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IRTSA makes impressive presentation to 8th Central Pay Commission

Systematized, 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. **Continued on page-5**

GS IRTSA meets CRB, MTRS & DG(HR), AM (Staff) and OSD to MoSR



8th June 2026: K.V.Ramesh General Secretary IRTSA along with Er.P.Srinivasa Rao met Sri.Satish Kumar Chairman Cum CEO, Sri.R.Rajagopal, Member Traction & Rolling Stock also looking after DG (HR), Smt.Renu Sharma AM (Staff) and Sri.Aneesh Hegde OSD to Sri.S.Sommana, Hon'ble Minister of State for Railways at Railway Board.

Memorandum on following demands were submitted to CRB and Railway Board members. GS IRTSA briefed about the demands including the following,

Restoration of PCO allowance for SSEs promoted / upgraded to level-8 & removal of ceiling for NDA.

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

Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) for financial upgradation under MACPS.

Creation of posts and Approval for 30 work charged posts of SSEs in level-8 for manufacturing activities of "Vande Bharat" Train Sets.

Copies of IRTSA memorandum uploaded in 8th CPC web site and PPT made by IRTSA in front of 8th CPC on 19th may were submitted to CRB and Board Members.

GS IRTSA briefed about demands made by IRTSA including five level functional promotion structure, five MACPS in 30 year service, classification of SSE, CMS, CDMS, SE(IT) as Group-B, stagnation among SSE particularly among directly recruited SSEs, MACPS, allowances pertaining to Technical Supervisors like PCO allowance, NDA, NHA, etc.

IRTSA CEC Meeting held on 9th June 2026 at

Dr.Ambedkar Bhavan, Chandigarh

Details on page no - 10

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial

Strengthen the platform for Technical Supervisors / Rail Engineers - IRTSA

In the recent past, we have discussed and highlighted several important issues, particularly our demands placed before 8th CPC emphasizing on five level structure, five financial upgradation under MACPS to mitigate the stagnation, classification as Group-B & removal of present bottleneck in SSE's promotion to Group-B, higher pay fixation formula to Technical Supervisors, extension/restoration of some of the allowances to SSEs in functional level-8 & non-functional level-9, stagnation among the category particularly, retirement of Graduate Engineers in the entry post of SSE itself, performance related incentive system for open line technicians and Engineers, removal of anomalies in MACP Scheme, restoration of OPS for Central Government employees, five days working in a week, etc. Important issue of creation of posts in Technical Supervisory cadre and creation of Group-B posts in technical departments of Railways to meet the ever-increasing workload, to manage outsourced man power & other out sourced activities, to manage introduction new technologies & sophistication, to additionally supervise new asset, etc are expressed strongly by members and IRTSA.

IRTSA continues to shape and influence formulation of demands and persuasion for realization of demands. Discussions and deliberations attracted large section of members across Indian Railways. I remain hopeful that those who participated have understood the significance of demands and relevance to our collective struggle.

IRTSA reflected all these major concerns and demands in its submission to 8th CPC and presented the facts in front of 8th CPC meticulously.

As Association, rightfully, we always expect the fruits of struggle and legitimate improvement in our service conditions. However, history teaches us that, rights are never secured merely by wishing for them. They are won through good organisation, awareness, sacrifice, and sustained collective action. We have to consistently follow the path of struggle and unity for achieving our justified demands that remain unresolved for many years. Naturally discussions relating to our demands receive wider attention particularly after the formation 8th CPC. It is equally important to understand the principle, history and ethics that form strong foundation for successful and strong organization. Without strong foundation our demands may remain as aspirations, without their achievements.

The strength of our Association is measured not by number of demands we raise, but by the number of members who understand, justify and defend our aims & objectives and whole hearted participation in the struggle for achievement of those demands. Everyone has to understand; an Association or Trade Union survives not merely on demands but on principles. Not merely on expectations but by participation. Not merely on leadership but on conscious membership.

The strength of IRTSA depends not merely on what we demand, but on how steadfastly we uphold the principles of the Association. The rights and the responsibilities are inseparable, one cannot endure without other.

Every JE, SSE, CMA, CMS, DMS, CDMS, JE(IT) and SE(IT) should ensure their participation in the activities of IRTSA and by contribution for membership subscription @ Rs.400 per annum and struggle fund Rs.500. ❏



K.V.Ramesh GS IRTSA meeting with AM (Staff)
Team Meeting with GS NFIR



GS IRTSA & Srinivasa Rao with GS NFIR

Team IRTSA met Dr.M.Raghavaiah, Leader JCM (Staff Side) & General Secretary NFIR and explained about IRTSA's memorandum and PPT presentation made before 8th CPC. GS NFIR gone through the memorandum and PPT discussing all major points pertaining to Technical Supervisors / Rail Engineers.

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, one of the long pending issues of Design Engineers was again raised with GS NFIR in the light of reference made by ICF to Railway Board. ❏

Farwell for Er.Thanapandiarajan, Former Treasurer IRTSA Southern Railway



Farewell for Er.Thanapandiarajan, Former Treasurer IRTSA Southern Railway organized by Gopalsamy Nagar Coaching depot, Chennai Egmore, Southern Railway. ❏

**GS IRTSA meets
Shri.L.Murugan Union Minister**

30th May 2026, K.V.Ramesh General Secretary IRTSA met Dr. L.Murugan, Hon'ble Minister of State in the Ministry of Information & Broadcasting and Ministry of Parliamentary Affairs in his office at Chennai.



Memorandum on withdrawal of PCO allowance for SSEs upgraded to level-8 and cessation of NDA, NHA and PCO allowance for personnel receiving non-functional upgradation to level-9 after 4 years of service in level-8 addressed to Railway Minister has been submitted to Dr.L.Murugan. GS IRTSA requested to Dr.L.Murugan to forward the memorandum to Railway Minister with his favourable remarks, Minister agreed to do so.

Suggestions for infrastructure improvement in Integral Coach Factory (ICF) and Southern Railway was submitted to Dr.L.Murugan. He said the suggestions will be discussed with Railway Minister. ■

GS IRTSA addresses sub units of SC Rly

19th & 20th May 2026: K.V.Ramesh General Secretary IRTSA along with Er.MMVGK Raju Zonal Secretary IRTSA SC Rly addressed IRTSA sub units of south central Railways.

After the impressive presentation to 8th CPC on 19th May, GS IRTSA addressed meetings arranged at Lalguda workshop, Coaching Depot Secundrabad and Loco shed & Train Care Centre Moula Ali.

Er.Toshib Khan President Lalguda, Er.Mahipal Reddy Secretary Lalguda, Er.Subramaniam, Er.M.Raghuram Er.Moorthy Loco shed, and Er.Srinevasan Coaching depot Secundrabad made arrangements for the meetings.



GS IRTSA addresses members of RWF and SWR



1st June 2026: K.V.Ramesh General Secretary IRTSA along with Er.Srikanthasamy President RWF, Er.Dayananda Rao Joint Secretary Staff Council RWF and Er.Kanakaraju of SWR addressed SSEs & JEs of Coaching depot Bangalore, SWR.

GS IRTSA explained about memorandum submitted by IRTSA to 8th CPC and PPT made in front of 8th CPC on 19th May. Demands submitted before 8th CPC pertaining to Technical Supervisors on pay level, classification as Group-B, meagre promotional opportunities to Group-B, undue advantage give to loco pilots in Group-B selection, stagnation at SSE level, 48 hours working per week, MACPS issues, five functional promotion or five financial upgradations, extension of risk & hardship allowance, extension of accident free safety award, etc were explained by GS IRTSA.

Largely attended well organized meeting at Rail Wheel Factory (RWF)

In the largely attended meeting at Rail Wheel Factory, Er.M.Bapat zonal secretary IRTSA RWF welcomed the gathering. Er.Srikanthasamy President RWF appreciated the efforts of IRTSA for the betterment of Technical Supervisors and requested all to get united under IRTSA. Er.Dayananda Rao, Joint Secretary CEC IRTSA & Joint Secretary Staff Council RWF briefed some the main achievements of IRTSA. Achievements of 1st class for all JEs, extension of 15% incentive to SSEs, 50% upgradation of SSE to level-8 from level-7, designation as Engineers, etc were briefed by him.

GS IRTSA explained demands submitted to 8th CPC through PPT presented before 8th CPC at Hyderabad. He briefed about, Hon'ble CAT Chennai on OA 1568/2017

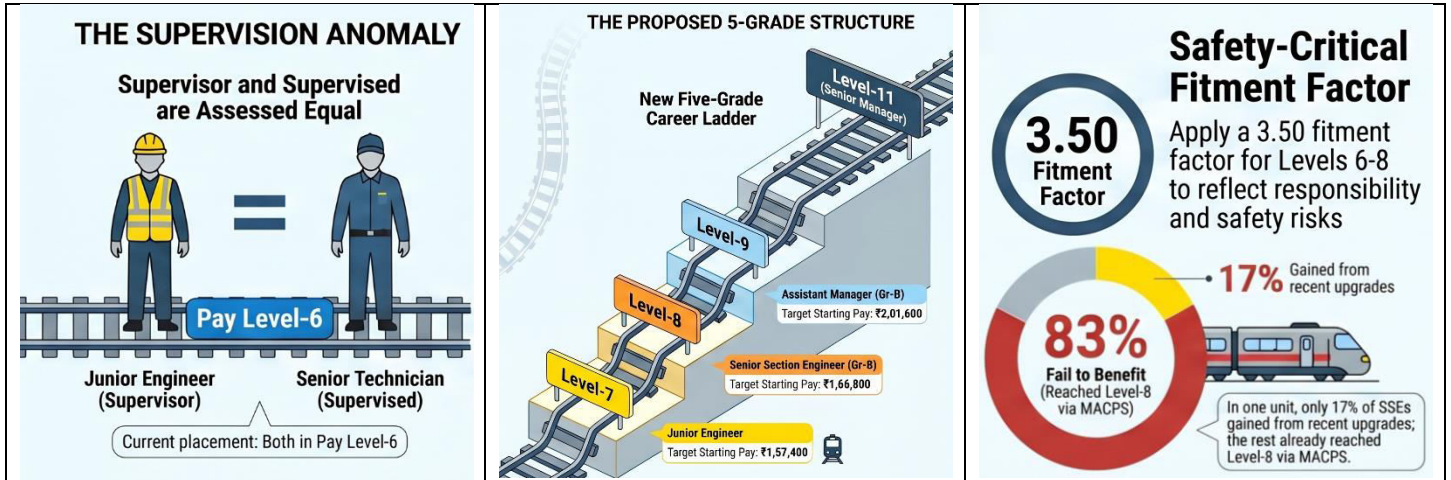
Continued on page-4

Meeting at RWF, Continued from page – 3

direction to Government to take up the issue of pay anomaly in pay level of the applicants (SSE & JE), before the 8th CPC after getting the comments from the applicant association (IR TSA).

Anomalies in pay level of Technical Supervisors, disturbance of horizontal & vertical relativities, need for five functional promotions or five financial upgradations under MACPS, distribution of posts in Railways in Group-A, B & C

with less than 1% of Group-A & B, denial of Group-B status for SSEs, need to increase number of Group-B & A posts in technical departments of Railways, severe stagnation among Technical Supervisors, Graduate engineers retiring in their entry grade of SSE, undue advantage given to loco pilots over SSEs in selection to Group-B, 48 hours working per week for technical staff compared to 45 hours working per week for non-technical categories, allowances pertaining to the categories, etc were explained by GS IRTSA.



Hosting of AIAC & CGB of IRTSA by IRTSA/RWF: Before concluding his speech GS IRTSA appealed to all Engineers of RWF to join hands for hosting 61st All India Annual Conference & CGB Meeting of IRTSA this year. He said IRTSA RWF has hosted the conference with flying colours in the past and expressed his confidence, this time also IRTSA RWF will live up to the expectations. All members present agreed to the appeal made by GS IRTSA. ❏

Farewell to Er.S.Gomathi Shankar

Er.S.Gomathi Shankar, Former Secretary IRTSA Loco Works and SSE Loco Works, Southern Railway superannuated from Railway service on 30th June 2026. K.V.Ramesh General Secretary IRTSA and friends of IRTSA felicitated Versatile & Acumen personality Er.Gomathi Shankar in the farewell function hosted by him on 23rd June. PCME, CWE, CWM, officers, Technical Supervisors, staff, friends and family members of Er.S.Gomathi graced the function. ❏



Presentation in front of 8th CPC continued from page-1

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.

Continued on page-6

Presentation in front of 8th CPC continued from page-5
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. No where posts are sanctioned & filled as per bench mark, 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, common demands were already submitted by JCM (staff side) and 8th CPC is studying them. ❏

GS IRTSA addresses BBQ Coaching Depot, S.Rly



20th June 2026, K.V.Ramesh General Secretary IRTSA addressed Basin Bridge Coaching Depot Engineers during lunch break. Er.Sursh Kumar and Er.Natarajan welcomed the gathering. GS IRTSA explained about judgement of CAT Chennai in OA 1568/2017 pleading for higher pay level for JE and SSE, CAT Chennai referred the anomaly in pay level of Technical Supervisors to 8th CPC. GS explained about reply submitted by IRTSA to 8th CPC questionnaires, memorandum submitted by IRTSA to 8th CPC and PPT made by GS IRTSA to 8th CPC at Hyderabad explaining demands pertaining to Technical Supervisors / Rail Engineers including concern and demands on pay level, classification as Group-B, stagnation among the category, disadvantageous situation of Technical Supervisors of Mechanical and Electrical departments in the selection procedure to Group-B posts, career progression, allowances pertaining to the category, introduction of performance related incentive to open line staff and Engineers, etc.

GS IRTSA briefed about his meeting with CRB, DG(HR) & MTRS, AM (Staff) and other Railway Board officials. He briefed about meetings with GS AIRF and GS NFIR at New Delhi. GS IRTSA said there are positive signals for restoration of PCO allowance to SSE in level-8 working in PCO wing, and Night Shift Allowance. ❏

**Hectic day for Team IRTSA at New Delhi
Visits GS AIRF, Railway Board, Registrar
Trade union and holds meeting at NR HQ**

10th June 2026: Team IRTSA consists of K.V.Ramesh General Secretary IRTSA, Er.Akilesh Viswakaram Zonal Secretary IRTSA Northern Railway and Er.P.Srinivasa Rao of ICF visited Registrar trade union for submitting returns of IRTSA for current year & for previous years and to get the approval for amendments made in the constitution of IRTSA over the years, etc. Next meeting with Deputy Labour Commissioner is fixed on 8th July.

Team IRTSA visited Railway Board to apprise about submission made by IRTSA to 8th CPC and for following the important issues like completion & implementation of CRC, restoration of PCO allowance for SSEs working in level-8 in PCO organisation, demands on night shift allowance, justified modification requested by IRTSA in the selection procedure for Group-B, creation of 5000 posts of supervisors & 2000 posts in Group-B cadre for Indian Railways, inclusion of SE(IT) in the ambit of RBE No.155/2022, etc to some the officers. There were positive signals sensed by team IRTSA in some of issues.



Team IRTSA appraised Com.S.G.Mishra about memorandum submitted by IRTSA to 8th CPC and main demands of IRTSA. GS IRTSA appraised GS AIRF about IRTSA meeting with 8th CPC at Hyderabad on 19th May. 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, one of the long pending issues of Design Engineers was again raised with GS AIRF in the light of reference made by ICF to Railway Board. Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS in Northern Railway was once again raised with GS AIRF. He replied that, he discussed the issue with GM and PCPO Northern Railway and one time opportunity may be extended as demanded by the Federation.

Meeting at Baroda House, NR Head Quarter



Team IRTSA held a brief meeting at NR Head Quarter. General Secretary IRTSA briefed about demands made by IRTSA in the memorandum submitted to 8th CPC and the PPT presented before 8th CPC. JEs & SSEs interacted with Team IRTSA on some of the main issues pertaining to the category. ❏

PPT made by GS IRTSA to 8th CPC – Page-1

<p>8th 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 (IR TSA)</p>	<p>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)</p> <p>Production units, PDM Workshops, Carriage & wagon maintenance, loco maintenance, Permanent way, Bridges, Works, Track Machine, OHE, power & general services, signal, telecommunication, RDSO, design & drawing, etc.</p>	<p>Indian Railways Technical Supervisors' Association (IR TSA) Regd No.1329 Submitted reply to questionnaires on 9th March 2026. Submitted Memorandum on 28th April 2026. Memo ID: Memo/2/AUE/280426/336197593</p>																																																																																																																					
<p>Technical Supervisors & their hierarchy in Indian Railways</p>	<p>Senior Section Engineer (SSE) SOPs in level-7, 50% in level-8 (w.e.f. 1.1.2022) & NFU to level-9 after 4 years of service in level-8 Junior Engineer (JE) Level-6 Senior Technician (Level-5) Technician Gr-I (Level-5) Technician Gr-II (Level-4) Technician Gr-III (Level-2) Helper (Level-1)</p> <p>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 & Telecommunication systems, traction & distribution, etc. All work under JEs & 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 JE & SSE and are supervised by them in execution of the above said works. Supervising and certifying the work of railway contractors engaging lakhs of non-railway employees is carried out by Technical Supervisors.</p>	<p>Sanctioned strength of JE, SSE, CMS & CDMS in Railways</p> <table border="1"> <thead> <tr> <th rowspan="2">Designation</th> <th rowspan="2">Pay Level</th> <th rowspan="2">Sanctioned Strength at the time of 50% of PL-7 upgradation to PL-8 RBE No.155/2022</th> <th colspan="2">After RBE No.155/2022</th> </tr> <tr> <th>From 01.12.2022</th> <th>From 01.12.2026</th> </tr> </thead> <tbody> <tr> <td>Junior Engineer</td> <td>PL-6 S</td> <td>23911</td> <td>23911</td> <td>23911</td> </tr> <tr> <td>Senior Section Engineer</td> <td>PL-7 # (Including CMS)</td> <td>48546</td> <td>24273</td> <td>24273</td> </tr> <tr> <td></td> <td>PL-9</td> <td></td> <td>24273</td> <td>12136</td> </tr> <tr> <td>Sub Total</td> <td></td> <td>72457</td> <td>72457</td> <td>72457</td> </tr> <tr> <td>SSE (Printing Press) & CDMS</td> <td>PL-7 #</td> <td>19277</td> <td>963</td> <td>963</td> </tr> <tr> <td></td> <td>PL-9</td> <td></td> <td>963</td> <td>482</td> </tr> <tr> <td>Grand Total</td> <td></td> <td>74384</td> <td>74384</td> <td>74384</td> </tr> </tbody> </table> <p>For total 48,546 sanctioned posts in level-7 (at the time of implementation of RBE No.155/2022) 8500 posts (17.5%) are vacant. No Engineering Graduate recruitment has been done for level-7 since 2015 RBE notification. S Having 50% DR, M Having 20% DR</p>	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 S	23911	23911	23911	Senior Section Engineer	PL-7 # (Including CMS)	48546	24273	24273		PL-9		24273	12136	Sub Total		72457	72457	72457	SSE (Printing Press) & CDMS	PL-7 #	19277	963	963		PL-9		963	482	Grand Total		74384	74384	74384																																																																											
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<p>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)</p>	<p>Pay level of Technical Supervisors working in Indian Railways</p>	<p>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 8th CPC after getting the comments from the applicant association (IR TSA). 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.</p>																																																																																																																					
<p>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)</p>	<p>Pay Level for Technical Supervisors ... Continue 4) Upgradation through RBE No.155/2022 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 Committee 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.</p>	<p>Pay Level for Technical Supervisors ... Continue 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 relativity, etc 3rd CPC recommended higher pay scales to JE & SSE. c) 5th CPC removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for JE-III. d) Government upgraded the scale of Master Craftsman without corresponding upgrading of the scale of JE. e) 6th CPC - promotion & feeder cadres being placed in identical pay scale is anomalous. Recommended separate GP for MCM & JE</p>																																																																																																																					
<p>Pay Level for Technical Supervisors ... Continue f) Railway Board's impracticable proposition 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.5500-8000 No.31/2005), dated 22-2-2005 is violated after modification done in 6th CPC recommendations. g) Many categories who were in the pay scale Rs.425-700 on par with JE-I are now placed in pay level-7, whereas JE-I pay which was Rs.5500-7500 above at these categories is placed only pay level-6. h) 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' i) In para 1.27 recommended that anomalies that were created after 6th CPC could not be rectified till date.</p>	<p>Disturbance of vertical relativity between Junior Engineer (promotional post) with Senior Technicians (feeder post)</p> <table border="1"> <thead> <tr> <th>Designation</th> <th>Hierarchy</th> <th>5th CPC Recommend</th> <th>Scale changed after 5th CPC</th> <th>6th CPC Recommend</th> <th>GP changed after 6th CPC</th> </tr> </thead> <tbody> <tr> <td>JE-I</td> <td>↑</td> <td>5500-9000</td> <td>5500-9000</td> <td>GP</td> <td>GP</td> </tr> <tr> <td>JE-II</td> <td>↑</td> <td>5000-8000</td> <td>5000-8000</td> <td>4200</td> <td>4200</td> </tr> <tr> <td>Sr. Tech</td> <td>↑</td> <td>4500-7000</td> <td>5000-8000</td> <td>GP</td> <td>GP</td> </tr> <tr> <td>Tech</td> <td>↑</td> <td></td> <td></td> <td>2800</td> <td>4200</td> </tr> </tbody> </table>	Designation	Hierarchy	5th CPC Recommend	Scale changed after 5th CPC	6th CPC Recommend	GP changed after 6th CPC	JE-I	↑	5500-9000	5500-9000	GP	GP	JE-II	↑	5000-8000	5000-8000	4200	4200	Sr. Tech	↑	4500-7000	5000-8000	GP	GP	Tech	↑			2800	4200	<table border="1"> <thead> <tr> <th rowspan="2">CPC</th> <th colspan="2">Senior Technician</th> <th colspan="2">Junior Engineer</th> </tr> <tr> <th>Pay Scale Recommended</th> <th>Ref</th> <th>Pay Scale Modified</th> <th>Ref</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>425-640 (Personal post)</td> <td>Vol-I, Chapter-19 Para-3 & 3rd CPC</td> <td>425-700</td> <td>Vol-I, Chapter-19 Para-44</td> </tr> <tr> <td>4th</td> <td>1400-2300 (Personal post)</td> <td>Volume II, Para 11.24 of 4th CPC</td> <td>1400-2300</td> <td>1800-2600 Para-11.28</td> </tr> <tr> <td>5th</td> <td>4500-7000 (S-8)</td> <td>RBE No.208/98</td> <td>5000-8000 (Personal post up to 22.2.2006)</td> <td>5500-9000 (S-18) Para 51.38</td> </tr> <tr> <td>6th</td> <td>GP 2800</td> <td>3 & 2 of 6th CPC</td> <td>GP 4200 (DAG. Notification on G.S.R.552(E) dated 28/07/2006)</td> <td>GP 4000</td> </tr> <tr> <td>7th</td> <td>Level-6</td> <td></td> <td></td> <td>Level-6</td> </tr> </tbody> </table>	CPC	Senior Technician		Junior Engineer		Pay Scale Recommended	Ref	Pay Scale Modified	Ref	3rd	425-640 (Personal post)	Vol-I, Chapter-19 Para-3 & 3rd CPC	425-700	Vol-I, Chapter-19 Para-44	4th	1400-2300 (Personal post)	Volume II, Para 11.24 of 4th CPC	1400-2300	1800-2600 Para-11.28	5th	4500-7000 (S-8)	RBE No.208/98	5000-8000 (Personal post up to 22.2.2006)	5500-9000 (S-18) Para 51.38	6th	GP 2800	3 & 2 of 6th CPC	GP 4200 (DAG. Notification on G.S.R.552(E) dated 28/07/2006)	GP 4000	7th	Level-6			Level-6																																																					
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PPT made by GS IRTSA to 8th CPC – Page-2

<p>6) In contrast, Central Government departments have seen a growth in Group-B posts from 91,307 in 2010 to 1,16,881 in 2023.</p> <p>7) 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.</p> <p>8) 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.</p> <p>9) 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.</p> <p>10) In second phase implementation, Indian Railways should adopt the classification orders issued by DoPT.</p>	<p>Proposed distribution of Gr-A, Gr-B, Technical Supervisors (JE & SSE) and other Group-C & D staff in Technical depts</p>	<p>Career Progression</p> <p>MACPS</p> <ol style="list-style-type: none"> 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. 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. 										
<p>MACPS Continues</p> <p>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. Railways should be allowed to take decision based on the merit.</p> <p>6) Promotion through LDCE (Intermediate Apprentice JEs) should be treated as initial appointment for Financial up-gradation under MACPS.</p> <p>7) Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc.</p>	<p>Bottle necks & unfair treatment for promotion to Gr-B</p>	<p>Entry & Promotional Avenue for Technical Supervisors & Loco pilots</p>										
<p>Bottle neck continues in Group-B Gr-B officers have no claim for promotion to senior scale</p> <table border="1"> <thead> <tr> <th>Priority</th> <th>Group-A, Junior Scale (Level-8)</th> <th>Group-B (Level-8)</th> </tr> </thead> <tbody> <tr> <td>1st Priority</td> <td>4 years & more service</td> <td>Failing 1st & 2nd 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.2022E(GC)16-B, dated 27.01.2026).</td> </tr> <tr> <td>2nd Priority</td> <td>Officers with less than 4 years but more than 3 years of service</td> <td></td> </tr> </tbody> </table> <p>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.</p> <p>Parity with Group-A: Equal chances should be given for Group-B officers for promotion to Senior Scales, to remove existing disparity in pay structures.</p>	Priority	Group-A, Junior Scale (Level-8)	Group-B (Level-8)	1 st Priority	4 years & more service	Failing 1 st & 2 nd 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.2022E(GC)16-B, dated 27.01.2026).	2 nd Priority	Officers with less than 4 years but more than 3 years of service		<p>Information Technology Cadre (JE & SE (IT))</p> <ol style="list-style-type: none"> 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 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. 	<p>Stagnation among Senior Engineer (IT)</p> <p>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.</p> <p>Sri. Vijay Tiwarishind Sri. Paulanil kumar sharma Sri. Charanjit singh Sri. Manju sainsankhla Sri. Dilbag singh saint Sri. Rajesh khurana Sri. Alok kumar aggarwal</p>	
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<p>Allowances related to Technical Supervisors</p> <ol style="list-style-type: none"> Railways required to get Finance Ministry's approval for any change or modification. Railways unique functioning of 24X7 and 365 days should be appreciated. Railways is adjusting & maneuvering its limited resources to cater varied needs across the country & seasons. Railways should be given reasonable authority to approve allowances related to running additional trains, safe & punctual operation of trains. 	<p>1) Night Duty Allowance (NDA)</p> <p>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.</p> <p>2) Over Time Allowance (OTA)</p> <p>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.</p>	<p>3) PCO Allowance: 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.</p> <p>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.</p> <p>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.</p>										
<p>6) National Holiday Allowance (NHA)</p> <p>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.</p> <p>7) Design Allowance to Drawing, Design Engineers</p> <p>5th 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.</p> <p>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.</p>	<p>Performance Incentive</p> <ol style="list-style-type: none"> Railways is having benchmark for man-power requirement for maintenance of PWay, electrification, locos, coaches, wagons, signal & telecommunication. Man power not filled as per bench mark. 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 special in 2025. No remuneration paid for it. 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). 	<p>Pay determination & common allowances</p> <p>Recommendations of the 8th CPC on revised pay & rates of allowances and other conditions should be made effective from 01.01.2026.</p> <p>The rates of allowances not linked with DA should automatically increase by 25% whenever the DA goes up by 25%.</p>										
<p>Pay determination</p> <p>Minimum Pay</p> <ol style="list-style-type: none"> 7th CPC took the food requirement & others derived from the recommendations of Dr. Wallace Akyroyd and Supreme Court's ruling in the Rapiakos Brett Vs Workmen case of 1991 for determination of minimum wage of an industrial worker. Adding 20% for fuel & lighting, 15% is towards recreation, ceremonies and festivities, 25% for skill factor and 3% for housing expenses. Calculation of minimum pay adopting retail price index of labour bureau for 4.8 consumption units/family. Drawbacks in New series of CPI-IW base year 2016. Definition of "Working Class Family" doesn't cover Government Employees. 	<p>Pay Matters - Minimum Pay Continues</p> <ol style="list-style-type: none"> Non reflection of peak price in geometric average method will bring down the consumer price index. 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. New items. Expenses for internet, bottled drinking water and medical insurance added To compensate drawbacks in new series of CPI(IW) 2016 and other inconsistencies 25% added. When rounded off to nearest hundred minimum pay will be Rs. 52,600 - 2.92 times of 7th CPC minimum pay. 	<p>Pay Matters - Fitment factors (FF)</p> <p>7th 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.</p> <p>Proposed fitment factor for 8th CPC</p> <table border="1"> <tr><td>L-1 to L-5</td><td>-2.92</td></tr> <tr><td>L-6 to L-8</td><td>-2.92 X 1.2 = 3.50</td></tr> <tr><td>L-9 to L-12</td><td>-2.92 X 1.3 = 3.80</td></tr> <tr><td>L-13 to L-16</td><td>-2.92 X 1.4 = 4.09</td></tr> <tr><td>L-17 & 18</td><td>-2.92 X 1.5 = 4.38</td></tr> </table> <p>Increment/Annual Increment</p> <ul style="list-style-type: none"> Annual increment should be equal 5% of Basic Pay. Promotional increment should be equal to two annual increments. 	L-1 to L-5	-2.92	L-6 to L-8	-2.92 X 1.2 = 3.50	L-9 to L-12	-2.92 X 1.3 = 3.80	L-13 to L-16	-2.92 X 1.4 = 4.09	L-17 & 18	-2.92 X 1.5 = 4.38
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<p>Common Allowances</p> <p>1) Dearness Allowance</p> <ol style="list-style-type: none"> 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). New expenditure items like internet expenses, bottled drinking water expenses, health insurance premium, etc should be included in the expense's baskets. The principle laid down by the 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. 	<p>2) Allowance Related to Housing including HRA</p> <p>Three tier classification should be made into four tier as given below</p> <p>A Class Cities (40%+DA): Population 50 lakh and above.</p> <p>B Class Cities (30%+DA): Population 20 Lakh to 50 Lakh.</p> <p>C Class Cities (20%+DA): Population 5 Lakh to 20 Lakh.</p> <p>D Class Cities (10%+DA): Population below 5 Lakh.</p> <p>3) Allowance Related to Travel including Travelling Allowance</p> <p>a) Transport Allowance (TA): 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, Tiruchirappalli and Salem should be added.</p>	<p>4) 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.</p> <p>5) Allowance Related to Uniform</p> <p>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.</p> <p>6) Allowance Related to Running Staff</p> <p>JE/SSEs who are made to drive Track Machines, may be paid Running Allowance like loco pilots.</p>										
<p>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.</p> <p>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.</p>	<p>Leave</p> <ol style="list-style-type: none"> Limit on maximum accumulation LAP should be removed. Encashment of leave during service: Employees should be allowed to encash at least 50% of leave available to their credit. Encashment LAP should be enhanced from the existing 300 days to 600 days. Encashment of Half Pay leave Eligibility of half a day LAP Restricted Holiday (RH) should be extended to Technical Staff, Technical Supervisors etc working in workshops, Production Units, etc. Casual Leave: Restoration of 12 days casual leave 	<p>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.</p> <p>h.) 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.</p> <p>h.ii) Paternity Leave: Male Government servant without any restriction of the number of child may be sanctioned 45 days Paternity Leave before</p>										

PPT made by GS IRTSA to 8th CPC – Page-3

<p>CGEGIS</p> <p>a) Rates of subscription and insurance cover for Central Government Employees Group Insurance Scheme were last revised in Jan 1990.</p> <p>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.</p> <p>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.</p>	<p>Working hours per week & five days working</p> <p>a) 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.</p> <p>b) Five days working in a week: Distributing weekly working hours over 5 days can significantly improve work-life balance without affecting productivity.</p>	<p>Bonus</p> <p>Productivity Linked Bonus (PLB) for non-gazetted Railway employees</p> <p>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).</p> <p>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.</p>
<p>Advances</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>Retirement benefits</p>	<p>a) OPS: OPS for all Employees appointed on or after 01.01.2004. NPS/UPS should be abolished.</p> <p>b) Retirement Gratuity Retirement gratuity should be calculated @ 1/3rd 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.</p> <p>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.</p>
<p>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.</p> <p>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.</p> <p>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.</p>	<p>g) Minimum pension / Family Pension should be equal to minimum salary fixed by 8th CPC.</p> <p>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.</p> <p>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</p>	<p>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.</p> <p>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.</p> <p>l) Enhanced Rate of Family Pension</p> <p>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.</p> <p>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.</p>

Thank You

No.57/05/2021-P&PW(B)/Compassionate/10593, dated 22.06.2026
Subject: Consideration of crucial date for compassionate appointments for inclusion under CCS (Pension) Rules.

The undersigned is directed to say that the proposal has been received in Department for consideration of employees appointed on compassionate ground for inclusion under old pension scheme in accordance with the principle underlying the DOP&PW OM dated 03.03.2023 by fixing a date of advertisement in their case. It was also requested by the staff side during the meeting of National Council (JCM) held on 25.02.2025 under the Chairmanship of Secretary (Pension) that the facility of coverage under OPS be extended to compassionate ground appointees who had submitted their application before 01.01.2004 but were appointed after 01.01.2004. Further, it was highlighted that there is no Notification/Advertisement in case of appointments on compassionate grounds.

2. After inter-ministerial consultation and examination in consultation with the Department of Expenditure and DoPT, it has been decided that the date of application for Compassionate appointments provided that the applicants were eligible to be considered for appointment at the time of their application.

The family member who is eligible for being considered for appointment and have applied for -

- compassionate appointment on or before 31.12.2003 shall be considered under CCS (Pension) Rules 2021 by the considered Ministries/Departments.3. All the Ministries/Departments are requested that the above instructions may be considered in all such cases of compassionate appointments.

4. This issues in consultation with Ministry of Finance, Department of Expenditure vide ID Note No.1(7)/EV/2019 dated 21.05.2026.

Railways adopted this letter mutatis mutandis vide its letter No. D-43/12/2018-F(E) III, (RBE No.49/2026) dt 24.06.2026.

IRTSA meeting at Tambaram Coaching Depot, Southern Railway

24th June 2026: K.V.Ramesh General Secretary IRTSA addressed members of Coaching Depot Tambaram Southern Railway. Er.S.Gopi Senior Organising Secretary CEC welcomed the gathering. GS IRTSA explained the PPT presented to 8th CPC on 19th May at Hyderabad. He also explained about memorandum submitted to 8th CPC and said IRTSA uploaded comprehensive memorandum covering all subjects pertaining to the category as well as common demands. GS IRTSA also briefed about his meeting with CRB, MTRS & DG(HR), AM Staff, General Secretaries of AIRF & NFIR and other Railway Board officials. Er.Vetrivel Organising Secretary proposed vote of thanks. Earlier Team IRTSA met Coaching Depot Officer and briefly discussed on issues of Technical Supervisors.



Minutes of IRTSA CEC Meeting

CEC meeting of IRTSA was held on 9th June 2026 at Dr.Ambedkar Bhavan, Chandigarh. Sixty office bearers participated in the meeting.

Proceedings of CEC Meeting

1) Agenda discussed

- a) IRTSA's reply to 8th CPC's questionnaires uploaded in 8th CPC web site.
 - b) IRTSA memorandum to 8th CPC's questionnaires uploaded in 8th CPC web site.
 - c) IRTSA appointment with 8th CPC on 19th May at Hyderabad.
 - d) Direction given by CAT Chennai in OA 1568/2017 pleading for higher pay level for JE & SSE. In its judgement dated 26.02.2026, CAT Chennai directed the respondents (Government) to refer the pay anomaly of Technical Supervisors to 8th CPC after getting the opinion of applicants (IRTSA).
 - e) Protest day observed by units and sub units of IRTSA on 4th December 2025.
 - f) Demonstration organized by Southern Railway & ICF in front of Chennai Central suburban station.
 - g) Mass dharna organized at Jantar Mantar New Delhi on 2nd April 2026.
 - h) Meeting held at Chennai with ICF & Southern Railway office bearers on 24th April to discuss draft memorandum for 8th CPC.
 - i) CEC meeting (online) on 26th April to discuss draft memorandum for 8th CPC.
 - j) Persuasion of demands with CRB, Railway Board Members & officials, Members of Parliaments and other authorities.
 - k) Meetings addressed by Central President and General Secretary in various zones and sub units.
 - l) Memorandum submitted by IRTSA on demands of the category.
 - m) 61st All India Annual Conference to be hosted by IRTSA RWF.
- 2) Felicitation for Er.Harchandan Singh, Chairman IRTSA
 - 3) Address by Er.Harchandan Singh, Chairman IRTSA
 - 4) Address by Er.Darshan Lal Central Working President
 - 5) General Secretary's report and address
 - 6) Discussion on demands and organizational matters.
 - 7) Resolution on main demands.
 - 8) Vote of thanks.

presentation before 8th CPC at Hyderabad said the Chairman. He advised all Technical Supervisors / Rail Engineers to become member of IRTSA and to participate in all its activities.



3) **Er.Darshan Lal Central Working President** in his inspiring speech narrated the achievements of IRTSA in the past 60 years. He appreciated Team members of 8th CPC memorandum preparation committee in bringing out comprehensive memorandum covering all demands related to JE, SSE, CMA, CMS, DMS, CDMS, JE(IT) & SE(IT). He highly valued the PPT presentation made by GS/IRTSA to 8th CPC. 10 minutes allotted time for IRTSA by 8th CPC was extended to 30 minutes and GS IRTSA presented current status & demands of the category on pay level, classification, stagnation among the seniors, bottlenecks in promotional avenue, allowances pertaining to the category, general demands of pay level and allowances were well presented to by GS IRTSA said Central Working President.



4) **General Secretary's Report:** In his General Secretary's report K.V.Ramesh explained in detail on every agenda items and answered the queries raised by members.

5) **Address & interaction by CEC office bearers:** CEC office bearers including Er.Akilesh Viswakarma Zonal Secretary NR, Er.Bedi, Er.Baldev Raj, Er.Ravi Pandey, Er.Gurdeep Singh, Er.Khusal Pandey, Er.Vishnu, Er.Surjit Singh and others spoke expressed their views on non-inclusion of training period for the purpose of MACPS, non-implementation of RBE No.155/2022 in RCF, justified pay level for Technical Supervisors, classification of posts, problems in APAR, stagnation among directly recruited JEs and SSEs, Air Conditioning for SSE's cabins, companion in post-retirement passes, etc.

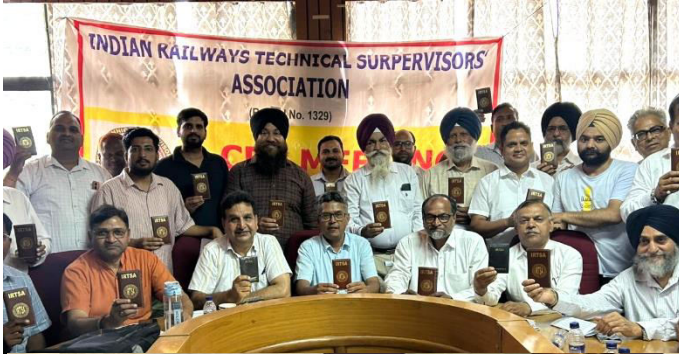
6) **61st All India Annual Conference & CGB Meeting of IRTSA:** IRTSA RWF zone is entrusted with the responsibility of hosting 61st All Indian Annual Conference and CGB of IRTSA. Date and other schedule will be issued in due course of time. To meet the financial resources CEC appealed other zones of IRTSA particularly RCF, ICF and SWR to extend financial help. **Continued on page-11**



2) **Address by Er.Harchandan Singh Chairman:** Er.Harchandan Singh in his speech briefed about history of IRTSA. He appreciated the efforts of present office bearers in pursuing the demands. IRTSA is representing the cause of the category right from 3rd Pay Commission. Team IRTSA led by K.V.Ramesh General Secretary has done all hard work in submitting memorandum to 8th CPC and made excellent

CEC Meeting Continued from page-10

7) **Membership subscription and contribution for struggle fund:** CEC appealed for completion of membership subscription @ Rs.400 and contribution for struggle fund @ Rs.500 per member by July 31st.



All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540) and inform Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144021 (9714301044)

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 Knowledge Bank for Rail Engineers – Codes, Manuals, Orders, Circulars, Publications, Specifications & Drawings.
 And for activities of IRTSA

- CEC office bearers**
- All the CEC communications are being done through WhatsApp group “CEC IRTSA” as well as through other groups.
 - A separate record is maintained for CEC IRTSA office bearers for recording their presence in the meetings, agitations, seminars, etc organised by CEC IRTSA.
 - All the CEC office bearers are requested to remit their annual membership subscription, struggle fund and subscription for “Voice of Rail Engineers” immediately.
 - All are requested to mobilize 100% annual membership subscription.
 - Central quota of membership may be deposited in IRTSA account maintained either by Central Treasurer at RCF Kapurthala or by Asst. Central Treasurer at ICF Chennai.

Railway Board Orders

Railway Board letter No. No PC-VII/2020/HRMS/6, dated 29.05.2026.

Sub: Guidelines for e-Pass/PTO Module of HRMS

E-Pass/PTO Module of HRMS has been launched on 10.08.2020 and the same has been operationalised across all Indian Railways. The facility was subsequently extended to Post Retirement Complementary (PRCP) and post-death passes. All serving employees have been availing Privilege Passes, PTOs and Duty Cheque Passes through HRMS only. As an exception, options are provided to Divyang and retired employees to avail the Privilege Pass/PRCP in physical mode, if they so require.

2. The matter regarding simplifying the issue of passes has been under consideration. It has therefore been decided that all passes for employees and retirees should be generated through HRMS. Requests for issue of pass in the manual mode, by divyang employees/ retirees will also be processed through HRMS and passes will be generated through HRMS and not through pre-printed stationery.

3. Necessary instructions may be issued to all concerned.

4. This issues in consultation with the Establishment (Welfare) Directorate and approval of competent authority of Railway Board.

Railway Board letter No. No. E(D&A) 2026 GS1-1, dated: 01.06.2026.

Sub: Submission of returns of immovable property by specified categories of non-gazetted Railway employees for the year 2025- extension of deadline reg.

Please refer to Board's letter of even no. dated 11.03.2026 on the subject above whereby the closing date for filing of annual returns of immovable property for the year 2025 for the supervisory staff of Group C as mandated in Railway Ministry's Decision No. 11 under rule 18 of Railway Services (Conduct) Rules, 1966, was extended upto 31.03.2026 as a one-time exception. Considering the practical difficulties faced by Railways in getting all the eligible employees to file their IPRs and also with a view to get the records online, it has been decided, with approval of the competent authority, to extend further the closing date upto 30.06.2026 as a one-time exception.

2. All concerned may be advised accordingly to adhere to the extended time limit.

Railway Borad letter No. No. 2022/O&M/2/7, dated 04.06.2026.

Sub: Reiteration of instructions regarding immediate discontinuation of physical correspondence/Speed Post letters addressed to Railway Board and other Units.

Ref: (i) Railway Board's Letter No. 2022/O&M/2/7 dated 21.10.2022

(ii) Railway Board's Letter No. CR/2023/Misc/03 dated 24.05.2023

Kindly refer to the Board's communications cited above, wherein explicit directions were issued for switching over entirely to a paperless mode of working across the Railway Board, Zonal Railways, PUs, and Other Units to minimise procedural delays and enhance efficiency. It was instructed that all official correspondence must take place solely via the e-office platform, routed through official, mapped email IDs.

2. It was further specified that the Railway Board's Central Registry would cease to accept physical letters or files, save for specific exemptions granted to correspondence concerning Disciplinary & Appeal Rules (D&AR) and Vigilance cases. It has, however, been observed with serious concern

that despite these long-standing directives, various Zonal Railways, PUs, and Other Units continue to dispatch routine correspondence in physical formats via speed post. This persistent deviation defeats the core purpose of institutionalising paperless governance.

Government Agencies

3. Accordingly, the instructions issued vide Board's letter dated 21.10.2022 are hereby reiterated. All Zonal Railways, Production Units, and attached offices are directed to scrupulously adhere to the instructions reg. digital correspondence. Further, no routine correspondence should be made in physical form, except for the authorised exemptions (D&AR and Vigilance cases).

4. Strict compliance should also be ensured with these instructions down to the divisional, workshop, and depot levels to avoid any administrative inconvenience or return of correspondence.

Railway Board's letter No. D-43/12/2018-F(E)III dated 24.06.2026

Sub: Coverage under Railway Service (Pension) Rules, 1993 in place of National Pension System in case of those Railway employees who were recruited against the post/vacancies advertised / notified prior to 22.12.2003.

Ref: Board's letters of even number dated 10.03.2023, 04.04.2025, 01.05.2025, 22.07.2025 & 15.05.2026.

Zonal Railways/Production Units (ZRs/Pus) were advised vide Board's letter of even number dated 15.05.2026 to send the finalized list of such pending cases where option was exercised as per Board's letter dated 10.03.2023 but appointing authority could not take decision within the stipulated time, **with the certification/ undertaking**, that no case is pending with the Railway on the aforementioned subject.

2. Further, it was also informed that Railway Board will not entertain any such case which will be brought to the notice of this office at a letter stage in view of the structure by DoP&PW and case of any lapse in this regard, responsibility will be fixed on the delinquent official.

3. However, many zone railways/PUs have not submitted requisite details sought vide Board's letter date 15.05.2026. Therefore, a final deadline **upto 10.07.2026** is given to all zonal railways / PUs (Excluding ECR, NR & SER) to furnish the details of all such cases with the certification in the enclosed pro forma. The details may be mailed on **rohit.verma1@gov.in**. This may be treated as **most urgent**.

4. In case no reply received on or before final deadline of 15.07.2026, it would be construed that no other case is pending in zonal railways / PUs and DoP&PW shall accordingly be advised.

Railway Board letter No.E(NG)II/2026/RC-1/9, dated 19.06.2026

Subject: Conduct of examination/suitability test for Compassionate Ground Appointment, Scouts & Guides quota and cultural quota through CBT/TBT – reg.

Ref: Railway Board's letter No dated No.E(NG)II/2026/RC-1/9, 24.04.2026.

Please refer Board's letter of even number dated 24.04.2026 on the above subject, where in comments/inputs on feasibility of conducting examination/suitability test for compassionate ground appointment, scout & guide and cultural quota through

..... continued on page-13

Railway Board orders continued from page-12

CBT/TBT, along with the number of candidates appeared during 2024-25, were sought. However, comments from your Railway/Unit are still awaited.

2. It is requested that requisite information/comments may please be furnished to Railway Board at the earliest for further examination of the matter.

PCE/SER Office letter No.TC/Misc/Pt-VI/52, dated 16.04.2026.

Subject: Benchmarking of work load of SSE/JE (P.Way)/Incharge.

(CTE's Seminar-2025, item No 11.08)

The issue was raised by SE Railway in CTE seminar-2025 under item No 11.08 SER. The detailing of issue is-

“There is no benchmarking of SSE/JE/P-WAY as per ETKM and as a result workload of SSE/JE/P-WAY cannot be assessed properly. Wit the above status it was directed that yardsticks for SSE/JE/P-WAY may be fixed so that adequate staff may be created and deployed in maintenance of assets”.

Considering this, the Railway Board recommends and forms a committee comprising of CTE's of SER, SR & CR to examine the issue and submit report to Railway Board. Further Sr.Prof.Track – 2, IRICEN is added as committee member.

Accordingly, a consolidated technical report is prepared duly signed by CTE/SER, CTE/CR, CTE/SR & Sr.Pro.Track-2/IRICENN, which is enclosed herewith for kind perusal please.

Joint Technical Report on Benchmarking of workload of SSE/JE (P.Way)/Incharge. (CTE's Seminar-2025 Item No 11.08)

There is no benchmarking of work load in term of ETKM available for SSE (P.Way) Unit incharge. Hence the jurisdiction of SSE (P.Way) unit incharge are not uniformly distributed. A comprehensive study has been done to assess the work load of SSE (P.Way) unit incharge to work out a suitable range of jurisdiction based on ETKM. Average ETKM per SSE (P.Way) unit incharge for SE Railway, C.Railway & S.Railway is as under-

A. Average ETKM as on 01.04.2025.

Division	Total ETKM	Total SSEs (P.Way/ incharge Unit (in nos)	Avg. ETKM of SSEs (P.Way/ Incharge Unit)
South Eastern Railway	11656.54	59	197.57
Central Railway	22331.4	97	230.22
Southern Railway	13527.62	95	133.14
		Average ETKM	147.88

B. Time consumed for Inspection of Various Important Assets. – For table refer original report.

C. Time Consumed for Important Inspection carried out by SSE (P.Way) Unit incharge. – For table refer original report.

D. Workout of appropriate ETKM for SE Railway, C.Railway & S.Railway is as under.

Zonal Railway	SE Railway	C.Railway	S.Railway
Total time being consumed for inspection and other activities (in hours)	339	332	450
Appropriate working hours in a month	23 days in a month X 8.0 hours a day = 184 hours in a month		
Average ETKM as on 01.04.2025	197.57	230.22	133.14
Appropriate ETKM w.r.t to 184 working hours	184 X 197.57/339 = 107.23 ETKM	184 X 230.22/332 = 127.59 ETKM	184 X 133.14/450 = 54.43 ETKM

E. Conclusion- From the above table, it is derived that appropriate ETKM considering 184 working hours in a month of SER, CR, SR are 107.23, 127.59, 54.43 respectively. The average value of appropriate ETKM comes out 98.18 units.

F. Recommendations- The following recommendations are made-

1. The work load on SSE (P.Way) unit incharge should in range of 100-110 ETKM.
2. Each SSE (P.Way) unit incharge should be assisted by atleast two SSE/JE (P.Way) sectional. ▣

Submission of memorandum to V. Somanna, Minister of State for Railways



29th June 2026: A memorandum was submitted by Er.Dayananda Rao, Joint Secretary Staff Council RWF to Sri.V.Somanna Minister of State for Railways regarding staff shortage to meet the Production targets. Hon'ble MoSR assured to discuss the issue with Railway Board. During the interaction with MoSR, the rumors regarding shifting of RWF outside Bangalore was raised. Hon'ble MoSR replied that no such proposal is with Ministry of Railways and assured that RWF staff need not to be disheartened.

Indian Railways Technical Supervisors Association (IRTSA) - Submission to 8th CPC

Restoring Parity: IRTSA's Case for Railway Technical Supervisors

THE CRISIS OF ANOMALY & STAGNATION

Work force 6.85 lakh

The Level-6 Pay Paradox
 Junior Engineer (Supervised) = Senior Technician (Supervised)
 Senior Technicians are currently placed in the same pay level as their supervisors (SSE).
 Other Categories: SSE, SDE, SDO, SMO, SPO, SSO, SDO, SMO, SPO, SSO, SDO, SMO, SPO, SSO

The Promotion Bottleneck
 191,000 Applicants
 1,150 Group-B Vacancies
 191,000 applicants compete for only 1,150 Group-B vacancies in mechanical and electrical departments.

Loss of Historical Pay Edge
 SSEs lost their pay advantage as other categories received upgrades while they did not.

*** RBE No.155/2022 on 50% upgradation from L-7 to L-8 not cleared the stagnation**

7th CPC acknowledged stagnation at the level of SSE

Graduate Engineer Stagnation
 62% of Directly Recruited SSEs
 62% of directly recruited SSEs retire in the same grade they entered.

Entry Grade ————— Time ————— Retirement (Same Grade)

THE ROADMAP FOR STRUCTURAL REFORM

Proposed Pay Level & Classification

Asst. Manager / Manager Level-9 / Level-10
 Sr. Manager Level-11
 Senior Section Engineer Level-8 (Group-B)
 Junior Engineer Proposed Pay Level: Level-7

Five-Tier Financial Upgradations

30-Year Service Period

IRTSA demands classifying SSE, CMS, and CDMS in Level-B as Group-B posts.
 NDA for all SSE attending night duty OTA for all SSE working over time
 PCO Allowance to be restored for Level-8 & 9

Performance-Based Incentives
 Open line supervisors should receive Group Incentive Schemes for handling extra traffic loads.

Extra Traffic Loads

MACPS should provide five financial upgradations over a 30-year service period.
Risk & Hardship Allowance for JE & SSE

Restoring the Edge: Resolving Pay Anomalies for Technical Supervisors

Context: Technical Supervisors (JEs and SSEs) in Indian Railways face a supervision anomaly with eroded historical pay edge, leading to stagnation and inefficiency.

IRTSA's Submission to 8th CPC

THE SUPERVISION ANOMALY

Supervisor and Supervised are Assessed Equal

Junior Engineer (Supervisor) = Senior Technician (Supervised)
 Current placement: Both in Pay Level-6

Erosion of the "Historical Edge"
 Other Categories & Accounts Supervisors
 Senior Section Engineers (SSEs)
 Stagnated in Level-7
 Level-8 only from Dec 2022

THE PROPOSED 5-GRADE STRUCTURE

New Five-Grade Career Ladder

Level-11 (Senior Manager)
 Level-9
 Level-8
 Level-7
 Level-11 (Assistant Manager (Gr-B))
 Target Starting Pay: ₹2,01,600
 Senior Section Engineer (Gr-B)
 Target Starting Pay: ₹1,66,800
 Junior Engineer
 Target Starting Pay: ₹1,57,400

83% Fail to Benefit (Reached Level-8 via MACPS)
 17% Gained from recent upgrades
 In one unit, only 17% of SSEs gained from recent upgrades, the rest already reached Level-8 via MACPS.

3.50 Fitment Factor
 Apply a 3.50 fitment factor for Levels 6-8 to reflect responsibility and safety risks

Bridging the Gap: The Case for Group-B Status in Indian Railways

THE PROBLEM: SYSTEMATIC STAGNATION

Graduate Engineer

ENTRY GRADE (Group-C) ————— NEARLY 30 YEARS ————— SAME ENTRY GRADE

Wide Inter-Departmental Disparity

Group-A: 0.9% (INDIAN RAILWAYS), 0.4% (OTHER CENTRAL DEPTS)
 Group-B: 3.6% (INDIAN RAILWAYS), 3.0% (OTHER CENTRAL DEPTS)

1.3% GAZETTED (INDIAN RAILWAYS)
 6.6% GAZETTED (OTHER CENTRAL DEPTS)

THE SOLUTION: RECLASSIFICATION & REFORM

Immediate Phase 1 Reclassification

CLASSIFY 25,000 LEVEL-8 POSTS (SSE, CMS, CDMS, SE-IT) GROUP-B

Zero Financial Burden
 NO FINANCIAL IMPLICATIONS. EMPLOYEES ALREADY RECEIVE LEVEL-8/9/10 PAY

Declining Group-B Opportunities

2010: 7,652 POSTS
 2023: 5,680 POSTS
 26% FALL

Modernization Requires Management

STRENGTHEN GROUP-B CADRE

ESSENTIAL TO MANAGE ₹2.93 LAKH CRORE CAPITAL EXPENDITURE & HIGH-SPEED INITIATIVES

Indian Railways Technical Supervisors' Association (IRTSA) - Submission to 8th CPC

Restoring Parity: IRTSA Case for Railway Technical Supervisors

IRTSA presents a data-driven case to the 8th CPC, addressing critical pay disparities for 70,000 Technical Supervisors managing 99% of the workforce.

The Crisis: Pay Anomalies & Stagnation

Hierarchical Collapse in Level-6
Juniors placed in same pay level as their supervisors

62% Retire Without Promotion
Most Graduate Engineers recruited as SSEs retire in their entry grade due to stagnation

Disparity in Group-B Classification

Other Departments	Railway SSEs
Group-B Status	Denied Group-B Status

Denied despite meeting criteria, unlike peers in other departments

The Proposal: Structural Reforms

Two-Phase Group-B Classification

- Level-8 SSEs
- Group-B Immediately
- Full DoPT Rule Adoption

Five Financial Upgradations
Five Career Benchmarks Over 30-Year Service Period
Update MACPS for career progression

Self-Financing Incentive Systems

Restore PCO Allowances for Level-8 SSEs
Recognize productivity and cost-savings

The SSE Pay Crisis: Addressing Stagnation and Inequity in Indian Railways

Evidence of Stagnation and Inaction

7th CPC Confirms GP4600 Stagnation
The commission recommended increasing higher-level posts, but the Railway Board took no action.

No Proposals Sent to Ministry of Finance
RTI responses reveal the Railway Board failed to submit 7th CPC pay recommendations.

50% Upgradation Failed to Solve Crisis
Recent RBE 155/2022 instructions did not clear stagnation for the most senior SSEs.

The Case for Pay Level-9

SSE after 7th CPC (Technical Supervisors)
Level-7 / GP4600
L-8 w.e.f. Dec 2022

Disturbed Pay Relativities
SSEs lost their historical pay edge compared to Accounts Supervisors in the 6th CPC.

Factor	Technical Supervisors (SSE)	Other dept Supervisors
Historical Status	Historically higher/ equal pay scales	Lower or equal scales
Current Standing	Stagnated in SSE L-8 w.e.f. Dec 2022	Graded Level-9 (Non-functional)
Current Demand	9 functional Promotions	Already achieved pay parity/edge

Negligible Financial Impact
Most SSEs already receive higher pay via MACPS, making official upgrades cost-effective.

Referral to the 8th CPC
CAT Chennai directed Govt to refer pay anomaly to 8th CPC

Modernizing Railway Welfare: A Roadmap for Employee Equity

IRTSA's submission to 8th CPC

WORK-LIFE BALANCE & LEAVE FLEXIBILITY

Transition to a 5-Day Work Week
Shift from 48-hour/6-day weeks to 45-hour/5-day schedules to improve life quality.

Half-Day Leave Eligibility
Grant half-day leave to all staff to ensure equality and improve availability.

Doubled Leave Encashment
Increase the retirement leave encashment cap from 300 days to 600 days.

ENHANCED SOCIAL & FINANCIAL SECURITY

Updated Insurance (CGEGIS) Cover
Provide high-risk cover up to ₹50 Lakh with competitive, low-cost premiums.

Expanded Medical Care
Include dependent parents and enable cashless treatment at empaneled private hospitals.

Inflation-Proof Welfare Fund
Increase Staff Benefit Fund grants by 5x to account for rising costs.

PROPOSED FINANCIAL RELIEF COMPARISON		
Benefit Category	Current Provision	Proposed Reform
Ex-gratia (Accidents)	₹25 Lakhs	₹1 Crore
Staff Benefit Fund	₹800 per capita	₹4,000 + DA
CGEGIS Cover (Group C)	₹1.2 Lakhs (approx)	₹15 Lakhs

Central President IRTSA meets GS NFIR



29th June 2026: M.Shanmugam Central President IRTSA met Dr.M.Ragahaviah General Secretary IRTSA during his visit to Chennai. President IRTSA discussed about restoration of PCO allowance for SSE (Level-8) working in PCO wing of PUs and workshops, stagnation among SSEs particularly Graduate Engineers recruited against DR quota and other demands. ■



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 After transfer of fund inform
Er.Y.R.S.Banerjee,
 Asst. Central Treasurer, Mob No.
9003149567.

This CEC account is in addition to account maintained at RCF by Central Treasurer. Zones, sub units & members can deposit their fund in any one of the accounts.

Sub: Timeline for recording of APAR for the reporting year 2025-26. Railway Board letter No. 2025/CRB &CEO-CC/03/04, Dated 30.06.2026.

Extended the timelines for recording of APAR for the year 2025-26

S. No.	Activity	Existing date which activity to be completed by (Board's letter dt 12.06.2026)	Revised date by which activity to be completed by
1	Submission of self- appraisal to Reporting Authority	30 th June 2026. Auto- forwarding to Reporting Authority: 30th June	31 st July 2026, Auto-forwarding to Reporting officer: 31st July
2	Forwarding of report by Reporting Authority to Reviewing Authority	15 th August. Auto-forwarding to Reviewing Authority: 15th August	15 th September, 2026. Auto-forwarding to Reviewing Officer: 15 th September
3	Forwarding of report by Reviewing Officer to Accepting Authority	15 th October. Auto-forwarding to Accepting Authority: 15 th October	15 th Nov. 2026. Auto-forwarding to Accepting Authority: 15 th Nov.
4	Appraisal by Accepting Authority	15 th December. Auto-forwarding to next level: 15 th December	31 st December, 2026 Auto-forwarding to next level: 31 st Dec
5	Disclosure of APAR to the officer reported upon	26 th December	05 January, 2027
6	Submission of representation, if any, on APAR	10 th January 2027 i.e. within 15 days from the date of disclosure	20 th January, 2027 i.e. within 15 days from the date of disclosure
7	Forwarding of representation to the Reporting Authority for comments by the Custodian	25 th January 2027	31 st January, 2027
8	Forwarding of comments by Reporting Authority to Reviewing Authority	5 th February 2027	15 th February, 2027
9	Forwarding of comments by Reviewing Authority to Accepting Authority	15 th February 2027	25 th February, 2027
10	Forwarding of comments by Accepting Authority to Competent Authority	25 th February 2027	10 th March 2027
11	Decision of Competent Authority on representation	15 th March 2027	25 th March 2027
12	Completion of the entire process	31 st March 2027	31 st March 2027

The aforesaid relaxation is just a one-time measure for the reporting year 2025-26 only. Railway/PUs, CTIs, PSUs, All Central Ministries/Departments, Metro Organizations, etc. are requested to give wide publicity about the system of online filing/writing APAR, representation if any through SPARROW as per scheduled time line. It may be noted that the calendar for filing APAR should be strictly adhered to. Any delays in this regard will be detrimental to career progression of the officers.