

IRTSA makes impressive presentation to 8th Pay Commission

Systematized through concentrated interaction with Member Secretary 8th CPC by GS IRTSA on specific issues of Technical Supervisors / Rail Engineers



19th May 2026: K.V.Ramesh General Secretary IRTSA along with MMVGK.Raju Zonal Secretary IRTSA SC.Rly and M.Raghuram Vice President Lalaguda met 8th CPC at hotel Marriott, Hyderabad.

Meeting originally scheduled for 10 minutes was extended to 30 minutes, because of PPT presentation with facts and data, which were eye opener for 8th CPC and Member Secretary's through & concentrated interaction with GS IRTSA on key issues of the category.

Important points presented by GS IRTSA and interaction by Member Secretary 8th CPC

1) **Strength & position in Railways:** Railways is having sanctioned strength of SSE, CMS & CDMS around 48,500 and JEs around 24,000. Element of direct recruitments are in consecutive grades of level-6 & level-7. In technical departments of Indian Railways, 6.85 lakh technicians, erstwhile Group-D and other employees were controlled and supervised by 70,000 Technical supervisors, constituting 99% strength in Group-C. 3200 Group-B and 4100 Group-A officers on the top constituting less than 1% of total strength.

Member Secretary clarified with GS IRTSA why SSEs in level-7 & 8 are not classified as Group-B while in all other departments similarly placed categories were classified as Group-B. GS IRTSA replied that while Railways is following all the rules including pay rules, pension rules, MACPS rules, contact rules, leave rules, etc issued by DoPT and Finance Ministry, it is not following accepted recommendations of previous pay commissions and orders of DoPT on classification of posts. Core demand of IRTSA is to remove this disparity, replied GS IRTSA.

2) **Order dated 26.02.2026 of CAT Chennai on OA 1568/2017 referring the pay anomaly of JE & SSE to 8th CPC:** GS IRTSA briefed about order of Central Administrative Tribunal's order directing Government 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).

3) **Pay level of Technical Supervisors:** Entry qualification, training, higher duties & responsibilities, accountability for safe and punctual operation of train, hazardous working conditions, 48 hours weekly working compared to many other categories' 45 hours weekly working, Railways acceptance to place JE & SSE in higher grades on previous occasions were briefed. Disturbance of vertical relativities & horizontal parities with other categories were demonstrated.

4) **Pay anomaly of JEs:** Senior Technicians (junior & feeder post) working under JEs placed in same pat level-6 is a major anomaly. It violates 6th & 7th CPCs' basic principle of Grade pay / Pay level represents hierarchical position of posts; senior posts placed in higher Grade pay / pay level than junior feeder posts. Also basic principle of promotion should happen progressively in next higher grade pay / pay level. 7th CPC recommended that anomalies that were created after the implementation 6th CPC recommendations could not be rectified till date. GS IRTSA specifically brought to the notice of 8th CPC that, Senior Technicians were recommended pay scale of Rs.4500-7000 were equated with JE-I in Rs.5500-9000, two grades higher than Senior Technicians in level-6 after 7th CPC.

5) **Pay anomalies of SSEs:** Historical edge in the pay scales granted to SSEs lost due to grant of replacement scales to SSEs by the subsequent CPCs whereas upgradation have been granted to the other categories. Observation of Railway Board and Ministry of Finance's note on stagnation of SSEs were briefed to 8th CPC.

6) 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.

7) **Stagnation at the level of SSE:** 7th CPC, National anomaly committee, Railway Board's high-power committees, 48th NC-JCM meeting accepted stagnation at the level of SSE. RBE No.155/2022 implemented from 01.12.2022 upgrading 50% of posts to level-8 from level-9 didn't clear the stagnation of seniors, since they were already placed in level-8 & level-9. At the time of implementation of upgradation order only less than 10% of SSEs received pay fixation benefits.

8) **Stagnation of directly recruited Graduate Engineers as SSE:** A case study at ICF on DR quota appointees as SSEs has been presented to 8th CPC. 85% of DR SSEs were depended on MACPS after 11 years, 70% depended on 2nd MACPS after 21 years, 62% retired/retiring as SSE and only one DR SSE reached the level of Group-A and other situations were explained. Also retirement of all directly recruited SE(IT) in their entry grade of pay level-7 itself (they were not covered in the ambit of RBE No.155/2022) at RCF Kapurthala was highlighted.

Member Secretary asked about cadre restructuring exercise carried out in Railways and their periodicity. GS IRTSA replied the facts that, it has to be done in the periodicity of 10 years. Last CRC was done in 2013 and the CRC due on 2023 is not completed yet.

9) **Classification of posts as Group-B:** 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. In second phase implementation, Indian Railways should adopt the classification orders issued by DoPT.

10) **Career progression – MACPS:** Number of financial upgradations in a service of 30 years should be five. Inclusion of training period and implementation of MACPS w.e.f. 01.01.2006 involving court judgements including Hon'ble Supreme Court's judgements were highlighted. Hon'ble SC judgement "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" need to be applied. Other demands pertaining to Design & Drawing and CMT engineers were briefed and demanded that, these are all issues specific to Railways and Railways should be allowed to take decision on them.

11) **Bottle necks and unfair treatments:** GS IRTSA explained severe bottle necks in mechanical & electrical departments for promotion to Group-B. 43,500 Technical Supervisors and 1,47,500 loco pilots are aspiring for vacancies arising out of 1150 Group-B posts is the 1st major bottle neck. Undue advantage in arriving inter-se-seniority given to loco pilots, in the selection procedure for Group-B is the 2nd major bottle neck and priority given for directly recruited Group-A junior time scale officers over Group-B promote officers for promotion to senior time scale is 3rd major bottle neck, explained GS IRTSA.

Member Secretary asked for clarification on reason for loco pilots appearing for Group-B selection for the posts in engineering cadre. GS IRTSA explained that, loco pilots recruited in level-2 with basic entry qualification of ITI progress up to level-6. They are performing intensive safety job well versed with operation rules, whereas Technical Supervisors joined as JE with Diploma and SSE with Engineering graduate, performing

engineering, supervising, managerial, custodial duties, etc are placed below loco pilots in selection to Group-B selection, which is causing serious frustration among SSEs replied GS IRTSA.

12) **Allowances related to Technical Supervisors:** NDA and OTA for all Technical Supervisors demanded.

13) **PCO allowance: Member Secretary** wanted more clarification on PCO allowance. GS IRTSA briefed about incentive system followed in PUs and workshops of Railways. Time standards arrived scientifically, being revised periodically with specific targets for productivity improvements. Entire incentive system is self-financing, infact it brought more savings to Railways, than matching savings. PCO allowance is part of incentive system, denial of PCO allowance to SSE in level-8 by finance ministry is not correct. Railways should be allowed to take its decision, briefed GS IRTSA.

14) **Accident-free service award:** It is being given to safety categories like station masters, loco pilots, points men, etc performing train passing duties at the time of retirement. It should be extended to open line technicians and technical supervisors. It should be granted during the service as motivational factor.

NHA, risk & hardship allowance, design allowance and training allowance were mentioned.

15) **Performance incentive:** Railways is having bench marks for all maintenance activities and it is being revised regularly. Nowhere posts are sanctioned & filed as per bench mark requirement, Technical Supervisors, technicians and other employees has to take the extra load even on normal working days. For operation of festival & holiday specials no additional inputs have been given. In the year 2025 Railways operated 44,000 special trains without any addition of man power & infrastructure or any additional remuneration to the employees. Open line Technical Supervisors and technicians should be brought into a system of Group Incentive Scheme.

16) Main demands that are common for all Central Government employees were mentioned by GS IRTSA. Member Secretary said that, main common demands were already submitted by JCM (staff side) and 8th CPC is studying them.

Thank you

Long live IRTSA



K.V.RAMESH
General Secretary, IRTSA