directly under the JEs &amp; SSE and are supervised by them in execution of the above said works.</p> <p>Supervising and certifying the work of railway contractors engaging lakhs of non-railway employees is carried out by Technical Supervisors.</p>
<p><b>Technician Gr-I (Level-5)</b></p>	
<p><b>Technician Gr-II (Level-4)</b></p>	
<p><b>Technician Gr-III (Level-2)</b></p>	
<p><b>Helper (Level-1)</b></p>	

## Sanctioned strength of JE, SSE, CMS & CDMS in Railways

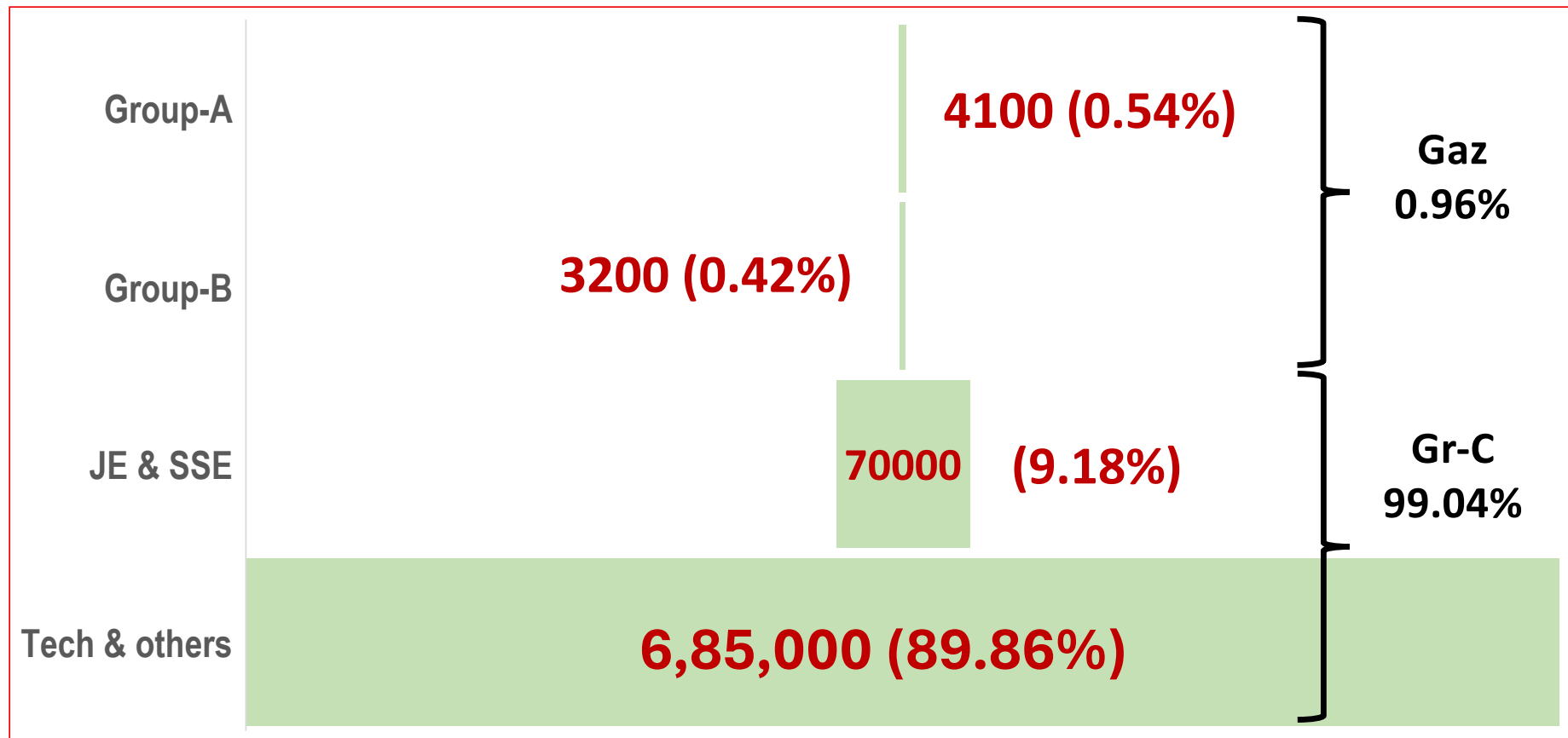
Designation	Pay Level	Sanctioned Strength at the time of 50% of PL-7 upgradation to PL-8 RBE No 155/2022	After RBE No 155/2022	
			From 01.12.2022	From 01.12.2026
Junior Engineer	PL-6 \$	23911	23911	23911
Senior Section Engineer (Including CMS)	PL-7 #	48546	24273	24273
	PL-8		24273	12137
	PL-9			12136
<b>Sub Total</b>		<b>72457</b>	<b>72457</b>	<b>72457</b>
SSE (Printing Press) & CDMS	PL-7 #	1927	963	963
	PL-8		963	482
	PL-9			482
<b>Grand Total</b>		<b>74384</b>	<b>74384</b>	<b>74384</b>

For total 48,546 sanctioned posts in level-7 (at the time of implementation of RBE No.155/2022) **8500 posts (11.5%) are vacant**. No Engineering Graduate recruitment has been done for level-7 since 2015 RRB notification.

\$ Having 50% DR. # Having 20% DR

# Gr-A, Gr-B, Technical Supervisors (JE & SSE) and Technicians & other Group-C & D staff in Technical depts as on 31.03.2025

(IR annual statistical statements – 2024-25)



# Pay level of Technical Supervisors working in Indian Railways

## **Order of CAT Chennai in OA 310/01568/2017**

- 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 8<sup>th</sup> CPC after getting the comments from the applicant association (IRTSA).
- Order pronounced on 26.02.2026.

### **Prayer**

1. Grant of GP Rs.4600 to JEs above Senior Technicians working under them.
2. Grade Pay of JEs on Railways higher than those of Senior Technicians.
3. Enhance the GP/Pay level of SSEs to adequately above JEs, office superintendents, etc working under them.

## **Pay Level for Technical Supervisors**

- 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.
- 2) 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.
- 3) There should be five grade structure available for the category of Technical Supervisors in Railways similar to CPSE (ONGC)

## **Pay Level for Technical Supervisors .... Continues**

- 4) Upgradation through RBE No.155/2022 w.e.f. 01.12.2022 didn't clear the stagnation among SSEs.
- 5) Total working hours 48 hours per week. Many other categories having 45 hours working per week. Weightage should be given for additional working hours.
- 6) Railway's O.M dated 11.06.2010 sent to Finance Ministry - In terms of 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.

## **Pay Level for Technical Supervisors .... Continues**

### **7) Anomalies in pay level for Junior Engineer (JE)**

- a) The supervisor and supervised can never be assessed equal. Senior Technicians working under JEs are placed in level-6.
- b) 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.
- c) 5<sup>th</sup> CPC removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for JE-II.
- d) Government upgraded the scale of Master Craftsman without corresponding upgrading of the scale of JE.
- e) 6<sup>th</sup> CPC - promotion & feeder cadres being placed in identical pay scale is anomalous. Recommended separate GP for MCM & JE

## **Pay Level for Technical Supervisors .... Continues**

- f) Railway Board's impracticable preposition that the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE -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 violated after modification done in 6<sup>th</sup> CPC recommendations.
- g) 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.
- h) 7<sup>th</sup> 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"
- i) In para 1.27 recommended that anomalies that were created after 6<sup>th</sup> CPC could not be rectified till date.

## Disturbance of vertical relativity between Junior Engineer (promotional post) with Senior Technicians (feeder post)

Desg	Hier-archy	5 <sup>th</sup> CPC Recommend	Scale changed after 5 <sup>th</sup> CPC	6 <sup>th</sup> CPC Recommend	GP changed after 6 <sup>th</sup> CPC
JE-I	↑	5500-9000	5500-9000	GP 4200	<b>GP 4200</b>
JE-II	↑	5000-8000	5000-8000		
Sr. Tech	↑	4500-7000	5000-8000	GP 2800	<b>GP 4200</b>

	Senior Technician			Junior Engineer		
CPC	Pay Scale Recommended	Ref	Pay Scale Modified	JE-II	JE-I	Ref
3 <sup>rd</sup>	425-640 (Personal post)	Vol-I, Chapter-19 Para-16 of 3 <sup>rd</sup> CPC	-	425-700	550-750	Vol-I, Chapter-19 Para-44
4 <sup>th</sup>	1400-2300 (Personal post)	Volume-II, Para- 11.24 of 4 <sup>th</sup> CPC	-	1400-2300	1600-2660	Para-11.28
5 <sup>th</sup>	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 <sup>th</sup>	GP 2800	3.8.27 of 6 <sup>th</sup> CPC	GP 4200 (DoE Notification G.S.R.552(E) dated 28.07.2009)	GP 4200		7.36.77
7 <sup>th</sup>	Level-6		-	Level-6		

## **Pay Level for Technical Supervisors .... Continues**

### **8) Anomalies in pay level for SSE**

a) Historical edge in the pay scales enjoyed by 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).

b) “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 6<sup>th</sup> CPC recommendations, resulted in upsetting/reversal of this position both as regards Supervisors and Group-B officers”.

c) Relativities between pay scales of Accounts Supervisors and non-accounts supervisors got disturbed in 6<sup>th</sup> CPC by grant of GP Rs.4800 which got exaggerated in 7<sup>th</sup> CPC on grant of level-9 on non-functional basis to Accounts Supervisors (Fin Ministry Note 21.10.2022).

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

## Stagnation at SSE is accepted fact

1. 7th CPC in para 11.40.113 said that there is some element of stagnation at the GP-4600 (SSE) stage.
2. National Anomaly Committee referred its item No.15 – “Issues of Technical Supervisors in Railways” (DoPT OM dated 31.01.2019) to DAC. **No meeting of DAC held in Rlys.**
3. Rly Board’s High power committee accepted stagnation.
4. CRB accepted in 48<sup>th</sup> NC-JCM meeting that the element of direct recruitment in the SSE grade is from highly qualified candidates, but they currently stagnate at a low level without appropriate status. **Cabinet Secretary asked CRB and DoE to resolve the issue expeditiously. Spirit of NC-JCM decision not fully met.**

# RBE No.155/2022 – Not cleared the stagnation

Only less than 10% of the SSE got actual pay fixation benefit on upgradation from level-7 to level-8.

## Implementation of RBE No.155/2022 - Analysis at ICF

1. Sanctioned strength of SSE in different seniority units of ICF	836
2. 50% upgradation on 01.12.2022	413
3. SSE already in L-9 MACPS (among upgraded to L-8)	148
4. SSE already in L-8 MACPS (among upgraded to L-8)	193
5. Sub total (3+4)	341
6. SSE got pay fixation on 01.12.2022 on promotion to L-8.	72
7. SSE got pay fixation on 01.12.2022 in % to upgraded SSE	17.4%
8. SSE got pay fixation on 01.12.2022 in % to total strength	8.6%

## Stagnation of DR SSEs recruited in 1995 in Mechanical department of ICF

NAME	DATE OF APPT L-7	1 <sup>st</sup> MACPS L-8	2 <sup>nd</sup> MACPS L-9	3 <sup>rd</sup> MACP L-10 Due on	1 <sup>st</sup> Promn Gr-B L-8 & 10	2 <sup>nd</sup> Promn Sr.Scale L-11	3 <sup>rd</sup> Promn Gr-A	Out flow
H. SHARFUDEEN	1995	2008	2016	---				TR 2021
CHANDRASEKARAN	1995	2008	2016	2026				
D. SELVAKUMARAN	1995	2008	2016	2026	2025			
K. SUDALAIMINI	1995	2008	---	---	2011	2018	2023	
P. SREERAMULU	1995	2008	2016	2026				
S. BOOMINATHAN	1995	2008	2016	2026				
V. RAVIENDRA. K	1995	2008	2016	2026				Retd 2018
R. YOGANADH	1995	2008	2016	2026				Retd 2025
K. RAMESH BABU	1995	2008	2016	2026				
T. RAGHU	1995	2008	2016	2026				
K. CHANDRASEKAR	1995	---	---		2004	2009		Resg 2012
ARS. RAVINDRA	1995	2008						VR 2025
R. VELU	1995	---	---		2004			VR 2011

### **Summary of stagnation of direct recruit SSEs 1995 batch Mechanical, ICF**

Graduate Engineers appointed in 1995 in same office order	13	
SSEs depended on 1st MACPS (after 11 years)	11	85%
SSEs depended on 2nd MACPS (after 21 years)	9	69%
SSEs will be depending on 3rd MACPS (after 31 years in 2026)	8	62%
SSEs left by Resignation, Tech resignation, Voluntary Retirement	4	31%
SSEs retired in recruitment grade (as on May 2026)	2	15%
Vacancies expected in next two years in next level Gr-B level-8	3	
Even if all 3 are available for DR SSEs, left out SSEs in entry grade	5	
Total SSEs retired/retiring in entry grade	8	62%
SSE reached Group-A	1	8%
SSE received 1st promotion to Gr-B (level-8) before 1st MACPS	2	15%

**Stagnation among promote SSEs (from JE) is still Sevier**

## Proposed Pay Levels for Technical Supervisors

Cadre	Level
Junior Engineer	Level-7
Senior Section Engineer (Gr-B)	Level-8
Asst Manager (Gr-B)	Level-9
Manager (Gr-B)	Level-10
Senior Manager (Gr-A)	Level-11

**CMA, CMS, DMS, CDMS, JE(IT) & SE (It) having similar recruitment qualification, similar duties & responsibilities should be placed on par with Technical Supervisors.**

# Classification of posts in Indian Railways

## **Classification of posts of SSE, CDMS, CMS & SE(IT) in L-8 as Gr-B**

- 1) 3<sup>rd</sup>, 4<sup>th</sup> & 6<sup>th</sup> CPC recommended Group-B for pay scales of SE & SSE.
- 2) 5<sup>th</sup> CPC recommended differently, but Govt adopted existing system. Group-B for pay scales of SE & SSE, Rlys not implemented DoPT order.
- 3) 7<sup>th</sup> CPC (11.40.113) *“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.*
- 4) No supreme Court order, denying Group-B status to SSEs, as submitted by Railways to 7<sup>th</sup> CPC (11.40.114)
- 5) Railways is continuously considering grant of Gr-B status for SSEs for long time – after 5<sup>th</sup> CPC, in 2007, in 2018 & in 2024 – But no concrete decision.
- 6) The total number of Group-A&B gazetted posts in Railways has remained stagnant at around 1% of total sanctioned posts between 2010 and 2023.

7) In contrast, Central Government departments have seen a growth in Group-B posts from 91,307 in 2010 to 1,16,881 in 2023, 28% increase.

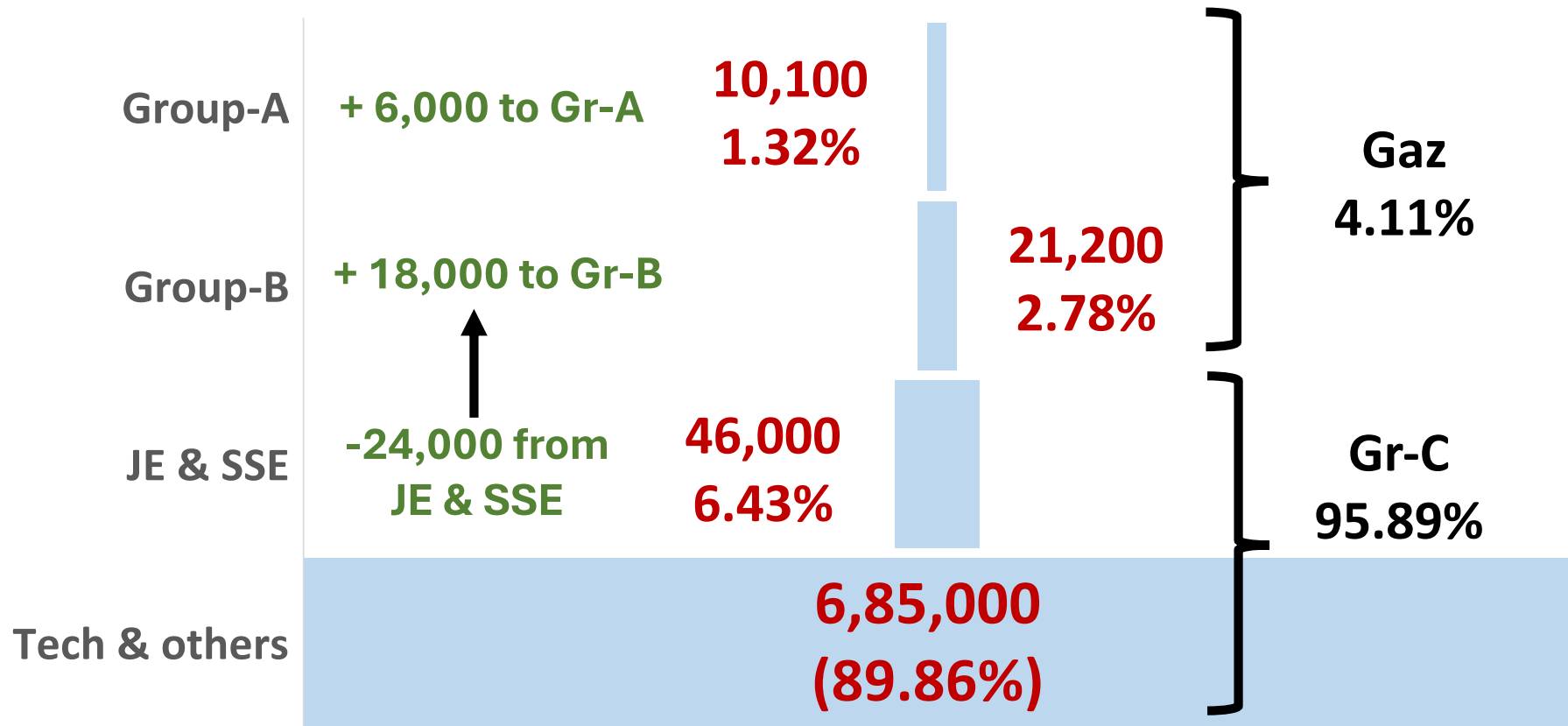
8) Additionally, Central Government departments witnessed increase in total Group-A and Group-B gazetted posts from 5.21% in 2010 to 6.51% in 2023 of out total sanctioned posts.

9) 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.

**10) All SSE, CMS, CDMS & SE(IT) in level-8 (around 25,000) having element of direct recruitment in L-6 & L-7 should be classified as Gr-B in first phase.**

**11) In second phase implementation, Indian Railways should adopt the classification orders issued by DoPT.**

# Proposed distribution of Gr-A, Gr-B, Technical Supervisors (JE & SSE) and other Group-C & D staff in Technical depts



# Career Progression

## MACPS

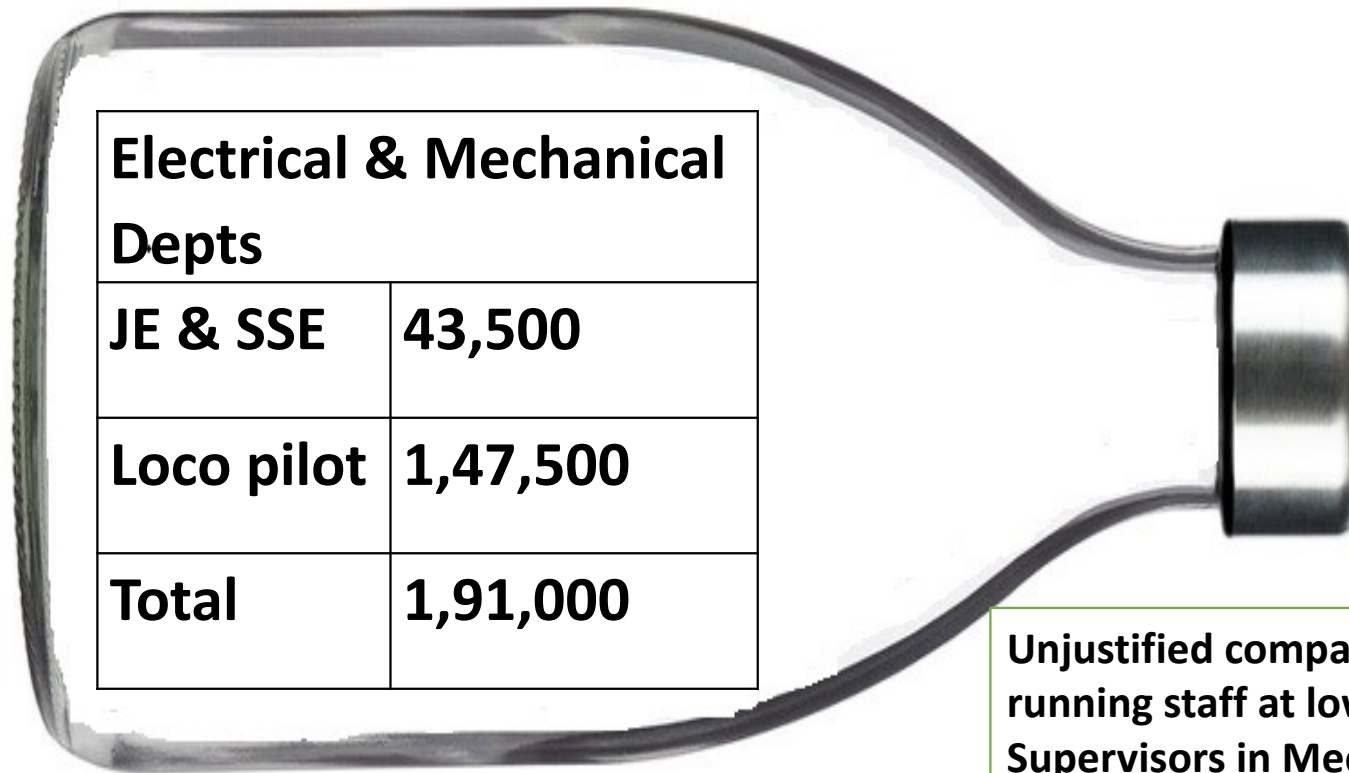
- 1) Number of financial upgradation in entire service:** There should be five financial upgradation under MACPS in the service of 30 years. Financial upgradation under MACPS should be awarded after 6, 12, 18, 24 & 30 years
- 2) Counting of training period of JEs, SSEs and other Technical non-gazetted staff for financial upgradation under MACPS.**
- 3) Benefits of MACPS w.e.f. 01.01.2006.**

**For 2 & 3, Court judgements to be implemented for all eligible employees. CA No.1943/2022 order on 09.12.2024 Hon'ble SC held that – Citizen approached the court obtained declaration of law in favour, others situated similarly to be extended the benefit without need for them to go to court.**

## MACPS .... Continues

- 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. **Exclusive situation in Railways.**
- 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. **Exclusive situation in Railways.**
- 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.
- 8) **Railways should be allowed to take decision based on the merit.**

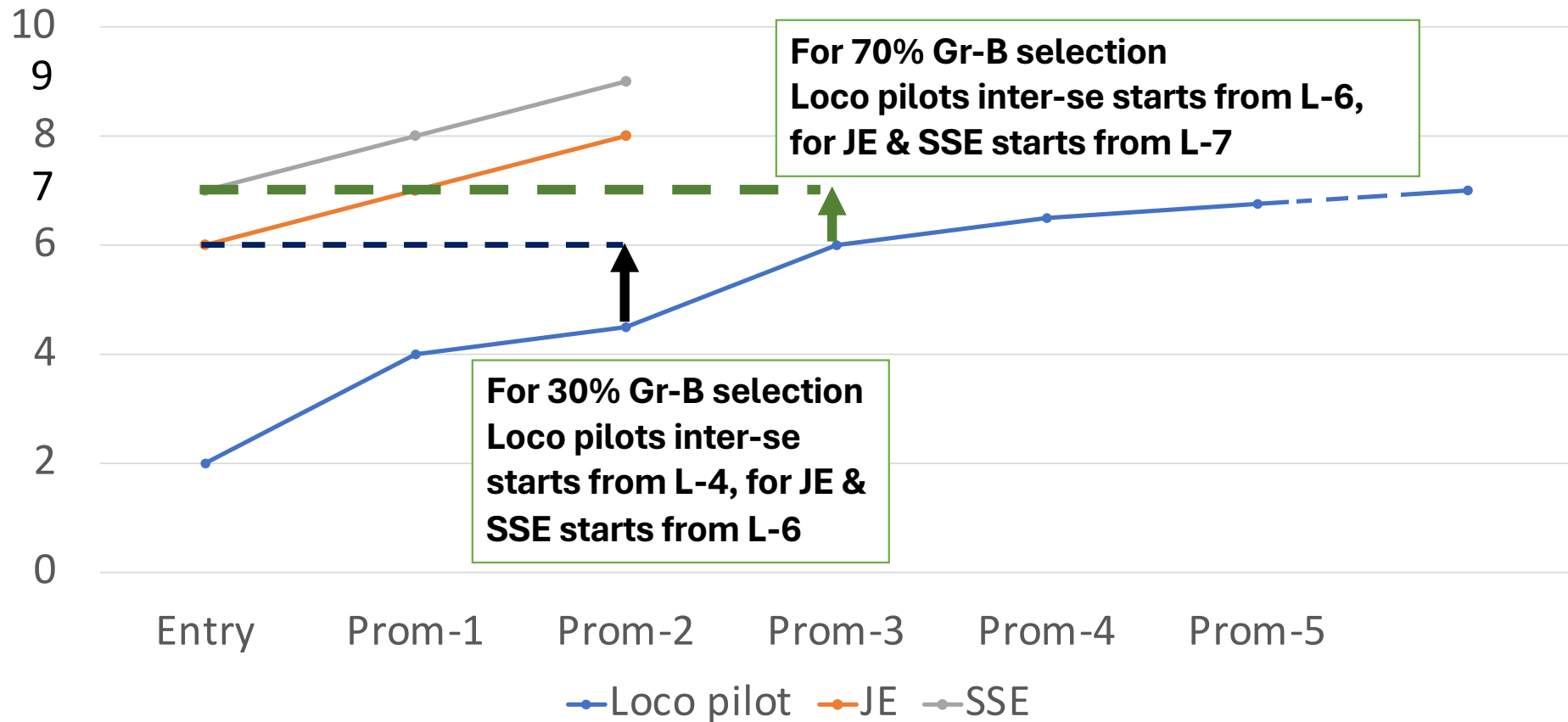
# Bottle necks & unfair treatment for promotion to Gr-B



**1150 Gr-B posts**

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

# Entry & Promotional Avenue for Technical Supervisors & Loco pilots



## **Bottle neck continues in Group-B**

### **Gr-B officers have no claim for promotion to senior scale**

<b>Priorities for Senior Scale (Level-11) promotion from Junior Scale &amp; Group-B</b>		
<b>Group-A, Junior Scale (Level-8)</b>		<b>Group-B (Level-8)</b>
1 <sup>st</sup> Priority	4 years & more service	Failing 1 <sup>st</sup> & 2 <sup>nd</sup> priority - Group-B officers with 6 years and more service considered on ad-hoc basis as one time measure. Irrespective of their length of service, Group-B officers have no claim for promotion to Senior Scale, even on ad-hoc basis. (Rly Board letter No.2025E(GC)16-8, dated 27.01.2026).
2 <sup>nd</sup> Priority	Officers with less than 4 years but more than 3 years of service	
<b>Group-B officers got struck at Group-B cadre itself, because of rules not in their favour. Their stagnation also adds to the problem of stagnation at senior supervisors' level.</b>		
<b>Parity with Group-A: Equal chances should be given for Group-B offices for promotion to Senior Scale, to remove existing disparity in pay structure.</b>		

## **Information Technology Cadre (JE & SE (IT))**

- a) To remove serious anomaly 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 should be extended to SE (IT) by bringing them in the ambit of RBE No 155/2022
- b) 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.

## **Stagnation among Senior Engineer (IT)**

The following persons who were recruited as direct SE(IT) in Rail Coach Factory and retired as SE(IT) without getting any promotion in their entire service of more than 30 years.

Sri. Vijay Tiwarishind

Sri. Paulanil kumar sharma

Sri. Charanjit singh

Sri. Manju sainsankhla

Sri. Dilbag singh sains

Sri. Rajesh khurana

Sri. Alok kumar aggarwal

# **Allowances related to Technical Supervisors**

- a) Railways required to get Finance Ministry's approval for any change or modification.**
- b) Railways unique functioning of 24X7 and 365 days should be appreciated.**
- c) Railways is adjusting & maneuvering its limited resources to cater varied needs across the country & seasons.**
- d) Railways should be given reasonable authority to approve allowances related to running additional trains, safe & punctual operation of trains.**

### **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. SSEs working in night duties should be granted NDA, including SSEs in L-9 NFU.

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.

SSEs 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) PCO Allowance:** Available for SSE from 1999. Withdrawn for SSE (L-8) by Rly Br letter dated 06.11.2026. PCO allowance at the rate of 15% of basic pay should be paid to all including those promoted to level-8 and NFU to level-9. It is part of incentive system followed in PUs & workshops of Railways. Railways should be allowed to take its decision.

**4) 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.

**5) Risk & Hardship Allowance (RHA):** Staff & Supervisors working in hard environment should be brought in the ambit of RHA. Rates of RHA should be arrived using the same multiplying factor used for fitment factor.

## **6) National Holiday Allowance (NHA)**

7<sup>th</sup> 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.

## **7) Design Allowance to Drawing, Design Engineers**

5<sup>th</sup> CPC (Para 50.19) recommended for Design Allowance of Rs.300 for JE and Rs.600 for AE. 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.

**8) 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.

## Performance Incentive

1. Railways is having **benchmark** for man-power requirement for maintenance of P.Way, electrification, locos, coaches, wagons, signal & telecommunication. **Man power not filled as per bench mark.**
2. **A Group Incentive Scheme** should 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. **44,000 holiday/summer specials in 2025. No remuneration paid for it.**
3. 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.

## Pay determination & common allowances

Recommendations of the 8<sup>th</sup> CPC on **revised pay & rates of allowances and other conditions should be made effective from 01.01.2026.**

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

## Pay determination

### Minimum Pay

- 1) 7<sup>th</sup> 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.
- 3) Calculation of minimum pay adopting retail price index of labour bureau for 4.8 consumption units/family.
- 4) Drawbacks in New series of CPI-IW base year 2016.
  - 4.a) Definition of "Working Class Family" doesn't cover Government Employees.

## **Pay determination - Minimum Pay**

..... **Continues**

4.b) Non reflection of peak price in geometric average method will bring down the consumer price index.

4.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.

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

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

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

## Pay determination – Fitment factors (FF)

7<sup>th</sup> CPC followed 2.57 FF for L-1 to L-5, 2.62 for L-6 to L-9, 2.67 for L-10 to L-12, 2.72 for L-14 to L-16 & 2.78 for L-18.

### Proposed fitment factor for 8<sup>th</sup> CPC

L-1 to L-5	- 2.92
L-6 to L-8	- $2.92 \times 1.2 = 3.50$
L-9 to 12	- $2.92 \times 1.3 = 3.80$
L-13 to L-16	- $2.92 \times 1.4 = 4.09$
L-17 & 18	- $2.92 \times 1.5 = 4.38$

### Increment/Annual Increment

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

# Common Allowances

## 1) Dearness Allowance

- 1) Specific survey covering government employees exclusively, so as to construct a consumption basket 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 laid down by the 5<sup>th</sup> 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.

## **2) 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.

## **3) Allowance Related to Travel including Travelling Allowance**

**a) Transport Allowance (TA):** TA should be increased by 3 times of existing rates. 19 specified cities for higher rates of TA (MoF OM no. 21/5/2017-E.II(B), dated 07.07.2017) are inadequate, more number of cities should be added. For example, in Tamil Nadu cities like Madurai, Tiruchchirappalli and Salem should be added.

**4) Daily Allowance in 7<sup>th</sup> 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 7<sup>th</sup> CPC in para 8.15.15 and it should be implemented for Railway employees also.

**5) 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.

**6) Allowance Related to Running Staff**

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

**7) 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.

**8) 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.

## Leave

- a) **Limit on maximum accumulation LAP** should be removed.
- b) **Encashment of leave during service:** Employees should be allowed to encash at least 50% of leave available to their credit.
- c.i) **Encashment LAP** should be enhanced from the existing 300 days to 600 days.
- c.ii) **Encashment of Half Pay leave**
- d) **Eligibility of half a day LAP**
- 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

**g) Deduction of Half day CL for late attendance:** 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

## CGEGIS

- a) Rates of subscription and insurance cover for Central Government Employees Group Insurance Scheme were last revised in Jan 1990.
- b) 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.
- c) 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.

## **Working hours per week & five days working**

a) **Working week of net 45 hours** should be adopted for all Industrial employees 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:** Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.

# 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 8<sup>th</sup> 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 linked to Pay level the employees are working.

# Advances

**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.

**House building advance:** Respective Government departments may enter into agreement with leading PSU Banks to extend housing loans to Government employees. Interest rates being charged by Banks over and above 5% may be subsidised by Government.

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

**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

# Medical Facilities for Railway employees

- 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 empanelled 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.

# Retirement benefits

**a) OPS:** OPS for all Employees appointed on or after 01.01.2004. NPS/UPS should be abolished.

**b) 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.

**c) 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.

#### **d) OROP**

The principal 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.

#### **e) Leave Salary/Encashment**

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

#### **f) 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.

**g) Minimum pension / Family Pension** should be equal to minimum salary fixed by 8<sup>th</sup> CPC.

**h) 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.

**i) 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

**j) Fixed Medical Allowance (FMA):** Six years passed since the recommendation of the parliamentary committee increasing the FMA to Rs.3000. FMA should be increased to Rs.5000/month.

**k) 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.

**l) Enhanced Rate of Family Pension**

**m) 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.

**n) 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.

**Thank You**

**K.V.Ramesh**

**General Secretary / IRTSA**

**9003149578**

**rameshirtsa@yahoo.co.in**