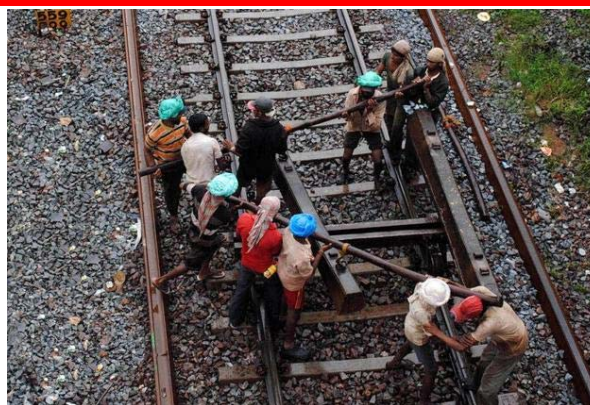
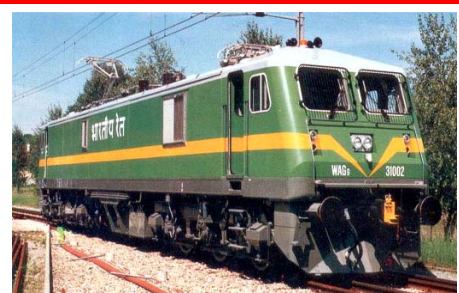


Memorandum to Seventh Central Pay Commission



Submitted by
**INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION**
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MAY 2014

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FOREWORD

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

WELCOMES VII CPC AND ITS ESTEEMED MEMBERS

We welcome and wish the 7th Pay Commission all success in their mission of evolving pay structures and other related matters, which is expected to be fair enough for the government employees to lead a dignified life and perform their duties effectively and efficiently.

IRTSA represents about 70000 Technical Supervisors / Supervising Engineers (Junior Engineers & Senior Section Engineers, CMS, CMA, CDMS & DMS) working in Railways in the various branches of engineering - including Civil , Mechanical , Electrical , Signal & Telecom Engineering, Drawing and Design wings , Material management/ Stores Deptt, IT and Chemical & Metallurgical Labs. They supervise and guide around 9.5 lakhs workforce out of around 12 lakhs railway employees with the overall guidance of around 12000 Group "A" 7000 Group "B" officers.

We present this memorandum to 7th CPC representing the following categories on the Railways:.

- 60000 Junior Engineers (JEs) & Senior Section Engineers (SSE)
- 5500 Drawing & Design Engineers
- 1500 Chemical & Metallurgical Engineers (CMS & CMA)
- 1000 Stores & Material Management Engineers &
- 600 IT Engineers.

Degree of skills, strain of work and requirement of knowledge, experience & expertise, continued & updated technical knowledge with effective training and periodical refresher courses, mounting responsibility and accountability, multifaceted work contents, working condition with hazards and fatigue, mental & physical strain pertaining to these categories have been elaborately explained vide annexure -3/1

The key to efficiency and competitive spirit in work lies not only in getting appropriate salary for the job but also with dignity & status. We welcome the provisions provided in the terms of reference that strategies to be evolved to attract talents and retain them in service which are considered to be the need of the day in the globalised era.

Important role of these middle level field managers was recognized by 3rd & 4th CPC which exclusively granted appropriate pay scales to technical supervisors based on their job content and other factors. But it was shattered by the V & VI CPC which completely ignored their Duties and responsibilities and diluted their status by seriously disturbing their relativity.

Further the fact that Indian Railways is basically a Technical Organization and the safe, successful and efficient performance of the organization lies primarily in the hands of its technical work force has escaped their reckoning.

7th CPC is requested to look into the serious anomalies caused especially by the Sixth CPC which have demoralized the category due to non-redressal of these anomalies – as

brought out in this Memorandum. We request the Pay Commission to kindly evolve a replacement scale to the categories and ensure natural justice and dignity.

Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication Systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc, have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions.

It is unfortunate that both 5th and 6th Pay Commissions had underestimated the significance and sensitiveness of the work-content of the Rail Engineers, their responsibility and accountability in the system. Many vital factors like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways went out of sight of both these Pay Commissions.

But, supporting categories like Accounts, Teachers and Nurses who were all along in the lower pay scales than the Technical Supervisors, were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and even more humiliating is the fact that the pay of categories, which work under the Technical Supervisors, were also equated with them - undermining the Supreme Court judgment of "the supervisor's pay cannot be equal to the person being supervised".

It is our earnest request that 7th CPC may consider the facts brought out in our memorandum. Commission is requested to remove various obstacles that come in the way of attracting talents to the railway service and in improving the efficiency of working system for which the Commission may kindly provide appropriate replacement scales for Junior Engineers and Senior Section Engineers, CMT Engineers, Stores & IT Engineers and Drawing and Design Engineers, which may justify the relativity of the emoluments in accordance with the job contents, working conditions, accountability & responsibilities, multi-faceted skills& critical management capacity.

We also earnestly believe that we may be summoned for tendering oral evidence before 7th CPC in line with the earlier CPCs - providing such a chance to our association.

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Harchandan Singh,
General Secretary,
Indian Railways
Technical Supervisors Association,
32, Phase 6, Mohali, Chandigarh – 160055
Email: gsirtsa@yahoo.com
Dated: 26th May, 2014

**CHAIRMAN,
SEVENTH CENTRAL PAY COMMISSION,
NEW DELHI.**

(Through: Secretary, Seventh CPC by Email to secy-7cpc@nic.in)

Subject:- Memorandum to Seventh Central Pay Commission on behalf of IRTSA

Reference:- Terms of Reference of Seventh Pay Commission - Gazette Notification of Government of India No.1/1/2013-E.III(A) Dated 28.2.2014 & Public Notification of 7th CPC – inviting Memorandums from Associations and others.

Respected Madam,

In response to the Public Notification of the 7th Pay Commission Dated 5th May, 2014, inviting Memorandums, we, hereby submit our Memorandum for the kind consideration of the 7th Central Pay Commission, *Regarding: Principles of Pay Determination, Proposed Pay scales of Central Govt. employees and in particular of Technical Supervisors / Supervising Engineers of the Indian Railways, Working Conditions, Allowances, Classification of Post, Pensionary Benefits, Interim Relief and other related matters. – on behalf of Indian Railways Technical Supervisors Association (IRTSA).*

1. INTRODUCTION ABOUT IRTSA

a) IRTSA (Indian Railways Technical Supervisors Association) represents about 70,000 Technical Supervisors / Supervising Engineers (Junior Engineers, Senior Section Engineers, Chemical & Metallurgical Assistants, Chemical & Metallurgical Superintendents, (Stores) Depot Material Superintendents, Chief Depot Material Superintendents & Senior Engineer/IT) working in various departments on the Indian Railways. IRTSA was established over 48 years back (in 1965) and is one of the oldest and most widely represented Association of middle management cadre of Technical Supervisors on Railways.

b) IRTSA has represented and appeared before 3rd, 4th & 5th Pay Commissions and Committee appointed by 6th Pay Commission (beside other Fora) – not only regarding the issues relating to the Technical Supervisors / Supervising Engineers (JEs & SSEs) on the Indian Railways but also other vital issues of common interests concerning the Railwaymen and Central Government employees, at large and provided important inputs on major related issues.

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

3. It is unfortunate that a great injustice had been done with this category especially by the last two Pay Commissions as well as by the Government and the Railways by not redressing their genuine grievances and by not removing the serious Anomalies caused especially after the Sixth Pay Commission, which seriously disturbed their relativity with some of the non-technical and supporting categories.

4. In this Memorandum, we have placed our views on the Terms of Reference of the Seventh Pay Commission, including the Principles which should govern the Structure of Pay and Allowances and the conditions of service of Central Government Employees including the overall pay structure of Employees and their Post Retirement Benefits, besides dealing in detail with the Duties, Responsibilities and Proposed Pay Structure of the Technical Supervisors / Supervising Engineers on the Indian Railways.

5. We have also included a separate Memorandum for early grant of Interim Relief for the kind consideration of Pay Commission. We hope that the Pay Commission will soon consider and decide this issue and make appropriate recommendations for grant of Interim Relief to Central Government Employees – as per detailed justification thereof.

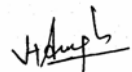
6. The Railway Reforms Committee (RRC) and Railway Accident Enquiry Committee (1968 & 1978) had recommended for Recognition of IRTSA to discuss and redress the problems of the Technical Supervisors - in view of the vital role played by the Supervisors of the Railways.

7. We, therefore, earnestly request and pray that;

- i) Submissions made in this Memorandum may kindly be given favourable consideration by the Seventh Pay Commission; and
- ii) IRTSA may kindly be given an opportunity to be heard in person for Oral Evidence, before the Pay Commission.

Thanking you,

Yours faithfully,



(Harchandan Singh)
General Secretary / IRTSA

Encl: One Memorandum

Chapter 1

PRINCIPLES OF DETERMINATION OF PAY

With reference to ToR 2.i

a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

i. Central Government employees-industrial and non-industrial;

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CHAPTER-1

PRINCIPLES OF DETERMINATION OF PAY

1.1 INTRODUCTION

Recommendations of (3+6) nine Pay Commissions since 1912 set up by the Government in the Pre & Post independence eras, have been varied in their approach and interpretations; and were influenced by the then prevailing situation in the country and always referred to the so called financial constrains (whether real or imaginary) of the Government to pay a fair or decent wage to its own employees or even comparable to the PSUs etc.

This had caused much frustration and resentment every time - especially among the Technical Cadres as their counterparts get much higher wages elsewhere in the country - including those in the PSUs. Besides, many anomalies caused by the Pay Commissions - especially after Fifth and Sixth Pay Commissions were left unresolved - even after being taken up in the Anomalies Committees at Departmental and National Levels as well as in the JCM levels etc.

Many court cases were filed by the employees and their Associations, against the anomalies and disparities caused after the Fifth and Sixth CPCs, in the Administrative Tribunals, High Courts & the Supreme Court of India, which brought in relief in many cases. But other cases continue to hang in the courts.

Seventh Pay Commission is requested to consider this aspect and make such recommendation as may be free from anomalies so as to avoid lingering Court Cases and frustration.

Commission is also requested to remove the existing anomalies, caused by the previous Pay Commissions, some of which we have brought out in the subsequent parts of this Memorandum.

Continuation of these anomalies is causing much frustration to the concerned employees and needs to be addressed by the Seventh Pay Commission, favourably and sympathetically.

Many anomalies were caused by all the Pay Commissions - especially after Fifth and Sixth Pay Commissions and were left unresolved.

Many court cases were filed, against these Anomalies. 7th CPC is requested to consider this aspect to avoid further Anomalies & to remove the existing ones.

1.2 THE CONSTITUTIONAL PROVISION

Some of the Constitutional provisions in this regard are cited here below, for the kind consideration of the Pay Commission;

- 1.2.1 **Article 39. Certain principles of policy to be followed by the State.- The State shall, in particular, direct its policy towards securing-**
(d) that there is equal pay for equal work for both men and women;

equal pay for equal work

1.2.2 **Article 43. Living wage, etc., for workers.-**

The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities and

*a living wage,
conditions of
work ensuring
a decent
standard of life
and full
enjoyment of
leisure and
social and
cultural
opportunities*

1.2.3 **Article 43A. Participation of workers in management of industries.-**

The State shall take steps, by suitable legislation or in any other way, to secure the participation of workers in the management of undertakings, establishments or other organisations engaged in any industry.

*participation of
workers in the
management*

1.3 **Gist of Views of Previous Pay Commissions**

All the Previous Pay Commissions from (1912 to 2006) have by and large accepted the principle of "Fair Comparison" or of "Parity" of wages of Government Employees with those of Public Sector and to an extent with those of the Private Sector, but they have not been able to bring about this parity because of following main constraints :

- Lack of adequate data, time and methodology for drawing out the "Fair Comparisons".
- (So called) Financial Constraints of the Government. Besides, they said, Government Employees enjoy some additional benefits etc.

1.4.1 **OUR VIEWS – ON METHODOLOGY & PRINCIPLES**

- All the benefits were universally available in all the sectors, in one form or the other, and were weighed more in favour of the public, private and corporate sectors – except the pension which was available only to the existing Government Employees and some Public Undertakings. Even the Pension has been unjustly denied for the new Government Employees recruited after **01.01.2004**.
- Non-feasibility of comparison was only hypothetical as scientific job evaluation methods were available for a fair comparison of wages, but not used.
- Difference in nature of work can well be taken care of in scientific job evaluation – which provides adequately for such comparisons.
- All above said grounds mentioned by previous Pay Commissions for denial of Wage Parity were notional, non-existent, unrealistic

*scientific job
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and unjust.

- The law of equity and natural justice demands that such vast disparities should not be allowed to exist whatever be the cost.
- As for the non-pay benefits, these are more weighted in favour of the Employees in Public Undertakings than the Government Employees on all accounts mentioned above as well as other Perquisites. The other problems can also be resolved if there is a will and effort to do so.
- It is high time that steps are taken to remove these constraints and proper justice is done to the Government Employees so that they get their due, because (*in the words of Third Pay Commission itself*) –

“If disparities are too great, a gnawing sense of injustice will corrode morale and lead to discontent, with adverse effects on efficiency ” - “For performing comparable duties Government Employees should not receive emoluments so conspicuously below those received by persons of same social strata engaged in private trade and industry as to develop this sense of grievance”.

- One of the terms of reference of the Fourth Pay Commission was to make the recommendations on the structure of emoluments (*and conditions of service*) “*having regard, among other relevant factors, to the prevailing pay structure under the Public Sector Undertakings, State Governments etc...*”
- Majority of the cadre structure prevailing in various departments on Government are remnants of the bygone era when the rules and acts were first framed. Though subsequent revisions have taken place for these rules and acts, the original classifications and profiles were largely left unchanged with minor variations. The technological developments, changes in the working, management and administrative practices facilitating efficient and improved productivity and service delivery all around the world has not fully percolated down into the Government departments. Efforts may hence be spared in this front by the VII CPC to undertake Job evaluation by any suitable method and arrive at a cadre structure more in tune with the present times and fix deserving pay and perquisites.
- In fact there is absolutely no justification for the Government to maintain large disparities between the Government Employees and those of Public Sector Undertakings. Some of the related

*“If disparities are too great, a gnawing sense of injustice will corrode morale and lead to discontent, with adverse effects on efficiency ” –
3rd CPC*

aspects, in this regard, are discussed below.

1.4.2 **FORM OF MANAGEMENT CAN NOT BE A REASON FOR PAY DIFFERENCE**

Only difference between the Government Departments and the Public Sector Undertakings is that of form of Management. The difference is more reduced particularly in case of the Departments like Railways – which is a Profit Making Industrial and Commercial organisation as any other Public Undertaking. But this difference in respect of forms of management does not in any way effect the control of the Government on the over-all working of these Undertakings or in respect of the matters related to their financial affairs and over-all wage policies.

Mainly there are two forms of Public Sector Undertakings – the Government Companies and Statutory Corporations. In both the cases, the Articles of Association and the Statute respectively, provide the requisite powers and authority to the Government (*or for that matter, to the President*) to issue the directions and instructions in regard to finances, conduct of business and affairs of the company or to directly fix the pay and conditions of service etc. of the Employees. Even when the corporations fix the terms and conditions of certain categories of employees, previous approval of the Government is required.

Decisions of Supreme Court in various cases (*as in Hindustan Antibiotics Vs its Workers case*) have established that the discrimination cannot be made on the grounds of forms of management of an industry and as such it is constitutional obligation of the Government to remove such discrimination, wherever it exists.

discrimination cannot be made on the grounds of forms of management of an industry and as such it is constitutional obligation of the Government to remove such discrimination

1.4.3 **PRINCIPLE OF EQUAL PAY FOR EQUAL WORK**

Article 39, Clause (d) under the Directive Principles of our Constitution provides that “*The state shall in particular direct its policy towards securing Equal pay for equal work*” – for both men and women.

Numerous Judicial pronouncements by the Supreme Court have extended the concept of “*equal pay for equal work*” not only between men and women but also between men and men; and between women and women doing the same type of work in different Organizations of the Government.

The Third Pay Commission had observed in the light of Supreme Court’s judgments in the above said cases, that –

“The Directive Principles of the Constitution did not countenance the invidious distinction which was sought to be made on the basis of the character of the employer” (Para 63, page 41-42 Vol.I)

“The state shall in particular direct its policy towards securing Equal pay for equal work”

Principles of the Constitution did not tolerate the offensive distinction which was

Third Pay Commission had also observed that “*Since the Government has the controlling, if not the sole interest, in the Public Sector Undertakings, and is also the authority for appointment and removal of the members of the Board of Management, it cannot disown responsibility for such vital matters as the pay scales adopted by the Undertakings and the disparities between those scales and the pay scales applicable to its own Employees*” (Para 64, page 42, Vol.I).

sought to be made on the basis of the character of the employer

- 1.4.4 The Seventh Pay Commission is, therefore, requested to take a note of these developments and bring the pays of the Central Government Employees at par with the Employees in the various Public Sector Undertakings and State Government Service where they are getting better wages. It should also provide a further cushion to compensate the Central Government Employees for shouldering higher responsibilities, particularly on the Railways, to ensure public safety and punctuality and reliability of the system. Special conditions of service and burden on account of dislocation due to frequent transfers to distant areas falling in different states and regions, seriously affecting their social lives as well as the education of their wards besides mental and physical stresses, also need to be adequately compensated in case of Central Government employees.

1.5 **COMPARISON WITH MNC, PRIVATE & CORPORATE SECTORS**

The rapid pace at which the MNC, Private and Corporate Sectors are growing and the amount of salaries & perks offered to their staff, has created a new situation altogether. The wages of Central Government Employees seem just negligible in comparison to MNC, Private and Corporate Sectors for similar jobs and qualifications. Fair comparison or at least a semblance of comparison must exist in order to attract the proper talent to Government jobs and also to maintain efficiency of the Employees to serve honestly and effectively.

Fair comparison or at least a semblance of comparison must exist in order to attract the proper talent to Government

1.6 **CONCEPT OF MODEL EMPLOYER**

In Socialistic pattern of society and with laudable principles enshrined in our Constitution and in the objectives of Five Year Plans, it was natural for the Employees to expect the Government to play the role of the “**Model Employer**”. But, it is ironical that none of the previous Pay Commissions had practically accepted the Concept of “**Model Employer**” which was strongly demanded by the Employees Unions and Associations. Apparently, the main reason for such an outright rejection of the concept of model employer was that the said Pay Commissions considered the term “**Model Employer**” as the term which should pay the highest wages, but this was never implied that way by the Employees, who were always demanding only a “**Fair**

Government should play the role of the “Model Employer”

Comparison” with the prevailing wages elsewhere in the country.

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

*“Fair Wage” to
keep
employees
efficient for
their term of
service and
would
adequately
meet their
personal and
social needs*

Such a concept, if adopted, would of course bring into play the principle of “Fair Comparison”, but would definitely not evolve a pay structure which is the highest in the land. The basic inference to be derived from the concept of a “Model Employer” is that merely the so-called financial constraints should not forbid the Government from paying the “Fair Wages” to its Employees.

1.7.1 **METHODOLOGY FOR COMPARISON – JOB EVALUATION**

One of the arguments, given in the past, against the principle of “Fair Comparison” is the lack of any method for comparison of wages vis-à-vis job content. Numerous arguments have been given against the adoption of system of job evaluation for the purpose.

It is really a matter of regret that all the previous pay commissions preferred to resort to adhocism. Clear and enlightened ways have long since been evolved the world-over in respect of job evaluation and are available to us. However, Job evaluation becomes the first casualty in all pay commissions which, like a **still-born baby**, has been abandoned in India without being given a fair trial.

Third Pay Commission did not find the scope for application of the job evaluation. It rather suggested the “Adoption of the Technique, first on an experimental basis and later, if found successful, on continual basis”. (Ref. Para 102 page 51 Vol. I). But nothing had further been done or heard of it till date, even though three more pay commissions had been set up thereafter .

*Recommen-
dation of IIIrd
CPC for
adoption of
Job evaluation
technique on
experimental
basis is still not
tried.*

Third Pay Commission did not adopt the job evaluation method as it considered the following limitations with the system, which in our opinion were not valid in view of the actual experience and practices all over the world in this field – as explained by us in detail in subsequent Para.

Reasons given by 3rd Pay Commission for not adopting Job Evaluation System:

- that there was non-availability of required data
- that it had “so far been applied mostly to industrial jobs” and rarely to “highest paid jobs”
- that it is “time-consuming” and

- that the “*subjective element is still there in any job evaluation*”.

But, in the era of Information Technology & e-Governance, all the above mentioned limitations no more exist.

1.7.2 METHODS FOR JOB EVALUATION

Following are the universally accepted Methods for Job evaluation:

- Ranking Method
- Classification or Grading Method,
- Factor Comparison Method and
- Point Rating Method.

1.7.2.a One of the reasons for **treating job evaluation as time-consuming** is that it has generally come to be looked upon in terms of “*Point Rating*” system which has its advantages, but is of course time-consuming. But the other methods especially the Classification method is much faster and very effectively adopted by many countries the world over – including USA (for all Federal, State and Local Body jobs – under the US Classification Act) besides Germany etc .

In any case, no reason is valid enough to deny justice till the perpetuity by one after the other Pay Commission

Seventh Pay Commission is therefore requested to adopt the Classification Method for Job Evaluation as per details submitted hereafter.

1.7.2.b APPLICATION OF CLASSIFICATION METHOD

Out of all the four mentioned methods of Job evaluation, Classification Method is much easier and quicker and forms the basis for classification of all the jobs under U.S.A Government – at Federal, State and Local Body level – in the U.S. Civil Services, who are all covered under the United States Classification Act, 1949, amended from time to time. It covers all the professional, administrative and technical jobs at various levels, with each of the groups covered under a separate schedule of the said Act. Besides, this Classification method has also been successfully employed for classification of workers in U.K., Germany and many other countries.

Classification (*or Pre-determined Grading*) method of job evaluation consists of establishing certain job grades, indicating levels of functions according to which the jobs are classified. This is done by preparing definitions for each grade and classifying individual jobs according to relative characteristics in comparison to the different grade definitions keeping in view the totality of the job, and comparing or matching the

*Job evaluation
by
Classification
Method is
much easier
and quicker*

same with the grade definitions.

1.7.2.c **APPLICATION OF JOB EVALUATION**

Experiences gathered in the U.S.A., U.K, and Germany etc. can be made use of. The Pay Commission can formulate the norms and methodology for application of the Classification Method of Job Evaluation. The Third and Fourth Pay Commissions had suggested the setting up of a Permanent Cell by the Government for collection of Data in respect of nature and description of various jobs performed in different Departments and Public Sector Undertakings and about the pay and allowances available for the same. Fifth pay Commission (*vide chapter 171 para 99*) had gone a step further and proposed a Permanent Pay Commission for Central Government Employees. We are not sure whether this suggestion has been seriously considered by the Government or not and what are the results of it. But whatever data that has been collected in this regard can be made use of by the Seventh Pay Commission both for the purpose of drawing out wage comparisons and job evaluation. Further data, as required, may be collected and made use of, in the interest of justice. The availability of modern Information Technology shall further expedite the matter considerably.

III & IV CPC had suggested for permanent cell in Govt for collection of data.

Fifth pay Commission (vide chapter 171 para 99) had gone a step further and proposed a Permanent Pay Commission for Central Government Employees

1.7.2.d **PROPOSED METHOD FOR JOB EVALUATION**

We are suggesting below a few steps which may be taken for adopting the Classification/Grading Method of Job Evaluation for Central Government Employees and for drawing out comparisons with their counterparts in Public Sector Undertakings etc.

- Brief Job descriptions and details of pay scales, emoluments and other particulars be collected for various group of Employees including those under Central Government and in major Public Sector Undertakings, State Govt. Services and major Private Undertakings-Corporate etc.
- The jobs of the Employee be broadly grouped depending upon the overall nature of work like “*Industrial*”, “*Non-Industrial*” and “*Secretarial*” etc.
- These groups may be further broken up into various sub-groups like “*Artisan*”, “*Supervisory*”, “*Administrative*” etc.
- Separate “*Grade definitions*” be finalized for each of these 8 to 10 groups and sub-groups of Employees indicating the type of work or level of Job difficulty, area and span of supervision etc. that would qualify for each of the grade, keeping, of course, the horizontal parities and vertical differentials as well as the outside

comparisons, in view.

- Groups of experts may then be formed to fit in various categories of Employees in the respective grades according to level of job difficulties and Grade descriptions or definitions finalized by the apex cell of the Pay Commission.
- The final reports of “*experts groups*” may then be cross-checked by the Pay Commission to remove any disparities or anomalies due to the impact of subjectivity or any extraneous factors, before submitting its own report to the Government.
- Provision may be made for evaluating new types of jobs and adjusting the same according to horizontal parities and vertical relativities and also for revision of the levels according to change in job requirements, if any, from time to time.

This entire method, if followed, will certainly lead to better justice, better job satisfaction, greater industrial harmony leading to higher efficiency and productivity and the time, cost and effort would definitely be worth the returns, particularly in the long run.

1.8 **DETERMINATION OF WAGES – MINIMUM, MAXIMUM & RATIO BETWEEN THEM**

We earnestly appeal to the Pay Commission that that the overall wage structure in P.S.U.s and Private / Corporate Sectors should be kept in view while fixing the Pay Structure for the sake of equity and natural justice

Minimum and Maximum wages may be determined by either of the following methods:

1.8.1 **Option - 1**

FIFTH CPC FORMULA OF RISE OF NNP BE ADOPTED FOR DETERMINATION OF PAY AT ALL LEVELS

- The criteria adopted by the Fifth Pay Commission to determine the Minimum Pay be adopted by the Seventh Pay Commission to determine the pay at all levels – based on the percentage rise in NNP at factor cost at constant price for the last 10 years – since last Pay Commission as per details below.

*Criteria
adopted by V
CPC*

Pay in Pay Band + Grade Pay + % DA (including anticipated DA increase) + Compensation factor based on rise in NNP at factor Cost on constant prices; (OR)

1.8.2 **Option - 2**

SIXTH CPC FORMULA OF ADDING BP, DP, DA & FIXATION BENEFIT FOR DETERMINING PAY AT ALL LEVELS

- The criteria adopted by the Sixth Pay Commission & subsequently modified by Government to determine the Minimum Pay be adopted by the Seventh Pay Commission to determine the pay at all levels by adding 40% as fixation benefit to the sum of Basic Pay, Dearness Pay & Dearness Allowance.

*Criteria
adopted by VI
CPC &
subsequently
modified by
Govt.*

Pay in Pay Band + Grade Pay + 100% as DP + anticipated 40% DA upto 1-1-2016 + 40% Fixation Benefit (for erosion of wages due deficiencies in compilation of Price Index and to reduce the disparities with other sectors).

1.8.3 **Option - 3**

DETERMINATION OF MAXIMUM PAY FIRST AS PER RISE OF NNP SINCE LAST CPC & FOLLOW THE MAXIMUM & MINIMUM RATIO OF 9:1, WITH PROPRTIONATE RISE TO INTERMEDIATE PAY BANDS AND GRADE PAY

MAXIMUM WAGE

- As per the formula adopted by Fifth Pay Commission Rs.80,000 + DA + Compensation factor based on rise in NNP at factor Cost (or)
- As per the formula adopted by Sixth Pay Commission and subsequently modified by Government
Rs.80,000 + 100% as DP + 40% as anticipated DA up to 1-1-2016 + 40% fixation benefit.

MINIMUM PAY

- A ratio of 9:1 should be followed between maximum pay and minimum pay.

Proposal 4

PARITY WITH MAXIMUM PAY IN PSUS AND FIXING MINIMUM IN MAXIMUM TO MINIMUM RATIO OF 9:1

MAXIMUM WAGE

- We strongly feel that wage structure of top administrative posts in P.S.U.s and MNC, Private & Corporate Sectors should be kept in view while fixing the Pay for the topmost post in Government service.

MINIMUM WAGE

A ratio of 9:1 should be followed between maximum pay and minimum pay.

1.9 INTERMEDIATE GRADES

The intermediate grades should be fixed on the basis of qualifications, training, experience, workload and responsibilities etc. shouldered by each group of Employees and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector.

1.10 SPECIAL CONSIDERATION FOR CONDITIONS OF SERVICE IN RAILWAYS IN TECHNICAL DEPARTMENTS

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

1.11 RATES OF INCREMENT

Rate of annual increment should be equal to 5% of basic pay (PB + GP) - so as to promote motivation, incentive and efficiency as well as to meet the requirements of enhanced liabilities.

1.12 DATE OF EFFECT OF RECOMMENDATIONS OF CPC

It is requested that the **recommendations of the Seventh Pay Commission may please be made effective from 01.01.2016, if not earlier – along with proportionate increase in all allowances on the same date.**

1.13 NEED FOR CONTINUING MACHINERY FOR PAY REVISION

In the free market liberalised economy there is a strong need for continuing machinery for pay revision as recommended by Fifth Pay Commission as per Para 99 of Summary of Recommendations :

“ Need for continuing machinery for pay revision:

The Commission has recommended that pay revision should, in future, be entrusted to a Permanent Pay Commission drawing its authority from a Constitutional provision, whose recommendations should have a binding character. Pay should be revised annually as in other countries. As an alternative, it has been suggested that dearness allowance should be converted into dearness pay every time the cost of living rises by 50% over the base level. This would imply a revision of pay every 4 to 5 years. The final option is to

In the free market liberalised economy there is a strong need for continuing machinery for pay revision

have a decennial exercise as at present, but with fixed dates. The Commission has suggested that the date of constitution of the next Pay Commission should not be later than 01.01.2003, and the date of implementation of its recommendations should be 01.01.2006, irrespective of when its report is submitted”.

Chapter 2

DETERMINATION OF MINIMUM & MAXIMUM WAGES, OVERALL WAGE STRUCTURE AND OTHER SERVICE CONDITIONS

With Reference to ToR 2.b)

To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind

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CHAPTER - 2

DETERMINATION OF MINIMUM & MAXIMUM WAGES, OVERALL WAGE STRUCTURE AND OTHER SERVICE CONDITIONS

2.1 INTRODUCTION

- 2.1.1 Cost of living had increased in “back-breaking” proportions. Inflation had touched new heights in recent years but the DA granted does not adequately compensate for the same as many factors which cause inflation are not adequately reflected in the compilation of Consumer Price Index.

Lot of changes have taken place all around. High inflation has eroded the real value of money. The Pay & Allowances fixed after the Sixth Pay Commission, had lost their real value which has seriously eroded over the years due to fast changes happening around the world as well as within the Country. In fact, major Changes in the Economic scenario have all added to the burden of the common man whose priorities and requirements have also changed. What used to be a luxury in the yesteryears, has become essential for survival today.

The Pay & Allowances fixed after the Sixth Pay Commission, had lost their real value which has seriously eroded over the years

Major changes in the pattern & requirement of Education, Housing & Health care in the country and changes in the diet and food requirements have all added to the financial needs of a common man – especially at the Lower and Middle levels.

Need for attracting talent to Government employment in the Global scenario has vastly increased but this cannot be effectively done without offering attractive wages and careers to the Government employees.

- 2.1.2 **Seventh Pay Commission is requested to consider the impact of above changes and also to please remove the various anomalies created especially after the Sixth Pay Commission recommendations. The anomalies discussed in DC/JCM and National JCM need to be given more sympathetic consideration.**

- 2.1.3 Kind attention of the Seventh Pay Commission is invited towards the fact that a large number of cases regarding Pay scales and other related policy issues filed (and some of them still pending) in various Courts – including those in the Administrative Tribunals & High Courts and Supreme Court – especially after the Sixth Pay Commission.

The Pay Commission is requested to adopt a methodology and comprehensive policy to avoid reoccurrence of further Anomalies and to

remove the existing anomalies while determining and recommending the wages and Pay Structure, Promotional Avenues and Allowances etc.

2.1.4 **It is requested that the following factors be considered while deciding the proposed Pay structure etc:**

- i. Qualifications, Training, Experience and Professional knowledge or competence required for the job.
- ii. Duties, responsibilities and accountability.
- iii. Level of contribution to the overall performance of the Department.
- iv. Working Conditions, Hazards and other job difficulties involved.
- v. Working hours.
- vi. Intensity of continuous working and
- vii. Job related stresses and strains.

2.2 **DETERMINATION OF MINIMUM & MAXIMUM WAGE**

In Chapter 1, we have proposed four methods to calculate minimum, maximum & intermediate level Pays. However before arriving at any specific figures, it would also be necessary to examine various other alternatives available – and their relevance today.

2.2.1 **MINIMUM NEED BASED WAGE:**

Third Pay Commission (*in Chapter 6 Vol. I of its Report*) had observed that ***“In a modern welfare state, such as ours, Government as the employer has a responsibility for meeting the essential needs of its lowest paid Employee and for maintaining his health and efficiency.*”**

“The International Labour Organization has consistently pressed for the achievement of a minimum standard of living for workers and their families, particularly through dynamic minimum wage and social security measures which systematically take account of economic growth and rising living cost. There has been a growing recognition that raising the quality of human resources is as essential to future development as is the accumulation of capital. Minimum wage determination has to be based on various socio-economic factors rather than be left to the market forces of supply and demand”.

However, while actually computing the minimum wage the Third Pay Commission did not do justice with the low paid Employees and very much undermined the *“need”* of the workers,

dynamic minimum wage and social security measures which systematically take account of economic growth and rising living cost

2.2.2 RECOMMENDATIONS OF 15TH INDIAN LABOUR CONFERENCE

With regard to the minimum wage fixation it was agreed (in the 15th Indian Labour Conference-1957), that:

“minimum wage should be ‘Need Based’ and State should ensure the minimum human needs of the industrial worker, irrespective of any other considerations”. To calculate the minimum wage, the Conference accepted the norms indicated in the next Para and recommended that they should guide all wage fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc.

2.2.3 Main Recommendations of 15th Labour Conference

(i) *In calculating the minimum wage, the standard working class family should be taken to consist of 4 consumption units per earner. The earnings of women, children and adolescents should be disregarded.*

4 consumption units per earner

(ii) *Minimum food requirements should be calculated on the basis of a net intake of 2,700 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.*

(iii) *Clothing requirements should be estimated at per capita consumption of 18 yards per annum, which would give for the average worker’s family of four a total of 72 yards.*

(iv) *In respect of housing the norm should be the minimum rent charged by the Government in any area for houses provided under the subsidized Industrial Housing Scheme for low-income groups.*

(v) *Fuel, Lighting and other miscellaneous items @ 20% of the total.*

2.2.4 VIEWS OF NATIONAL COMMISSION ON LABOUR (NCL) ON MINIMUM WAGE

NCL mentioned three levels of wages, viz. Living Wage, Fair Wage and Minimum Wage. Living Wage represented **“a standard of living which provided not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort including education for the children, protection against ill health, requirements of essential social needs and some insurance against more important misfortunes”**.

2.2.5 VIEWS OF SUPREME COURT ON MINIMUM WAGE

Supreme Court Judgment of 1991 (Ref: Fifth CPC Para 41.7):

Supreme Court, in 1991, in a Judgment (in the case Reptakoo Brett and Co. versus others) opined that the criteria recommended by the Indian Labour Conference, 1957 may not suffice. It held that an additional

component of Children's Education, Medical Requirements, Recreations including Festivals / Ceremonies and provisions for old age and Marriage should constitute 25% of minimum wages.

2.2.6 We are of the opinion that the criteria laid down by the 15th Labour Conference for calculating the minimum wages of Government Employees should be improved upon, keeping in view the rise in the standard of living of the Country due to overall development, improvement in per capita income, NNP and comparative wages in the Public Sector Undertakings etc., besides the additional components rightly mentioned by the Supreme Court of India in its judgment cited above.

2.2.7 **COST OF MINIMUM REQUIREMENT OF FOOD PER PERSON PER DAY**

Cost of minimum requirement of food per person per day works out to be Rs.117.50 as per details below - *as per Dr. Aykroyd's formula for an average Indian adult of moderate activity.*

Minimum need of food & its Cost per person		
Items	Rate/Unit	Price
Milk (regular), (0.3 liter)	Rs.30/lit	Rs.9.00
Loaf of Fresh White Bread (100.00 g)	Rs.50/Kg	Rs.5.00
Rice (white), (0.250 kg)	Rs.40/Kg	Rs.10.00
Egg(1)	Rs.4.00	Rs.4.00
Oil/ Cheese (0.03 kg)	Rs.200/kg	Rs.6.00
Meat (0.10 kg)	Rs.250/kg	Rs.5.00
Dall (0.10 kg)	Rs.160/kg	Rs.16.00
Fruits (0.25 kg)	Rs.80/kg	Rs.20.00
Vegetables (0.25)	Rs.50/kg	Rs.12.50
Others		Rs.15.00
Fuel		Rs.15.00
Required money per person per day		Rs.117.50

Need Based Minimum Wage works out to be Rs. 24444 (or say Rs.24500) p.m. on the basis of norms recommended by 15th Labour Conference (excluding House Rent), Judgment of Supreme Court of India (*cited above*) and the Consumer Price Index for Urban Non-Manual Employees – as per details submitted in the following Table:

Continued

NEED BASED MINIMUM WAGE (As on 01.01.2006)
As per 15th Labour Conference, Supreme Court Judgment of 1991 &
(Urban) Consumer Price Index

SL NO	HEAD OF EXPENDITURE	NEED BASED MINIMUM WAGE
1	Cost Of Food (for 4 Members) (Average of 365 days per annum @ Rs.117.50, per day per head)	Rs.14,296
2	Clothing	Rs. 2,000
	Sub Total	Rs.16,296
3	Miscellaneous Expenditure (20% of Total)	Rs.3,259
	Total	Rs.19,555
4	Children's' Education ,Social Needs etc., (25% of Total)(As per Supreme Court Judgment)	Rs.4889
	Grand Total	Rs.24,444

2.3 **OUR VIEWS ON DETERMINATION OF WAGES:**

We earnestly request the Seventh Pay Commission to please consider the following options for determination of Minimum and Maximum Pays for the Central Government Employees:

*Fifth CPC
Criteria
Pay in Pay
Band + Grade
Pay + % DA +
Compensation
factor based
on rise in NNP
at factor Cost*

OPTION 1

MINIMUM WAGE AS PER THE CRITERIA FOLLOWED BY FIFTH CPC FOR MINIMUM OF EACH SCALE – BASED ON THE RISE OF NNP BE ADOPTED FOR DETERMINATION OF PAY AT ALL LEVELS

The criteria adopted by the Fifth Pay Commission to determine the Minimum Pay could be adopted by the Seventh Pay Commission to determine the minimum pay – Percentage rise in NNP at factor cost at constant price for the period 10 years. (*Macro Economic Aggregates – Statistics of Indian Economy, RBI 2012-13 is enclosed as **Anexxure-2/1 in page no – 154***).

Pay in Pay Band + Grade Pay + % DA + Compensation factor based on rise in NNP at factor Cost may please be considered as per details submitted in the Table placed on the next page vide which the Common multiple Factor for fixing Pay at all level works out to be 3.96 of the existing BP base on the %age rise of NNP.

PROPOSED PAY BANDS & GRADE PAY – (AS PER ISE OF NNP):

- i) The Pay Band and Grade Pay may please be fixed at all levels as per the Table placed at the end of this chapter, as based on the Common Multiple Factor of 3.96.
- ii) The existing pay of all employees be also revised based on this Common Multiple Factor of 3.96.

**TABLE SHOWING DETERMINATION OF MINIMUM & MAXIMUM PAY
BASED ON %AGE RISE OF NNP AT FACTOR COST AT CONSTANT PRICES
AS FOLLOWED BY V CPC FOR DECIDING COMMON MULTIPLE FACTOR**

Proposed Minimum Salary w.e.f. 1.1.2016 on %age increase of NNP At factor cost at Constant Price between 1.1.2006 to 1.1.2016 (As per formula adopted by Fifth Pay Commission)	
Minimum Basic Pay + DA 140%+ Compensation factor 65% of BP + DA	
Minimum Basic pay after VI CPC	Rs.7000
Projected DA 140% (as on 1.1.2016)	Rs.9800
BP+DA	Rs.16800
Compensation factor (65%)	Rs.10920
Proposed Minimum Pay	Rs.27720
Proposed Number of times increase of BP or Compensation Factor	3.96

Year	Per Capita NNP at factor cost At constant price	Increase over previous year
2004-05	24143	
2005-06	26015	1872
2006-07	28067	2052
2007-08	30332	2265
2008-09	31754	1422
2009-10	33901	2147
2010-11	36342	2441
2011-12	38037	1695
2012-13	39168	1131
2013-14*	41046	1878
2014-15*	42924	1878
% Increase of NNP at factor cost on Constant Prices for the period of ten years		65%
* Assumed figures as per average increase		

Proposed Minimum & Maximum Salary w.e.f. 1.1.2016 Based on Rise of NNP at Constant Price between 1.1.2006 to 1.1.2016 (As per formula adopted by Fifth Pay Commission for determining Common Multiple Factor)	
Minimum Basic pay after VI CPC	Rs.7000
Anticipated DA 140% (as on 1.1.2016)	Rs.9800
BP+DA	Rs.16800
Compensation factor 65% of BP(as per rise of NNP) <i>(* As per details in the above Table)</i>	Rs.10920
Proposed Minimum Pay	Rs.27720
Proposed Number of times increase of BP or Compensation Factor	3.96
MAXIMUM PROPOSED REVISED PAY (BP x 3.96 as per Rise of NNP from 1-1-2006 tp 1-1-2016)	80000x3.96 =316800 or Rs.3,20,000
MINIMUM PROPOSED REVISED PAY BASED ON RISE OF NNP (BP x 3.96 as per Rise of NNP from 1-1-2006 tp 1-1-2016)	7000x3.96 = Rs.27720
MINIMUM REVISED PAY BASED ON RATIO OF 1:9 WITH MAXIMUM PAY	320000/9 =Rs.35550

2.4 **OPTION - 2**

MINIMUM WAGE AS PER THE CRITERIA RECOMMENDED BY SIXTH CPC & SUBSEQUENTLY MODIFIED BY GOVERNMENT – BY ADDING BP, DP, DA & FIXATION BENEFIT FOR DETERMINING PAY AT ALL LEVELS

*Pay in Pay
Band + Grade
Pay + DP + %
DA + 40%
fixation factor.*

The criteria adopted by the Sixth Pay Commission & subsequently modified by Government to determine the Minimum Pay could be adopted by the Seventh Pay Commission to determine the minimum pay. – 40% fixation benefit given to the sum of Basic Pay, Dearness Pay & Dearness Allowance.

**DETERMINATION OF MINIMUM SALARY BASED ON INFLATION
BP + 100% DA AS DP + 40% DA UP TO 1-1-2016+ 40% FIXATION**

Min. Revised Basic pay after VI CPC	Rs.7000
Proposed DP (By merging 100% DA with Pay)	Rs.7000
BP+DA up to 1-1-2014	14000
Anticipated DA 40% up to 1-1-2016 on Pay+ 100% DP up to 1.1.2016	5600
Minimum Salary (BP+100 DA+40% Anticipated DA up to 1-1-2016	19600
Fixation Benefit (40%) of Pay +DA+DP up to 2016	7840
Proposed Minimum Pay	27440
Proposed Number of times increase of BP or Common Multiple Factor	3.92

2.5

**DETERMINATION OF MAXIMUM SALARY &
RATIO BETWEEN MAXIMUM AND MINIMUM OF PAY
(Based on Post Sixth CPC formula)**

EXISTING PAY		PROPOSED PAY @ 4 TIMES OF EXISTING PAY	
MINIMUM PAY	MAXIMUM PAY	MINIMUM PAY	MAXIMUM PAY
7,000	80,000	28,000	3,20,000

OPTION - 3

**DETERMINATION OF MAXIMUM PAY FIRST AS PER RISE OF NNP SINCE
LAST CPC & FIXING MINIMUM PAY AS PER RATIO OF 9:1 BETWEEN
MAXIMUM & MINIMUM, WITH PROPORTIONATE RISE FOR INTERMEDIATE
LEVELS**

MAXIMUM WAGE

- It is requested that the Maximum Pay should be fixed first as per the formula adopted by Fifth Pay Commission of rise of NNP and then the Minimum pay in the ratio of 9:1 thereof, and the Intermediate Pays should

be fixed on proportionate basis.

- %age Rise of NNP on Constant Prices (since Date of effect of last CPC - 2006)
= 396% or 3.96 times (*As per details in the foregoing Table*)
- The Maximum Pay as per rise of NNP since last CPC works out as under:
- Rs.80,000 + Compensation factor based on rise in NNP at factor Cost
= 80000 BP x 3.96 = Rs.316800 or 317000 or say Rs.3,20,000

MINIMUM PAY

- A ratio of 9:1 should be followed between maximum pay and minimum pay.
Therefore, Minimum Pay works out to be = Rs.320000 / 9 = 35555 or say Rs.35500.

OPTION 4

PARITY WITH MAXIMUM PAY IN CENTRAL GOVT. PSUS

MAXIMUM WAGE

- The top administrative posts especially in the P.S.U.s besides those in the MNC, Private & Corporate Sectors should be kept in view while fixing the Pay for the top most post in Government service.

MINIMUM WAGE

- A ratio of 9:1 should be followed between maximum pay and minimum pay.

2.6 DETERMINATION OF INTERMEDIATE GRADES

Intermediate grades should be fixed keeping in view the duties, responsibilities, work load and other related factors including vertical relativities and horizontal parities etc., with a rise of 3.96 times over the existing pay scales implemented after Sixth Pay Commission, as per rise of Minimum Wage cited in foregoing Para.

rise of 4 times over the existing pay scales recommended by Sixth Pay Commission

2.7 REDUCTION IN NUMBER OF GRADE PAYS

Some Grade Pays need to be merged and upgraded on functional requirements. Following are some of the examples for the consideration of the Pay Commission:

- Grade Pay of Rs.4800 PB 2 and Rs.5400 PB 2 need to be merged and upgraded to GP Rs.5400 PB 3 as doctrine of "equal pay for equal work" – since they are doing strictly the same job by rotation, but are unjustly placed in different Pay Bands and Grade Pay.

Grade Pay of Rs.4800 PB 2 and Rs.5400 PB 2 need to be merged and upgraded to GP Rs.5400 PB 3 since they are doing strictly the same job

2.8 RATE OF INCREMENTS

Rate of increment in each grade may please be granted @ 5 per cent.

This is necessary to provide adequate motivation, incentive and additional emoluments required to meet additional liabilities, as well as to compensate for the improved efficiency on account of experience etc.

2.9 **DISPROPORTIONATE & UNEVEN INCREASE GIVEN BY SIXTH PAY COMMISSION**

Sixth Pay Commission had given uneven pay rise between lower scales and higher scales. Many of the scales in PB-1, PB-2 & PB-3 except Group-A entry scale were given 2.5 times increase, whereas all the scales in PB-4 and above were given increase over 3 times without any functional justifications as given in the table in next page, **also as Annexure-2/2 on page No - 155**

This had the consequential impact on the Pensions also resulting in disproportionate and unequal rise of Pension of existing Pensioners – as indicated in the Table attached herewith **as Annexure-8/2 on page no - 231**

CONCLUSIONS:

Our Demands

Seventh Pay Commission is requested to recommend as under:

- i. **Uniform increase for all the Pay Scales / Pay Bands & Grade Pay – as proposed in the Table on the next Page – Based on the Common Multiple Factor (CMF) of 3.96 as per Rise of NNP (National Net Product) in 10 years 2005-06 to 2015-16 (as Anticipated on the average rise up to 2012-13).**
- ii. **Higher upgraded Pay scales / Pay Band & Grade Pay may please be recommended for specific categories with functional justifications particularly for Technocrats in Government Service (as per detailed justifications submitted in the subsequent Chapters of this Memorandum).**
- iii. **PROPOSED PAY BAND & GRADE PAYOM**

7th Pay Commission is requested to give uniform rise of 3.96 times (as explained in para 1.3) to all Pay Band & Grade Pay as per rise of NNP since 6th CPC.

Table placed at the end of this Chapter may please be considered in this regard for the PROPOSED PAY SCALES - PAY BAND & GRADE PAY.

Proposals regarding up-gardation of specific categories based on the functional justification may please be considered as submitted in the next chapter.

Continued

7th CPC is requested to recommend uniform increase for all the scales and to recommend higher upgraded scales to Technocrats in Govt

DISPROPORTIONATE RISE OF PAY AFTER SIXTH PAY COMMISSION						
Pay Band	Pay + GP	V CPC minimum pay	Sixth CPC Scale			No. of times increase from V CPC to VI CPC
			Starting pay in Pay band	Grade Pay	Revised Basic pay	
PB-1	5200-20200+1800	2750	5200	1800	7000	2.55
PB-1	5200-20200+1900	3050	5880	1900	7780	2.55
PB-1	5200-20200+2000	3200	6060	2000	8060	2.52
PB-1	5200-20200+2400	4000	7440	2400	9840	2.46
PB-1	5200-20200+2800	4500	8370	2800	11170	2.48
PB-2	9300-34800+4200	5000	9300	4200	13500	2.70
PB-2	9300-34800+4200	5500	10230	4200	14430	2.62
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4600	7450	13860	4600	18460	2.48
PB-2	9300-34800+4800	7500	13950	4800	18750	2.50
PB-2	9300-34800+5400	8000	14880	5400	20280	2.54
PB-3	15600-39100+5400	8000	15600	5400	21000	2.63
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+6600	10325	19210	6600	25810	2.50
PB-3	15600-39100+6600	10000	18600	6600	25200	2.52
PB-3	15600-39100+6600	10650	19810	6600	26410	2.48
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-3	15600-39100+7600	12750	23720	7600	29920	2.35
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-4	37400-67000+8700	14300	37400	8700	46100	3.22
PB-4	37400-67000+8700	15100	39690	8700	48390	3.20
PB-4	37400-67000+8900	15400	39690	8900	48590	3.16
PB-4	37400-67000+8900	16400	39690	8900	48590	2.96
PB-4	37400-67000+10000	14300	37400	10000	47400	3.31
PB-4	37400-67000+10000	18400	44700	10000	54700	2.97
HAG	67000-79000	22400			67000	2.99
HAG+ Scale	775500-80000	22400			75500	3.37
HAG+ Scale	775500-80000	24050			75500	3.14
Apex	80000 (Fixed)	26000			80000	3.08
Cab. Sec.	90000 (Fixed)	30000			90000	3

2.10 **PROPOSED PAY BAND & GRADE PAY**

7th Pay Commission is requested to give uniform rise of 3.96 times (as explained in para 1.3) to all Pay Band & Grade Pay as per rise of NNP since 6th CPC. Proposals regarding up-gradation of specific categories based on the functional justification may please be considered as submitted in the next chapter.

PROPOSED PAY SCALES - PAY BAND & GRADE PAY

FOR KIND CONSIDERATION OF 7TH CPC

Sixth Pay Commission					Proposed to Seventh Pay Commission @ 3.96 times (figures rounded off)				
Pay Band in VI CPC Pay		Entry Pay in VI CPC Scale			Proposed Pay Band	Proposed Minimum/Entry Pay			
		Grade Pay	Pay in Pay Band	Total		Grade Pay	Pay in Pay Band	Total	
PB-1	5200- 20200	1800	5200	7000	PB-1	20800- 80800	7200	20800	28000
		1900	5830	7730			7600	23320	30920
		2000	6460	8460			8000	25840	33840
		2400	7510	9910			9600	30040	39640
		2800	8560	11360			11200	34240	45440
PB-2	9300 - 34800	4200	9300	13500	PB-2	37200- 139200	16800	37200	54000
		4600	12540	17140			18400	50160	68560
		4800	13350	18150			Proposed to be upgraded & merged with GP Rs.5400 in PB-3		
PB-3	15600 - 39100	5400	15600	21000	PB-3	62400- 156400	21600	62400	84000
		6600	18750	25350			26400	75000	101400
		7600	21900	29500			30400	87600	118000
PB-4	37400 - 67000	8700	37400	46100	PB-4	149600- 268000	34800	149600	184400
		8900	40200	49100			35600	160800	196400
		10000	43000	53000			40000	172000	212000
		12000	47100	59100			48000	188400	236400
				75500					302000
	HAG + Scale			75500				302000	
	Apex scale			80000				320000	
	Cab. Secy.			90000				356400	

Chapter 3

DETERMINATION OF PAY SCALES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS ON THE RAILWAYS (JE/SSE and CMA/CMS, DMS/CDMS, JE/Sr.Er(IT)) AS PER THEIR DUTIES & RESPONSIBILITIES

IN ALL BRANCHES OF TECHNICAL DEPARTMENT

With reference to ToR 2.C)

To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

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CHAPTER- 3

DETERMINATION OF PAY SCALES OF TECHNICAL SUPERVISORS ON THE RAILWAYS

(Including JE/SSE and CMA/CMS, DMS/CDMS, JE/Sr.Er(IT))

3.1 ROLE OF TECHNICAL SUPERVISORS ON INDIAN RAILWAYS

3.1.1 INTRODUCTION

On Indian Railways system - Technical Supervisors are the Supervising engineers and field managers for manufacture, repair and maintenance of Locomotive powers, Rolling Stocks (Coaches, Wagons, EMUs, DMUs) Signal & Telecommunication Systems and equipments, Traction and Traction Distribution, construction & maintenance of all Buildings, Railway Tracks and Bridges etc.

Nearly every infrastructure on Indian Railways is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the world.

Technical Supervisors / Supervising Engineers (namely Junior Engineers, Senior Section Engineers, Chemical & Metallurgical Assistant, Chemical & Metallurgical Superintendent, Depot Material Superintendent, Chief Depot Material Superintendent, Junior Engineer/IT & Senior Engineer/IT) form the backbone of Indian Railways.

They manage a large number of workers (i.e. Technicians) in all Production Units, Repair Workshops, Diesel / Electric Loco Sheds, EMU Car Sheds, Open Line Carriage & Wagon, Permanent Way, Electric Traction, Electrical Power, Air Conditioning, Train lighting, Signaling & Telecommunication, Drawing & Design Offices, Stores Depots, CMT Labs and Printing Presses etc.

In Railways buildings, tracks, bridges, motive powers, rolling stocks, S&T, traction & distribution etc and every brick of it are built and maintained by the Engineers

3.1.2. HIERARCHY OF TECHNICAL SUPERVISORS IN THE INDIAN RAILWAYS GROUP-C

<p>Senior Section Engineer (SSE) (GP – 4600, PB-2)</p> <p>↓</p> <p>Junior Engineer (JE) (GP – 4200, PB-2)</p> <p>↓</p>	<p>Around 52000 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, Buildings & Works, Signal & Telecommunication systems, traction & distribution, etc.</p>
<p>Senior Technician (GP – 4200, PB-2)</p> <p>↓</p> <p>Technician Gr-I (GP – 2800, PB-1)</p> <p>↓</p> <p>Technician Gr-II (GP – 2400, PB-1)</p> <p>↓</p> <p>Technician Gr-III (GP – 1900, PB-1)</p> <p>↓</p> <p>Helper (GP – 1800, PB-1)</p>	<p>Around 8.2 lakh Senior Technicians and Technicians I, II & III work under JEs & SSEs; apart from above Technical categories a large number of Non Technical categories like Stores Clerk, Office Clerk, Office Superintendents and Chief Office Superintendent also work directly under the JEs & SSE and are supervised by them in execution of the above said work</p>

3.1.2a RECRUITMENT, QUALIFICATIONS AND TRAINING

RECRUITMENT QUALIFICATIONS AND TRAINING OF JUNIOR ENGINEERS (in Grade pay of Rs.4200)

- i. 50% posts of JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are further given intensive practical & theoretical training for one year in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.
- ii. 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview) and they have to qualify for the Job after undergoing six months training.
- iii. 25% are selected as "Intermediate Apprentices" from qualified and experienced Technicians through Limited Departmental Selection and given a further training of one year in System Technical Schools and Workshops / Sheds and Depots including four theoretical and practical sessions etc and they have to qualify after at the end of the training.

Requirement
Diploma +
intensive
practical &
theoretical
training for
one year

Promote
Through
positive
selection + 6
months
training

LDCE
Through
positive
selection +
one year
training

3.1.2b

RECRUITMENT QUALIFICATIONS AND TRAINING OF SSE Senior Section Engineers (in the Grade pay of Rs.4600)

- 20% of posts of Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.
- Graduate Engineers inducted in Railways as SSE, after stringent selection and scrupulous training in Railway working system.
- They have the highest entry qualification in the entire Group-C cadres.
- Undergoes one year on the job training.
- SSE are trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc
- They perform Managerial, Technical and non-technical duties.
- Entered the Railways with great hope that they will have a career with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.
- Graduate Engineers, came out from universities with flying colors, and joined Railways only to get demoralized in their career.
- Whereas their counterpart Engineers who came out from same universities and are appointed elsewhere have prosperous career.
- Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.
- Induction of Graduate Engineers in Group "C" has been done for the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways. To excel in the higher grade posts with the good experience in field level management.
- By allowing the Graduate Engineers to rot at the recruitment scale itself, the basic purpose of induction of Graduate Engineers gets defeated.
- Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay.
- All Group "C" categories have been equated to the SSE with the Grade Pay of Rs.4600, despite of their lower recruitment qualifications, minimum/nil training, lesser duties and responsibilities, holding no assets, no risk element, no passenger

Only category in Govt. Service Recruited in Group-C with the qualification of Graduate in Engg.

Under goes one year training to perform managerial, technical & non-technical duties.

safety issues and no Punctuality of trains need to be ensured by them.

- Categories working under SSE also given the same Grade Pay.

3.1.3 **DUTIES & RESPONSIBILITIES (consolidated)**

(Detailed Duties & Responsibilities – Annexure-3/1 on Page no-156)

As “Front Line Managers” JEs, and SSEs are responsible for Management and Supervision of the following areas:

- | | | |
|--------|---|--|
| 3.1.3a | Production, Repair, Maintenance, Overhauling, Designing & Quality Control - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies | <i>All Assets are created & maintained by Supervising Engineers</i> |
| 3.1.3b | Inspection & Quality Control of materials – produced and procured by the Railways. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments). Fitness certificates of all these assets are required to be certified by the technical supervisors only prior to putting them into operation (e.g. <i>Rolling Stock cannot be put into operation until it is rectified and certified fit by the concerned technical supervisor</i>). | <i>responsibility of fitness for operational safety and safe working of all the assets</i> |
| 3.1.3c | Time bound turnover, repair & maintenance - to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Locomotives, Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of “Safety Norms” and “Quality Control” etc. – in all conditions. | <i>Responsibility of achieving Production targets and train schedules</i> |
| 3.1.3d | Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc. for their repair & maintenance at sites. | <i>Inventory control, material management & their safe custody</i> |
| 3.1.3e | Inventory Control and Material Management | |
| 3.1.3f | Optimum utilization of men and material resources - including large number of <i>Technicians and Helpers etc.</i> and machines tools & equipments costing several crores of rupees. | <i>Optimum utilisation of resources</i> |

Safety of Men, Material & Passengers through intensive Supervision & Quality Control.

3.1.3g **Effective execution of administrative policies and plans.**

3.1.3h **Early restoration of Traffic after Accidents** through effective “*Disaster Management*”.

Disaster management

3.1.3i **Ensuring staff discipline**, holding inquiries, supervision of wage disbursement and effective housekeeping.

Ensuring staff discipline

3.1.3j **Human Resource Management** and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.

3.1.4 **Multifaceted Responsibilities – Attracts more punishment – Tough selection**

- Multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
- Stringent punishment for any lapses.
- For any safety violation, customer compliant, accident, punctuality lapse, under utilization of resources, unsafe working condition, etc. SSE & JE of any one of the department will be fixed invariably.
- Being taken up for lapses in non technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
- Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.
- No such stringent punishment or tough selection procedure for the highly paid categories of Nurses, Teachers and Accounts.

3.2 **NEGLECT OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS**

3.2.1 **Technical Supervisors of Indian Railways are the backbone of the Railway system and are being denied of their justifiable pay scales. Higher duties, responsibilities and accountability that are directly linked to the safe operation of trains & performance of Railways were not considered while deciding their pay scales. Common bunching of pay scales equated their pay scales with the categories working under them disturbing the vertical parity. Pay scales of categories, which were in the lower pay scales, were given up-gradation and even placed two scales above Technical Supervisors disturbing the horizontal parity. The category that was given exclusive higher pay scale among all Group-C employees was given humiliatingly lower pay scales than the categories which do not shoulder as much responsibilities like them.**

Higher duties, responsibility and accountability that are directly linked to the safe operation of trains & performance of Railways were not considered while deciding their pay scales

Nearly every infrastructure created in Indian Railways is a direct result of some form of Engineering. It ensures the countrymen with the bare essentials required to meet their transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways which offers one of the cheapest and safest transport system compared to any transport system in the world. In the Indian Railways system, buildings, tracks, bridges, motive powers, rolling stocks, Signal & telecommunication, traction & distribution etc and every brick of it are build and maintained by the Engineers

Engineers have constructed the Indian Railways which offers one of the cheapest and safest transport system

3.2.2 **Direct responsibilities of safe, efficient & 'Failure-proof' Running of Trains.**

Technical Supervisors, shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication Systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions.

shoulder the direct responsibility of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Loco, P-Way, Bridges, S&T, OHE and other assets and equipment on the Railways

It is unfortunate that both 5th and 6th Pay Commissions had underestimated the significance and sensitiveness of the work-content of the Rail Engineers, their responsibility and accountability in the system. Many straightforward situations like **'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways** went out of sight of both these Pay Commissions.

But, supporting categories like Accounts, Teachers and Nurses who were in the lower pay scales were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and even more humiliating is the fact that the pay of categories, which work under the Technical Supervisors, were also equated with them - undermining the Supreme Court judgment of "***the supervisor's pay cannot be equal to the person being supervised***".

supporting categories who were in the lower pay scales were given up-gradation and were placed even two grades higher

3.2.3 **Continuous upgradation of Technology in Train operation**

Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the

Humiliation of continuous erosion of

existing technology. The Technical Supervisors being the first level of management, control the field and have to update their knowledge and skills and to acquire new ones to adapt to new technology and not only guide / train the staff working under their control for safe and efficient induction of new technologies but also to effect the working.

their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems need to be removed

If the Grade Pay of this vital category of Technical Supervisors, which is having direct responsibility for safe and efficient running of trains, are kept lower than that of the categories like Accounts Staff - which are having supportive roles - it is bound to adversely affect their efficiency and in turn that of the Railways. Humiliation of continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their genuine problems need to be removed early.

3.2.4 Factors contributing to the perpetration of injustice with the Rail Engineers / Technical Supervisors on the Railways:

- Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored by the 6th Pay Commission & the Government while deciding the Grade Pay of Technical Supervisors (Junior Engineers & Senior Section Engineer on the Railways) –
- Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.
- Fifth CPC had denied application of multiple factor of 3.25 only to S-13 scale. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay Scale of Rs.8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs.5400 after the Sixth CPC.
- Ratio between Minimum Pay of Group “D” to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth CPC.
- Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise the MCM (Master Craftsman / Senior Technicians). This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.

Higher recruitment qualification, longer initial training, higher responsibility

Disturbance of horizontal parity with respect to categories placed on par with them

Disturbance of vertical relativity with respect to categories working under them

Increase in Duties & responsibility due to

- Increase in Duties & responsibilities of Technical Supervisors due to modernization, introduction of high speed trains and numerous other factors have all been ignored, including technological advancements in Railway Engineering, greater application of sophisticated skill, safety and intensive supervision by the Technical Supervisors on the Railways for production, repair and maintenance of Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.
- Multifaceted duties & responsibilities, stringent punishments for any shortcomings, tough selection procedure - which requires knowledge in all the fields of Railways - were not considered.
- While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.

*modernization
introduction of
high speed
trains &
numerous
other factors
have all been
ignored*

*Multifaceted
duties &
responsibility,
stringent
punishments
for any
shortcomings,
tough
selection
procedure*

3.3 **ANOMALIES IN PAY SCALE OF JUNIOR ENGINEER (JE) WORKING IN RAILWAYS**

3.3.1 Non-consideration of above mentioned important aspects by Fifth & Sixth Pay Commissions, Ministry of Railways, Ministry of Finance and DOPT – while deciding the Grade Pay of Junior Engineers (JE) and Senior Section Engineers (SSE) including the hierarchical position and responsibilities of Junior Engineers and Senior Section Engineers to supervise a large work force including the Technicians, Senior Technicians as well as the Clerical Staff including Chief Clerk & Office Superintendent working under them - in complete disregard to the settled law that :

- **An equal should not be over an equal;**
- **Promotion implies advancement to a higher grade; &**
- **Supervisor should be in a scale higher than Supervised.**

3.3.2 Sixth Central Pay Commission (in Para, 2.2.11 of its Report) - recommended that – “Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment”.

*“Grade pay
will determine
the status of a
post with a
senior post
being given
higher grade
pay.*

Extract of Para 2.2.11 of Sixth Central Pay Commission Report

2.2.11 Under the system of running pay bands being recommended by the Commission, all the employees belonging to the aforesaid 4 categories will be placed in distinct running pay bands. At the time of promotion from one post to another in the same running pay band, the grade pay (being a fixed amount attached to each post in the hierarchy) attached to posts at different levels within the same running pay band will

*Grade pay
being
progressively
higher for*

change. Additionally, increase in form of one increment will also be given at the time of promotion. Rates of grade pay have been generally computed at the rate of forty percent of the maximum of the corresponding pre-revised pay scale which is rounded off to the next multiple of hundred. In a few cases, the rates of grade pay have been computed differently. This was necessary to fit the system of grade pay in the scheme of revised running pay bands.

successive higher posts.

Grade pay will determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment. In case of promotions between one pay band to the next pay band, the revised band pay will, in no case, be less than the minimum of the higher pay band. All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay.....

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

That the above principle was followed by Sixth Central Pay Commission by recommending the Grade Pay of Rs.2800 for Senior Technicians in para 3.8.27 and Rs.4200 for JEs in para 7.36.77.

para 3.8.27 of the Sixth Pay Commission on the pay scales for workshop staff other than supervisory categories.

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Unskilled	2550-3200	2750-4400	PB-1	1800
Semi Skilled	2650-4000	2750-4400	PB-1	1800
Skilled	3050-4590	3050-4590	PB-1	1900
Highly Skilled	4000-6000	4000-6000	PB-1	2400
Master Craftsman	4500-7000	4500-7000	PB-1	2800 #

Master Craftsmen presently in the scale of Rs.5000-8000 shall be merged in the cadre of Chageman 'B'. In future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 (4500-7000).

Para-7.36.77 of VI CPC

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		PB	GP
JE-II (P.Way), (Works), (Bridges), (Track Machine), JE-II (Mechanical), JE-II (Electrical), JE-II (Signal), JE-II (Tele)	5000-8000	PB-2	4200
Junior Engineer – I	5500-9000 #	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

Posts shall be placed to the Grade Pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales.

3.3.3 Third Central Pay Commission kept the Apex scale of Technicians Rs.380-560 below the pay scale of Junior Engineers (then designated as

Hierarchal confusion

Chargemen-B) granting them a scale of Rs.425-700. 10% of Technician Gr-I posts upgraded as Master Craftsman (MCM) in the scale Rs.425-640 w.e.f. 14.2.1986. Pay scales of Rs.1400-2300 granted by Fourth Central Pay Commission to Chargeman-B (now JE), Mistry and MCM (now Senior technician) resulted in hierarchal confusion, which was corrected by fifth and Sixth Central Pay Commissions which restored the vertical relativity between the JEs and Senior Technicians.

*created by
IV CPC was
corrected
by V & VI
CPC,*

However, the correction made by the Fifth and Sixth Central Pay Commissions were each time undone by Ministry of Railways - disturbing the vertical relativity between the JE and Senior Technicians who work under JEs. Disturbance of vertical relativity between Junior Engineer and Senior Technician who works under the Junior Engineer shown in the table below,

*But
Railways
undone the
correction
done by V &
VI CPC.*

3.3.4. DISTURBANCE OF VERTICAL RELATIVITY BETWEEN JUNIOR ENGINEER AND SENIOR TECHNICIAN WHO WORKS UNDER THE JUNIOR ENGINEER		
Pay Commission	Pay Scales	Brief on improvements given in violation of vertical relativity & Pay Commission recommendations
Third CPC	JE (then Chargeman-B), Rs.425-700 Technician Gr-I, Rs. 380-560	Technician Gr-I worked under JE(then Chargeman) & Technician Gr-I was the feeder grade for JE
14.02.1986	JE (then Chargeman-B), Rs.425-700 Sr.Technician (then MCM), Rs.425-640 Technician Gr-I, Rs. 380-560	10% of Technician Gr-I posts upgraded as MCM in the scale Rs.425-640 and the post of MCM was kept as part of Tech. Gr-I cadre, hence Technician Gr-I remained as feeder grade for JE-II.
Fourth CPC	JE (then Chargeman-B), Rs.1400-2300 Supervisor (then Mistry), Rs.1400-2300 Sr.Technician (then MCM), Rs.1400-2300	Identical Pay scales of Chargeman-B, Mistry and MCM resulted in hierarchal confusion and attracted many court cases.
Fifth CPC	Junior Engineer Rs.5000-8000 Only three grades Skilled-III (Rs.3050-4590), Highly Skilled (Rs.4000-6000) and MCM (Rs.4500-7000) vide para – 54.18 were recommended to maintain the hierarchal order.	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr. Technician) restored with MCM placed in the scale of Rs.5000-8000 equal to the JE who supervises MCM.
22.2.2005	The post of Sr. Technician has been made as regular vide Railway Board's letter No. E(NG)/I/99/PM7/3 and accordingly benefit of pay fixation has been permitted from the date, and stated that the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE Gr. I scale Rs.5500-9000 instead of JE Gr.II scale Rs.5000-8000.	
Sixth CPC	Junior Engineer Grade Pay Rs.4200, PB-2 Only three grades Skilled (GP Rs.1900), Highly Skilled (GP	Concept of four grades (Technician Gr-III, Technician Gr-II, Technician Gr-I and Sr.

Rs.2400) and MCM (GP Rs.2800) were recommended in PB-1, maintaining the hierarchal order and the principle of higher post given the higher Grade Pay. Para 3.8.27 of SCPC report.

Technician) restored with Sr. Technician placed in the GP of Rs.4200.

Sixth Pay Commission recommendation vide para 2.2.11 "Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment" got violated.

3.3.5 Principal Bench of CAT New Delhi in OA No. 1527/1990 had accepted the contention that pay scale of a Supervisor should be higher than the employees supervised by him, and directed for higher pay scale to JEs as 'an equal cannot be over an equal'. This direction was duly considered and accepted by Fifth Pay Commission while deciding the Pay scale of JEs – and it recommended a higher Pay Scale of Rs.5000-8000 for the JEs II - as against the scale of Rs.4500-7000 it recommended for Senior Technicians

3.3.6 Fifth Central Pay Commission in paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of its report, specifically dealt with the problem of supervisor and supervised being placed in the same scale of pay and removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for Technical Supervisors / Chargeman-B (redesignated as Junior Engineer-II). But later Government / Railways upgraded the scale of Master Craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer) contrary to the principle of natural justice thereby disturbing the vertical relativity recommended by Fifth Central Pay Commission. Copy of Paras 54.33, 54.34, 54.35, 54.36, 54.37 & 54.38 of Fifth Pay Commission recommendations is enclosed and marked as **Annexure – 3/2 on page no-207**

V CPC recommended the pay scale of Rs.4500-7000 to MCM & Rs.5000-8000 for JE

3.3.7 **Impracticable order dated 22-2-2005 has become more irrelevant**

Ministry of Railways tried to circumvent the problem of supervisors being placed in the same scale as that of the employees working under them; and the Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 made the impracticable preposition that the work of Senior Technicians (MCM) in grade Rs.5000-8000 will be supervised by JE-I in the scale Rs.5500-9000 instead of JE-II in the scale Rs.5000-8000 – even though in actual practice the JE-II continued to supervise Senior Technicians (MCM).

The Railway Labour Tribunal (1969) – headed by Justice Miabhoy - had held that the work in a section could not be segregated and also in most

Justice Miabhoy - had held that the work in a

cases post of JE grade-I was not available at the same working area. Further, the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II is/was allowed to Senior Technician on their promotion to JE-II from Senior Technician but the scale of pay/ Grade Pay is/was the same on promotion as JE from Senior Technician (earlier called Master Craftsmen/MCM). Copy of the letter No. E[NG]/1/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 is enclosed and marked as **Annexure-3/3 on page no 210.**

section could not be segregated

The Railway Board order mentioned above has become more irrelevant as the JE-II in the pre-revised scale of Rs.5000-8000 and JE-I in the pre-revised scale of Rs.5500-9000 have been merged and granted the Grade Pay of Rs.4200 as recommended by the Sixth Pay Commission.

- 3.3.8 Sixth CPC recommended the Grade Pay of Rs.4200 for JE I & II (merged together) and the Grade Pay of Rs.2800 for the Senior Technicians but the Railway Board later on changed Grade Pay of Senior Technicians to Rs. 4200 vide Rly Board's letter No. PC-VI/2008/IC/99 (RBE No.205/2009) Dated 25.11.2009, which made the situation of JE-I (Pre-revised scale of Rs.5500-9000) placed in the same GP of Senior Technician.

VI CPC recommended GP Rs.2800 for Sr.Tech & Rs.4200 to JE

Junior Engineers (JEs) and Senior Technicians have as such again been placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, which is totally in violation on principle of natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India. This is also in violation of the principle defined by Sixth CPC (in Para, 2.2.11 of its Report) cited in paras- (2) & (3) heretofore. Existing cadre hierarchy, pre-revised scale, their corresponding Grade Pay allotted by Sixth Central Pay Commission, mode of filling and recruitment qualifications are shown in the table.

in violation on principle of natural justice, JE & Sr.Tech again placed in same GP

3.3.9 **EXISTING HIERARCHY, GRADE PAY, RECRUITMENT QUALIFICATION, MODE OF FILLING UP OF TECHNICAL SUPERVISORS ON RAILWAYS**

Hierarchy	V CPC scale	Grade Pay granted after Sixth CPC	Existing Recruitment Qualification & mode of filling up
Tech. Gr-III	3050 – 4590	1900 in PB-2	Direct Recruit – ITI 50% DR 25% QSE 25% Promotion by selection
Tech. Gr-II	4000 – 6000	2400 in PB-2	100% promotion by trade test

Tech. Gr-I	4500 – 7000	2800 in PB-2	100% promotion by trade test
Senior Technician	5000 – 8000*	4200 in PB-2 *	100% promotion by trade test
Junior Engineer	5000 – 8000 & 5500 – 9000	4200 in PB-2	Direct Recruit – Diploma in Engineering + 12 months training 50% DR 25% LDCE** (1 year training) 25% Promotion by selection (6 months training)
Section Engineer	6500 – 10500 7450 – 11500	4600 in PB-2	Direct Recruit – Graduate in Engineering +12 months training 20% Direct Recruitment 80% by Promotion
Asst. Works Manager / Asst. Divisional Engineer etc.	7500 – 12000 & 8000 - 13500	4800 in PB-2 to promotees & 5400 in PB-3 to Direct Recruits	70% selection among seniors 30% through LDCE
Works Manger	10000 – 15200	6600 in PB-3	100 % by promotion

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

** 25% posts of Junior Engineers are filled up through LDCE (Limited Departmental Competitive Examination) from the employees in the Grade Pay of Rs.1900, Rs.2400, Rs.2800 and Rs.4200 who are then given 12 months training as Intermediate Apprentice.

3.3.10 The Honourable Supreme Court of India – (reported in (1996) 1 SCC 562) - has held as under:

“8. The High Court, in our opinion, was not right in holding that promotion can only be to a higher post in the Service and appointment to a higher scale of an officer holding the same post does not constitute promotion. In the literal sense the word “promote” means “to advance to a higher position, grade, or honour”;. So also 'promotion' means “advancement or preferment in honour, dignity, rank, or grade” (Ref: Webster's Comprehensive Dictionary, International Edition., page1009) 'Promotion' thus not only covers advancement to a higher position or rank but also implies advancement to a higher grade. (Ref: Union of India vs. S.S. Ranade (1995) 4 SCC 462 at page 468.

'Promotion' thus not only covers advancement to a higher position or rank but also implies advancement to a higher grade

3.3.11 **DISTURBANCE OF HORIZONTAL PARITY & VERTICAL RELATIVITIES**
COMPARATIVE UP-GRADATION AFTER SPC

S.N	Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded to 5 th CPC Scale by 6th CPC (& granted after VI CPC)	Grade Pay after Sixth CPC
1	Loco Inspector	425-700	2000-3200	6500-10500	7450-11500	4600
2	Power Controller	425-700	2000-3200	6500-10500	7450-11500	4600
3	Police Inspector	425-700	2000-3200	6500-10500	7450-11500	4600
4	Excise Inspector	425-700	2000-3200	6500-10500	7450-11500	4600
5	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600
6	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800
7	Primary School Teacher Gr-III	380-560	1200-2040	4500-7000	6500-10500	4600
8	Primary Teacher Gr-II	425-700	1400-2600	5500-9000	7450-11500	4600
9	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600
10	Head Master	425-700	2000-3200	6500-9000	7500-12000	4800
11	Sr. Technician / MCM (Master Craftsman) (Working under JEs)	Recom- mended 425- 640 New Scale Granted by RB 425- 640	1400-2300	4500-7000	4500-7000	2800
			1400-2300	5000-8000	6500-10500	4200
12	Junior Engineer (JEs) (Diploma in Engg + 1 years Training)	550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	<u>4200</u>

3.4 **ANOMALIES IN PAY SCALE OF SENIOR SECTION ENGINEER(SSE) WORKING IN RAILWAYS**

3.4.1 **Disregard to Duties & Responsibilities**

Senior Section Engineers (SSEs) who are now in Grade Pay of Rs.4600 have to supervise the work of a very large number of JEs, Technicians and Senior Technicians, besides that of Stores Clerk, Office Clerks, Head Clerks, Office Superintendents and Chief Office Superintendents. The Chief Office Superintendents working under the SSE, have also been placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard of the settled law that an equal should not be over an equal; & Supervisor should be in a scale higher than Supervised.

SSE have to supervise the work of JE, Technician, Clerk, O.S, Chief.O.S

3.4.2 Pay Scale of SSE has always been higher than pay scales of Supervisors of other departments in Railways. After the Third Pay Commission highest pay

3rd CPC's highest pay scales of

scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors i.e. Senior Section Engineer (then called Foreman and Principal Foreman). All other categories including those in the highest grade of Teachers, Nurses and Accounts Staff were allotted two or three grades below the SSEs/FO/PFO. After the implementation of Sixth Central Pay Commission - the SSE with the direct recruitment element of Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of some of the other categories i.e. Teachers, Nurses and Accounts Staff were now placed in the Grade Pay of Rs.4800. Rs.5400 and even higher – disturbing the vertical relativity, in complete disregard to the Qualifications, Training, Duties & Responsibilities of the SSE towards ensuring the safety and efficiency of the Trains & its related operations, repairs, maintenance and production processes. Comparative Pay scale improvement given to categories of Teachers, Nurses and Accounts Staff are shown in the table below.

*Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors
Teachers, Nurses and Accounts Staff were allotted two or three grades below*

PAY IMPROVEMENT GIVEN TO VARIOUS CATEGORIES SINCE THIRD PAY COMMISSION.

S. N	Category	Post	3 rd CPC scale	4 th CPC scale	5 th CPC scale	Pay structure recommended by 6 th CPC	Improvement given by Govt. after 6 th CPC
Classified as Group-B (Gaz) in Railways							
1	Accounts	AAO		2375-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB2, GP Rs.4800	PB2, GP Rs.5400
2	All major Departments	AWM /AEN/ ACM/AOM/ APO, etc		2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB2, GP Rs.4800	-----
3	NFSG-Gr.B (80% of organized service)		-----	-----	8000-13500	PB2, GP Rs.5400	PB3, GP Rs.5400
4		SO/PS		2000-3500	6500-10500	PB2, GP Rs.4800	-----
5	RBSS / RBSSS	NFSG SO/PS			8000-13500	PB2, GP Rs.5400	PB3, GP Rs.5400
6	Other Rly Board Misc. categories			2000-3500	6500-10500	No specific recommendations	-----
7	Teachers	Head Masters		2000-3500 (2375-3750 w.e.f.30.7.93)	7500-12000	PB3, GP Rs.5400	-----
8		Sr.Grade		2200-4000	8000-13500	PB3, GP Rs.6600	-----

9	Nurses	ANOs		2000-3500 (2375-3750 w.e.f.30.7. 93)	7500-12000	PB3, GP Rs.5400	-----
10	Library	ALIO		2000-3500	6500-10500	PB2, GP Rs.4600	-----
Classified as Group-C in Railways even though DoPT classify the GP of these posts as Group-B (Gaz)							
11	Accounts	Sr.SO	775-1000	2000-3200	6500-10500 (7450-11500 w.e.f.2003)	PB2, GP Rs.4800	-----
12		SO	500-900	1640-2900	5500-9000 (6500-10500 w.e.f.2003)		-----
13	PGTs	PGTs Basic Grade	550-900	1640-2900	6500-10500	PB2, GP Rs.4800	-----
14		PGT Sr.Grade	775-1000	2000-3500	7500-12000	PB3, GP Rs.5400	-----
15		PGT Sel.grade	-----	2200-4000	8000-13500	PB3, GP Rs.6600	-----
16	TGTs	TGTs Basic Grade	440-750	1400-2600	5500-9000	PB2, GP Rs.4600	-----
17		TGT Sr.Grade	740-880	1640-2900	6500-10500	PB2, GP Rs.4800	-----
18		TGT Sel.Grade	-----	2000-3500	7500-12000	PB3, GP Rs.5400	-----
19	Primary Teachers	PRTs Basic Grade	330-560	1200-2040	4500-7000	PB2, GP Rs.4200	-----
20		PRT Sr.Grade	530-630	1400-2600	5500-9000	PB2, GP Rs.4600	-----
21		PRT Sel.Grade	-----	1640-2900	6500-10500	PB2, GP Rs.4800	-----
22	Nurses	Chief Matron	-----	-----	7450-11500 (w.e.f. 10.5.1998)	PB3, GP Rs.5400	-----
23		Matron	700-900	2000-3200	6500-10500		-----
24		Nursing sister	550-750 455-700	1600-2660	5500-9000	PB2, GP Rs.4800	-----
25		Staff Nurse	425-640	1400-2300	5000-8000	PB2, GP Rs.4600	-----
26	Technical Supervisor No improvement given	SSE	840-1200 & 840- 1040	2375-3500 (2375- 3750)#	7450-11500	PB2, GP Rs.4600	-----
27		SE	700-900	2000-3200 (2000- 3500)#	6500-10500		-----
28		JE-I	550-750	1600-2660 (1640- 2900)#	5500-9000	PB2, GP Rs.4200	-----
29		JE-II	425-700	1400-2300 (1600- 2660)#	5000-8000		-----

- Upgraded by 5th Pay Commission

3.4.3 **UN-JUST MULTIPLICATION FACTOR**

Fifth Central Pay Commission had adopted a Common Multiple Factor of 3.25 for all categories of Staff from S 1 to S 34 - except S-13 scale which was granted to SSE. Fifth Pay Commission has recommended only Rs.7000-11500 to the SSEs placed in S-13 scale, later it was revised as Rs.7450-11500, only minimum of the scale had been revised and corresponding revision of maximum of the scale had not been done. This has reduced the span of years of the scale from 20 years to 18 years. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only. The principle of Sixth Central pay Commission to calculate the Grade Pay as 40% of maximum of the fifth pay commission scales, as defined in para 2.2.21(ii) of Sixth Central Pay Commission has kept the S-13 (SSE) scale in disadvantageous position. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs 5400 after the Sixth Central Pay Commission. Application of 3.25 multiplication factor by Fifth Central Pay Commission and calculation of Grade Pay as 40% of maximum of Fifth Pay Commission scales are shown in the table

Non-application of 3.25 multiplication factor by V CPC to SSE scale, was resulted in progressive disadvantage in VI CPC scale also

minimum of scale in IV CPC	If 3.25 factor was applied	Actual factor applied	Pay scales granted by Fifth Pay Commission			Sixth Pay Commission	
				V CPC pay scale	Span in years	Grade Pay	40% of Max
750	2438	3.40	S-1	2550 - 3200	19	1300	1280
775	2519	3.37	S-2	2610 - 3540	22	1400	1416
			S-2A	2610 - 4000	25	1600	1600
800	2600	3.31	S-3	2650 - 4000	27	1650	1600
825	2681	3.33	S-4	2750 - 4400	30	1800	1760
950	3088	3.21	S-5	3050 - 4590	22	1900	1836
975	3169	3.28	S-6	3200 - 4900	20	2000	1960
1200	3900	3.33	S-7	4000 - 6000	20	2400	2400
1350	4388	3.33	S-8	4500 - 7000	20	2800	2800
1400	4550	3.57	S-9	5000 - 8000	20	4200	3200
1640	5330	3.35	S-10	5500 - 9000	20	4200	3600
			S-10A	6000 - 9800	20	4200	3920
2000	6500	3.25	S-12	6500 - 10500	20	4600	4200
2375	7719	3.14	S-13*	7450 - 11500	18	4600	4600
2500	8125	3.00	S-14	7500 - 12000	18	4800	4800
2200	7150	3.64	S-15	8000 - 13500	20	5400	5400
					New	5400	

					Scale		
3000	9750	3.33	S-19	10000 - 15200	16	6600	6080
3700	12025	3.24	S-21	12000 - 16500	12	7600	6600
4100	13325	3.49	S-24	14300 - 18300	10	8700	7320
5100	16575	3.22	S-26	16400 - 20000	8	8900	8000
5100	16575	3.22	S-27	16400 - 20900	10	8900	8360
5900	19175	3.12	S-29	18400 - 22400	8	10000	8960
7300	23725	3.07	S-30	22400 - 24500	4	12000	9800
7300	23725	3.07	S-31	22400 - 26000	6		
7600	24700	3.16	S-32	24050 - 25000	3		
8000	26000	3.13	S-33	25000			
9000	29250	3.33	S-34	30000			

* Fifth CPC had denied application of multiple factor of 3.25 to S-13 scale. Fifth Pay Commission has recommended only 7000-11500 to the SSEs placed in S-13 scale, later it was revised Rs.7450-11500. The scale has been kept low to accommodate S-14 scale above it by the difference of Rs.50 only. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs 5400 after the Sixth CPC.

3.4.4 Apex pay scale of Senior Section Engineers (SSE) has always been higher than the pay scales of supervisors of other departments in Railways. After the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors i.e. Senior Section Engineer (then Foreman). Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted). In the categories of teachers, nurses and accounts the apex scale were allotted two or three grades below the SSEs. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element which requires Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400. Pay scales allotted to apex Group-C and Group-B (Gazetted) are shown in the table enclosed as **Annexure -3/4 on page no -212.**

Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted)

3.4.5 Highest Recruitment Qualification among Group-C

In Indian Railways the direct recruitment in the Accounts cadre is in PB-1 with the Grade pay of Rs.2800 and in the clerical & Station Master cadre it is also the same. In the case of Technical Supervisors the direct recruitment is made at the level of Junior Engineers (Grade Pay Rs.4200) with Diploma in Engineering as qualifications and one year Training. Senior Section Engineers are recruited with the educational qualification of Graduate in Engineering with a training of one year and granted PB-2 with the Grade Pay of Rs.4600.

**3.4.6 COMPARATIVE UP-GRADATION AFTER SIXTH CPC
– DISTURBING HORIZONTAL PARITY & VERTICAL RELATIVITY**

Sl. No	CATEGORY / POST	3 rd CPC Pay scale Rs.	4 th CPC Pay scale Rs.	Fifth CPC Pay scale	Upgraded Scale (after Sixth CPC)	Grade Pay & Pay Band (after Sixth CPC)
1	Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
2	Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
3	Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
4	Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
5	Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
6	Trained Gr. Teacher Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
7	Trained Gr. Teacher Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
8	Trained Gr. Teacher Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
9	Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
10	Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
11	Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
12	Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	2375-3500	6500-10500 & 7450-11500	7450-11500	4600, PB-2

3.5 PROPOSED PAY SCALES FOR TECHNICAL SUPERVISORS (JEs, & SSEs) ON RAILWAYS

Technical Supervisors (JEs, and SSEs) on Railways be placed in higher Pay Scales/ Grade Pay for shouldering higher responsibilities and having larger span of control than their counterparts anywhere else – either Govt. / Public Undertakings or in State Govt. Services etc.

Keeping in view the duties, responsibilities, workload and other job requirements of Junior Engineers, and Senior Section Engineers on the Railways, the substantial increase of their duties and responsibilities in recent years and considering the major disparities and anomalies in their Pay Scales and the high emoluments of their counterparts not only in Private and Corporate Sectors but even in the Public Undertakings, and many important factors as detailed in the foregoing paras of this Chapter, it is requested that the following Pay Scales may please be recommended for and granted for the Engineers / Technical Supervisors on the Railways:-

	Existing		Proposed replacement Pay Band & Grade Pay in VI CPC scale		Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay in Pay Band	Grade Pay	Total
Junior Engineer	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800	Rs.53400	Rs.19200	Rs.72600
Senior Section Engineer	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400	Rs.62400	Rs.21600	Rs.84000

3.6 C & M ORGANIZATIONS' ANOMALIES & PROPOSED PAY SCALES

3.6.1 Introduction

Chemical & Metallurgical Organization is engaged in testing and certifying of raw materials, finished products etc., assuring usage of standard materials and effective quality control of vital safety components required for Rolling stocks & Locomotives. The Railway Board Management Services has considered C & M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering Departments.

*Important
role of C&M
Engineers*

3.6.2 Categorisation of C&M wing as part of Mechanical Department of Zonal Railways and Production Units

CMT organization which essentially do the technical work of Inspection and testing of raw materials, finished products, fuel etc. is wrongly categorized as 'Miscellaneous Department'. Functions of CMT departments in Zonal Railways and production units are independent of RDSO and their functional heads are Mechanical HODs of respective Zonal Railways and Production units. Hence it is requested that CMT organization in the Zonal Railways and Production units should be under respective Mechanical Department for all purposes with exclusive seniority unit.

*CMT
organization
in the Zonal
Railways
and PUs
should be
brought
under
respective
Mechanical
Dept*

3.6.3 Re-Designation of C&M Engineers at par with Technical Supervisors:-

C&M Engineers perform their duties of Inspection and certification of materials along with Technical Supervisors in workshops, production units and open line. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer, Section Engineer, Senior Section Engineer) with suitable suffix, since they essentially do the technical work of quality control during manufacture and maintenance of Rolling Stock, locomotives and other infrastructure on Railways.

*they
essentially
do the
technical
work of
quality
control*

It is requested that the C&M Supervisors who invariably do the technical work may please be redesignated as Junior Engineer and Senior Section Engineer like other Technical Supervisors

3.6.4 Occupational Hazards

Despite of working in Hazardous Environment such as X-ray, Chemical Lab, effluent testing Laboratory, highly polluted paint shop, welding shops, burning of Polymers during testing; the staff of Organisation has not been given any Occupational Hazard Allowances.

*High
Occupationa
l Hazard*

3.6.5 **ANOMALY CREATED BY SIXTH PAY COMMISSION:**

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications (of B.Sc. for pre-revised CMA-II and degree in engineering (Metallurgy/Chemical)/ M.Sc.(Chemistry/Applied Chemistry) for CMA-I. They have higher induction training than almost all the non-technical categories, but 6th pay commission has equated them with or allotted them even lower grade pay than some of the non- technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualification, training and experience required for their job but also ignoring the duties, responsibilities and overall job requirement of - C&M supervisors.

Higher recruitment qualification & training doesn't reflected in pay scales

b) Para 3.4.7 of sixth pay commission clearly mentioned that the staff having "all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 9300-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500." This clause has also been overlooked by Railways for CMA-I who are placed in PB-2, Grade Pay of Rs 4200 instead of Grade Pay 4600.

Posts carrying entry qualification of Graduate in Engg is denied of GP Rs.4600 in violation of para 3.4.7 of VI CPC

c) SCPC report for scientific staff has recommended through para 3.5.7 "The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 9300-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500". This clause has also been overlooked by Railways for CMA-I who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

d) The 6th CPC has thus disturbed not only the horizontal parity but also the vertical relativity.

7th CPC is requested to clear the anomaly created after the implementation of 6th CPC recommendations

- **CMS - I & CMS-II (in the pre-revised scale of Rs 7450-11500 & Rs 6500-10500 be given grade pay Rs.5400/- in PB-2 – (keeping in view their higher nature of Duties & Responsibilities – mentioned in the foregoing paras).**
- **CMA I (in the pre-revised scale of Rs 5500-9000) - be upgraded as CMS in Grade pay of Rs.5400/- in PB-2 (keeping in view their higher nature of Duties & Responsibilities – mentioned in the**

foregoing paras & the principle adopted by the Sixth Pay commission vide Para 3.4.7 of their Report –cited above).

- In future, the qualification for direct recruitment of CMS be prescribed as Graduates in Engineering (Metallurgy / Chemical Engineering) or Post Graduates in Science (M.Sc. Chemistry / Applied Chemistry) in line with Technical Supervisors and as per recommendations of Sixth Pay Commission vide Para 3.4.7 & 3.5.7 cited above.
- CMA-II - in the pre-revised Scale of Rs 5000-8000 - be given grade pay of Rs 4800 in PB-2 – (keeping in view their nature of Duties & Responsibilities – mentioned in the foregoing paras).

3.6.6 C&M Engineers should also be granted the pay scales at par with Technical Supervisors

	Existing		Proposed replacement Pay Band & Grade Pay in VI CPC scale		Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay in Pay Band	Grade Pay	Total
CMA	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800	Rs.53400	Rs.19200	Rs.72600
CMS	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400	Rs.62400	Rs.21600	Rs.84000

3.7 Proposed Pay Scales for Depot Material Superintendent (DMS) & Chief Depot Material Superintendent (CDMS)

3.7.1 Duties & Responsibilities of Depot Material Superintendent (DMS) & Chief Depot Material Superintendent (CDMS)

(a) *Material Planning*: - This consists of ascertaining the need of the various departments in the matter of materials and stores and devising such policies that all the materials which have constant demand and also some critical non-wearing materials are constantly available so that they are supplied to the user departments without delay. This includes classification / categorization of items, codification, designing of recoupment policies, taking 'make or buy' decision and also preparation of stores budget.

(b) *Procurement of Stores*:- This includes purchase of materials of required quality and quantity at reasonable prices.

This activity also includes development of sources of supply with due emphasis to development of ancillary industries, small scale industries and indigenous sources for imported items (import substitution). This also includes, maintaining constant touch with the market to ensure steady flow of materials.

(c) *Receipt & Inspection of Stores*:- This includes taking delivery of materials from carrier, checking of quantity and quality and their accountal.

(d) *Store Keeping*:- This includes stocking of materials in the wards, their handling, issuing on demand by indentors and maintaining proper records.

(e) *Distribution of Stores*:- This includes timely dispatch and distribution of materials to various users by adopting quick and right mode of transportation.

(f) *Collection, accountal and disposal of scrap* :- This activity is main revenue earning activity of Stores Department these days.

(g) *Inventory Control* :- This includes maintaining an economic level of investment in inventories.

(h) *Cost Reduction*:-, Cost reduction by following some of the important techniques like Variety Reduction, Standardization, Value Analysis, Forecasting, etc.

3.7.2 DMS/CDMS who are having same entry qualifications, similar training, duties and responsibilities should also be granted the pay scales at par with JE and SSE respectively.

	Existing		Proposed replacement Pay Band & Grade Pay in VI CPC scale		Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay in Pay Band	Grade Pay	Total
DMS	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800	Rs.53400	Rs.19200	Rs.72600
CDMS	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400	Rs.62400	Rs.21600	Rs.84000

3.8 Proposed Pay Scales for Junior Engineer/IT & Senior Engineer/IT

IT department represents modern face of Railways in the main activities like Ticketing & Ticket Cancellation, Time table information, Passenger information, Freight information, Tourist information, Press releases, Railway Board Directorates, Various departments Zonal / Divisional wise, etc. Duties & Responsibilities are listed in Annexure – 3/1 (para 3.10)

Junior Engineer/IT & Senior Engineer/IT working in EDP centres in Railways should also be granted pay scales on par with their counter parts working in Technical Departments in Railways.

	Existing		Proposed replacement Pay Band & Grade Pay in VI CPC scale		Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay in Pay Band	Grade Pay	Total
JE/IT	PB-2 9300-34800	Rs.4200	PB-2 9300-34800	Rs.4800	Rs.53400	Rs.19200	Rs.72600
Sr.Er/IT	PB-2 9300-34800	Rs.4600	PB-3 15600-39100	Rs.5400	Rs.62400	Rs.21600	Rs.84000

Chapter 4

AVENUE OF PROMOTION, CLASSIFICATION OF POSTS & ANOMALIES IN MODIFIED ASSURED PROGRESSION SCHEME (MACPS)

With reference to ToR –

2.C) “----- to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders.....”

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CHAPTER – 4
AVENUE OF PROMOTION,
CLASSIFICATION OF POSTS &
ANOMALIES IN MODIFIED ASSURED PROGRESSION SCHEME (MACPS)

4.1 INTRODUCTION

Technical Supervisors on the Railways, though highly qualified with Degree or Diploma in Engineering as well as trained and experienced in their jobs and playing a vital role in the safe and efficient running of trains on the Railways, have the worst career progression than anywhere else in the world or in the country itself. Engineering Graduates recruited as SSE (Senior Section Engineers) in GP Rs.4600 retire in Group C without a single promotion while Diploma Holders in Engineering recruited as JEs (Junior Engineers) in GP 4200 just get one promotion. Similar is the position with Engineers recruited in Store and Chemical & Metallurgical Labs in the railways. No other category even on the Railways faces such a bad situation.

Only about 2 to 3% of Technical Supervisors get promoted to Group B level and only a small fraction thereof reach Group A level.

Main reasons for lack of Avenues of Promotion for Technical Supervisors::

- i) Meager number of Posts in Group A & B vis-à-vis Group C on the Railways as compared to all other Central Government Departments;**
- ii) Non-implementation of DoPT's orders in Railways, regarding Classification of Posts – issued after every Pay Commission.**
- iii) Confining the Cadre Restructuring on Railways within each Group – A, B and C – without linking the same to each other, thus leading to highest cluster of posts in the Apex Grade of Group C, without upgrading them ever to Group B or Group A (see the Table below);**
- iv) No Career Planning for Technical Supervisors on Railways,**

while repeatedly doing the same for Group A as well as for Group B.

**PERCENTAGE OF TECHNICAL SUPERVISORS
PROMOTED TO GROUP B & GROUP A ON RAILWAYS**

	Percentage of Posts in the Grade On Railways					
	Technical Supervisors Supervising Engrs.		Chemical & Metallurgical Engrs		Stores Engineers	
Category & Grade Pay	JEs 4200	SSEs 4600	CMA 4200	CMS 4600	DMS 4200	CDMS 4600
Recruitment Qualifications	50% by Diploma Engrs+Trg	BE/ Graduate Engrs+Trg	BE Met / MSc Chem /BSc Ch/Ph	By promotion of CMA	50% by Diploma Engrs.	20% by BE/Grad. Engrs.
%age of posts in Group C	33%	67 %	20%	80%	40%	60%
%age promoted to Group B	2 to 3 %		1 to 2 %		2 to 3 %	
%age Promoted to Group A	0.5 to 1 %		About 1 %		0.5 to 1 %	

**%AGE OF GAZETTED POSTS ON RAILWAYS
AS COMPARED TO ALL INDIA AVERAGE**

Group of Posts	% age Distribution of Posts <u>On Railways*</u> <u>treating Gr-D as Gr-C</u>	% age Distribution of Posts <u>On Railways*</u> <u>Without counting Existing Group D</u>	%age of posts as per All India Average* - After upgradation of Gr-D to Gr-C
Group A	0.6%	0.9%	2.8%
Group B	0.5%	0.8%	5.4%
Group C	98.9%	98.3%	91.8%

* Please see details in Annexure-4/1 on page no -214 attached.
(Ref: Sixth Central Pay Commission Report).

4.2

**VISION ON CAREER PLANNING FOR
TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS –
NEED OF THE HOUR IS - RIGHT MOTIVATION**

4.2.1 Engineering Graduates, who are selected for the Job through tough competition, join Railways as Direct Recruit SSEs in GP 4600 and are posted after one year rigorous training. Similarly, Engineering Diploma Holders join Railways as Direct Recruit JEs in GP 4200.

Their dream of career advancement soon bursts after joining. SSEs, unless selected as Gr. B, do not get any promotion in their lifetime. JEs have to remain satisfied with only one promotion, i.e. to the post of SSE. Yet they work as frontline field managers who are directly responsible for safe, punctual and comfortable journey in thousands of trains 24 hours a day, 365 days in a year without getting any rest, leave or holiday and even due recognition.

Different theories have been suggested for motivating employees. Pay is

*Dreams of
Engineering
Graduates and
Diploma
holders burst
soon after
joining
Railways*

considered a primary motivator. Other key motivating factors include: opportunity for advancement, appreciation of hard work, a sense of achievement, responsibility and empowerment, a sense of challenge and enjoyment. The opportunity for advancement in the form of career planning is not there at all for the Rail Engineers / Technical Supervisors, even though strongly recommended by all the Railway Accident Inquiry Committees (RAICs) and Railway Reforms Committee – but without any follow up thereon by the Railways.

Motivation is not obtained through pay only

4.2.2 Fourth Pay Commission in para 23.9 recommended that, A solution of the problem of stagnation and inadequate promotion opportunities should be available to employees as motivation for them to contribute their best in the discharge of their duties. At the same time, the system of career progression should be consistent with the functional needs and requirement of organization.

Career Progression should be consistent with the functional needs

In para 23.10 Fourth pay Commission further stated that “there should be cadre reviews after a prescribed period with the view to identifying the grades / posts which could be upgraded taking into account their duties and responsibilities and consistent with the need to promote efficiency in administration”.

4.2.3 DoPT in its guidelines for cadre review of Groups ‘B’, ‘C’ & ‘D’ cadres dated 23rd Nov 1987 issued on the basis of fourth pay commission recommendations stated that “Periodical cadre review is an important part of personnel management in the organization. It plays a vital role in the smooth functioning of the cadre and in keeping up the morale of its members. The main thrust of the cadre review should be on manpower projections and recruitment planning on scientific lines aiming at the same time at rationalization of the existing cadre structure with the view to improving the efficiency, morale and effectiveness of the cadre”. DoPT spelled out the following principles to govern the cadre reviews,

Periodic cadre review is required

- An exercise for complete manpower planning taking into account the annual intake at the entry level, maintenance needs, growth etc.
- Cadre review may be conducted on functional cum structural considerations with due regards to the duties and responsibilities which are needed to promote the efficiency.
- Wherever yardsticks have already been laid down for provision of staff – should be taken into account.
- Cadre review exercise may be conducted periodically for all Groups ‘B’, ‘C’ & ‘D’ posts without linking the level of stagnation.
- Rationalisation of categories / grades through merger may also be

considered.

- Cadre review exercise may be conducted after every five years.
- The primary authority for conducting cadre review for Groups 'B', 'C' & 'D' cadres will be of the cadre controlling authorities in the respective ministries.

4.2.4 **CADRE RESTRUCTURING EXERCISES DIDN'T BRING ANY MOTIVATION**

Four cadre restructuring exercises have been done since 1984 (in the years 1984, 1993, 2003 & 2013). They didn't bring any positive result to the category of Technical Supervisors, since they didn't follow the guidelines given by DoPT. Incumbents in the apex Group C Scale of SSE / CMS / CDMS / Sr.Er(IT) never got the benefit of cadre restructuring exercise.

Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) never got the benefit of cadre restructure exercise

On the other hand, mandatory surrender of posts of matching financial value at lowest cadre has only increased the workload of remaining employees.

4.3 **PLIGHT OF ENGINEERING GRADUATES IN INDIAN RAILWAYS**

4.3.1 **HIGHEST ENTRY QUALIFICATION**

- i. Graduate Engineers inducted in Railways as Senior Supervisors, after stringent selection and scrupulous training in Railway working system.
- ii. Highest entry qualification in the entire Government Group-C cadres.

Highest entry qualification in the entire Government Group-C

4.3.2 **OCCUPIES THE HIGHEST GROUP-C CADRE IN ALL DEPARTMENTS OF RAILWAYS**

Recruited in Mechanical, Electrical, Civil and S&T departments as

- i. SSE/WS, SSE/C&W, SSE/Diesel, SSE/PCO, SSE/P.Press, SSE/Safety, CDMS & CMS
- ii. SSE/Electrical/WS, SSE/AC, SSE/OHE, SSE/TL, SSE/Power and SSE/PCO
- iii. SSE/P.Way, SSE/Bridges and SSE/Works,
- iv. SSE/Signal and SSE/Telecommunication
- v. SSE/Design & Drawing, etc

4.3.3 TRAINED IN TECHNICAL & NON-TECHNICAL FIELDS

- i. Undergoes one year on the job training.
- ii. Trained not only in respective field but also in other Technical fields besides Establishment & Finance rules, Stores procedures, DAR rules, Factories act, HOER, etc

4.3.3 SHOULDERS HIGHEST RESPONSIBILITIES

- i. Supervises & Manages Junior Engineers, a large workforce of Technicians and other Staff engaged in
- ii. Production of Rolling Stock & Locomotives.
- iii. Repair and maintenance of Rolling Stock & Locomotives.
- iv. Installation, repair and maintenance of P.Way, Bridges, Numerous Railway buildings & other civil engineering assets.
- v. Installation, repair and maintenance of Electric traction, distribution & other electrical assets.
- vi. Installation, repair and maintenance of Signal & Telecommunication & other assets.
- vii. Stringent Quality control through Chemical & metallurgical tests.
- viii. Maintenance of other allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & modernized.
- ix. Purchase, storage & delivery of materials worth of crores of Rupees

4.3.4 HOPES SHATTERED, NO SELF ESTEEM

- i. Entered the Railways with great hope that they will have career progression with respect and dignity. But their hopes were totally destroyed and they are working without motivation and spirit which is not good either for growth of Railways or their homes.
- ii. More than 90% of Graduate Engineers will retire in same entry grade which is provocative situation in Indian Railways and which will not be there in any part of the country or the world.

4.3.5 NO SOCIAL STATUS

- i. Graduate Engineers, though came out from universities with flying colors, joined Railways only to get demoralized in their career.
- ii. Whereas their counterpart Engineers who came out from same universities and are appointed elsewhere have prosperous career.

- iii. Due to this peculiar situation, graduate Engineers inducted in Indian Railways have not only lost their official status but also their social status.

4.3.6 VERY PURPOSE FOR INDUCTION OF GRADUATE ENGINEERS IN GR-C HAS BEEN DEFEATED

- i. For the purpose of bringing in the talented fresh knowledge group to manage & complement the modernizations and sophistications in Railways.
- ii. To excel in the higher grade posts with the good experience in field level management.
- iii. By allowing the Graduate Engineers to get rotten at the recruitment scale itself the basic purpose of induction of Graduate Engineers get defeated.

By allowing the Graduate Engineers to get rotten at the recruitment scale itself the basic purpose of induction of Graduate Ers get defeated

4.3.7 HUMILIATING PAY SCALES

- i. Pay Grades of Graduate Engineers in Railways are humiliatingly low.
- ii. Supporting department staff like accounts, Teachers and Nurses given higher Grade Pay.
- iii. All Group-C categories have been equated to the SSE with the Grade Pay of Rs. 4600, despite of their lower recruitment qualifications, minimum/no training, lesser duties and responsibilities.
- iv. Categories working under SSE also given the same Grade Pay.

All Group-C categories have been equated to the SSE with the Grade Pay of Rs.4600

4.3.8 CAREER STAGES AND IMPORTANT NEEDS

For Graduate Engineers working in Railways no career growth is available.

4.3.9 MEAGER CAREER PROGRESSION

- i. Engineering Graduates have almost nil avenue of promotion.
- ii. Their promotion channel is restricted to around 4200 posts available in Gr-B.
- iii. Even the MACP Scheme which ensures three step financial up-gradation to all categories, gives only two step financial up-gradation (Rs.4800 GP, Rs.5400 GP in PB-2 and again Rs.5400 GP in PB-3) to the Graduate Engineers.

4.3.10 **MULTIFACETED – ATTRACTS MORE PUNISHMENT – TOUGH SELECTION**

- i. Multifaceted Duties & responsibilities along with main Technical duties which decide the performance level & public face of Railways.
- ii. Stringent punishment for any lapses.
- iii. For any safety violation, customer complaint, accident, punctuality lapse, underutilization of resources, unsafe working condition etc. SSE of any one of the department will be condemned invariably.
- iv. Being taken up for lapses in non technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.
- v. Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.
- vi. No such stringent punishment or tough selection procedure for the highly paid categories of Nurses, Teachers and Accounts.

4.3.11 **ALL GOVERNMENT DEPARTMENTS TREAT THE GRADUATE ENGINEERS BETTER**

- i. Graduate Engineers in all other Central Government departments like MES, Ordnance factories, CPWD, etc are recruited in Gaztettered cadre.
- ii. Public Works Departments and Electricity Boards of State Governments who follow central Government pay pattern granted higher Grade Pay with gazetted status to Graduate Engineers.
- iii. PSUs offer high pay scales, allowances and better career progression.

4.3.12 **MIGRATION CAN BE THE BENCH MARK**

- i. Nurses of reputed hospitals which offer world class treatment are being paid one sixth of Government nurses. Migration of nurses takes place from Private hospitals to Government hospitals.
- ii. Teachers of Management run schools which produce top rank students in metric & HSC examinations are paid less than one sixth of Government teachers. Migration takes place from Management run schools to Government schools.
- iii. When Government of Tamilnadu recruited teachers on seniority without any age restriction. Management run schools' teachers

with very good reputation and even with the age of more than 50 years migrated to Government schools for better pay & appreciably low work load.

- iv. Except top financial managers other account posts are very much insignificant in private sectors.
- v. Migration from Government service to Private sectors in non-technical departments is very meager.
- vi. Graduate Engineers migrate to other sectors from Railways for better pay, better working conditions, career prospects, recognition, etc.

4.3.13 DEMANDS IN A NUT SHELL

- i. **Dignify the Engineers**
- ii. **Senior Section Engineers in Grade Pay of Rs. 4600 should be granted the Grade Pay of Rs. 5400 in PB-3.**
- iii. **All the Senior Section Engineers, Chief Metallurgical Superintendent, Chief Depot Material Superintendent & Senior Engineer/IT be granted with Group-B gazetted status.**
- iv. **For better career prospects and higher level of management number of Gazetted posts should be increased.**
- v. **Combined cadre restructure of Group-A, B & C.**

4.4 CLASSIFICATION OF POSTS IN RAILWAYS – DENIAL OF GROUP-B GAZETTED STATUS TO SSE, CDMS, CMS & SR.ER/IT

4.4.1 PROMOTIONAL PROSPECTS FOR RAIL ENGINEERS - JUST ONE PROMOTION IN ENTIRE LIFE TIME:

a) Majority of Technical Supervisors on the Railways – *including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS) & Chief Depot Material Superintendents (CDMS)* - retire in the supervisory cadre itself with just one promotion (from JE to SSE) in spite of vast experience and expertise even though they can be valuable assets to the administration as Gazetted officers.

b) Technical Supervisors is the only category on the Railways, which gets just one promotion in their entire career after joining as J.Es. (Junior Engineers) with 3 years Diploma in Engineering as recruitment qualification & 1 year of induction Training. Those joining as SSE (Senior Section Engineers) with Engineering Degree (B.E. / B.Tech) and 1 year induction training – do not get even one promotion in their entire career. Similar is the case with CMAs of Labs & DMS of Stores.

JE/CMA/DMS on Railways

Recruited with Diploma in Engineering as recruitment qualification and one or one and half year induction training get only one promotion in their entire career.

SSE/CMS/CDSM /Sr.Er/IT

Recruited with Engineering Degree recruitment qualification and one year induction training, have to rot in the entry grade without any promotional chance.

In their entire service span majority of Technical Supervisors are not able reach even the base level of Group-B Gazetted posts. Absence of career planning, sluggish promotional avenue and lack of any motivation or incentive has resulted in wide spread frustration amongst them.

4.4.2 Ratio of Gazetted to Non-Gazetted employees lowest in Railways

According to the census of Central Government Employees published by Ministry of Labour and Employment, the overall ratio of Gazetted to Non-Gazetted employees is 1:20. In Railways - ratio was 1:114. The ratio of Gazetted to non-Gazetted in Ministry of Railways should also be improved at par with other Ministries to fully meet with the job requirements of the posts of Technical Supervisors / Rail Engineers on Railways.

4.4.3 DOP order (S.O. 946(E), dated 9th April, 2009) which granted Group-B Gazetted status to the posts carrying the Grade Pays of Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in Rs.9300-34800 in PB-2 - has not been implemented in Railways.

4.4.4 a) Ordnance Factory Board, Ministry of Defence vide its Authority: M of D ID No. PC 34 (19)/08/D (Fy-II) dated 18.01.2011 (copy placed as Annexure- 4/2 on page No-216) has granted Group-B Gazetted to all Foremen & AFO in the Grade Pay of Rs.4600 (pre-revised scale of Rs.6500-10500 & 7450-11500).

b) CPWD vide its Office Order No. 12/30/2009-EC.IV(SC), dated 25th October, 2010 (copy placed as Annexure-4/3 on page no-218) has clarified that the DOP notification dated 9.4.2009, cited in reference-ii above, has to be implemented in toto.

c) DGQA (Director General of Quality Assurance), Department of Defence Production, vide its notification S.R.O 69, dated 16.11.2011 & A/92163/VICPC/DGQA/Adm-7B, dated 9.11.2011 (copy placed as Annexure-4/4 on page no-221) have classified Junior Technical Officer (Scientific), Scientific Assistant, Assistant Foreman & Chief Draftsman in the Grade Pay of Rs.4600 as Group-B Gazetted.

d) CPWD, MES and Depts. of Posts & Telecommunication have

upgraded the posts in Grade Pay Rs.4600 to Group B Gazetted and posts of Junior Engineer in Grade Pay of Rs.4200 to Group-B Non-gazetted. *(Part of SSC selection notification in Annexure- 4/5 on page no-227)*

4.4.5 **State Governments** who followed the Sixth Central Pay Commission recommendations have also followed the DOPT order in regard to classification of posts. *(Gazete No.36, dated 15.09.2010 of Government of Tamilnadu is placed as Annexure-4/6 on page No-228)*

4.4.6 **RECOMMENDATIONS OF RAILWAY ACCIDENT INQUIRY COMMITTEES & RAILWAY REFORMS COMMITTEE:**

Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service span of 30 years – with 5 years to spare at the highest level. But it is unfortunate that the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee

*RAIC
recomm-
ended Gr-B
Gaz to Senior
Supervisors*

4.4.7 **RECOMMENDATIONS OF PAY COMMISSIONS & ORDERS OF DOPT:**

a) **Third and Fourth Pay Commissions** had all recommended that the posts in the Pay scales above Rs.700-900 (3rd CPC) & Rs.2000-3200 (4th CPC) should be classified in Group-B. The Government / DOPT had accepted these recommendations and issued the orders accordingly. All other major Departments implemented the orders – except the Railways. Accordingly, the Senior Technical Supervisors on the Railways continued to be deprived of the status – though placed in even higher scales of Rs.840-1040 / Rs840-1200(by 3rd CPC), Rs.2375-3500 (by 4th CPC) and Rs.7450-11500 (by 5th CPC).

*Third & Fourth
CPC recomm-
ended Gr-B
for Scales of
Technical
Supervisors*

b) **Fifth Pay Commission:** Even though Fifth Pay Commission had recommended different classification of posts, Government decided to continue the four tier system of Group-A, B, C & D. DoPT in its order had classified the posts in the scale of Rs.5500-9000 and above as Group-B.

*After V CPC
Govt decided
to continue
the four tier
system in
classification
of posts and
classified Gr-
B for Scales
of Technical
Supervisors*

c) **Sixth Pay Commission in Para 2.2.8** had recommended, “Four distinctive running Pay Bands are being recommended – one running Pay Band for all categories of employees. Posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of delaying and elongation of certain scales, been placed in Group-B.

*VI CPC
recommended
Gr-B for
Scales of
Technical
Supervisors*

- 4.4.8 These recommendations and further orders of DoPT to that effect were accepted by all departments except Railways, who put both GP 4600 and 4200 in Group-C. (Recommendations of Pay Commission on classification of posts placed in Annexure-4/7 on page No-229)
- DoPT directed all Departments to classify the posts in the GP Rs.4200, 4600 & 4800 as Group-B Gazetted
- 4.4.9 **MACPS NO SUBSTITUTE FOR PROMOTION:** Modified Assured Career Progression Scheme (MACPS) is no substitute for promotion as it does not provide the improvement in status – which is one of the primary requirement for job satisfaction – as per basic principles of Management.
- MACPS is no substitute for promotion as it does not provide the improvement in status
- 4.4.10 **TALENTED YOUNGSTERS AVOIDING JOINING RAILWAYS:** With virtually no career planning and hardly any avenues of promotion even till retirement, no new recruits with merit is aspiring to join the Railways as a Technical Supervisor/Rail Engineer; and many of those who had already joined (unaware of their fate) are very keen to leave the Railways – but are at times held back only due to fear of losing their benefit of the service rendered by them for retirement benefits. This will become a major handicap for the Railways in the future - adversely affecting safety and efficiency on the Railways.
- 4.4.11 **DEMAND IN A NUT SHELL**
- i. **All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Stores Engineers Chief Depot Material Superintendents (CDMS) & Senior Engineer/IT of all technical departments - be classified in Group B (Gazetted);**
 - ii. **All posts of Junior Engineers (JE), CMA and DMS - in the Grade Pay of Rs.4200 be classified in Group B (Non-Gazetted).**
- 4.5 **MODIFIED ASSURED CARRIER PROGRESSION SCHEME (MACPS) – SERIOUS ANOMALIES NEED TO BE ADDRESSED**
- 4.5.1 **INTRODUCTION**
- ASSURED CARRIER PROGRESSION SCHEME (ACP)**
- Fifth Pay Commission recommended an Assured Career Progression
- V CPC recommended ACP for Govt.

Scheme(ACP) under which two financial upgradation would be given to Group B, C & D official after 8 and 16, 10 & 20 & 12 & 24 years respectively. (Para-11 of Appendix-I of V CPC report)

employees.

On introduction of ACP scheme, central government employees were granted two financial up gradation on the completion of 12 years and 24 years of regular service respectively in the same post. According to the ACP Scheme, the central government employees were to be granted next higher pay scale of their Promotional Hierarchy as financial up gradation under ACP Scheme. So the pay equivalent to the promotional post had been ensured under ACP scheme for the government servants after completion of 12 and 24 years of regular service if they were not granted regular promotion. Many central government employees were benefited by this scheme where there were no promotional avenues available for them.

pay equal to the promotional post had been ensured under ACP scheme for the government servants after completion of 12 and 24 years of regular service

4.5.2 **MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)**

Sixth Central Pay Commission in Para 6.1.15 of its report, has recommended Modified Assured Career Progression Scheme (MACPS) for Government employees except organised Group 'A' services.

three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service in the hierarchy of Grade Pay

According to the present form of the scheme, three financial upgradations under the MACPS are granted to Government employees at intervals of 10, 20 and 30 years of continuous regular service. However, the immediate next higher Grade Pay in the hierarchy of Grade Pay is granted instead of Promotional Hierarchy Pay as before. The negative impact of this change can be found from the following example. A Railway employee, working as Technician Gr. II with GP 2000, gets GP 2800 on promotion to the post of Technician Gr. I. However, the same person, on being granted MACP, gets a GP of 2400.

As a result of this the Modified ACP Scheme has not served the purpose that it was supposed to. So the Modified Assured Career progression Scheme needs to be modified again. The financial up gradation has to be granted on the basis of Promotional Hierarchy of posts instead of hierarchy of Grade Pay. Apart from this there are many other anomalies, defeating the basic principle of motivation to the employees through MACPS.

In the following tables, the effect of MACPS vis-a-vis promotion for JEs and SSEs are described.

COMPARISON OF PROMOTION AND MACPS FOR JEs

STAGE	PROMOTIONAL HIERARCHY FOR JES ON RAILWAYS	PAY BAND AND GRADE PAY HIERARCHY FOR JES ON RAILWAYS	
Entry	PB-2, GP- Rs.4200	Entry	PB-2, GP- Rs.4200
1 st Promotion	PB-2, GP- Rs.4600	1 st Financial up-gradation	PB-2, GP- Rs.4600
2 nd Promotion	PB-2, GP- Rs.4800 / Rs.5400 (non-functional)	2 nd Financial up-gradation	PB-2, GP- Rs.4800
3 rd Promotion	PB-3, GP- Rs.6600	3 rd Financial up-gradation	PB-2, GP- Rs.5400

COMPARISON OF PROMOTION AND MACPS FOR SSEs

STAGE	PROMOTIONAL HIERARCHY FOR SSE ON RAILWAYS	MACP ON PAY BAND AND GRADE PAY HIERARCHY	
Entry	PB-2, GP- Rs.4600	Entry	PB-2, GP- Rs.4600
1 st Promotion	PB-2, GP- Rs.4800	1 st Financial up-gradation	PB-2, GP- Rs.4800
2 nd Promotion	PB-3, GP- Rs.6600	2 nd Financial up-gradation	PB-2, GP- Rs.5400
3 rd Promotion	PB-3, GP- Rs.7600	3 rd Financial up-gradation	PB-3, GP- Rs.5400

4.5.4.5 It is evident from the above Tables, that the employees suffer a huge financial loss on account of the unjust policy of granting Financial up-gradation as per Grade Pay hierarchy instead of Promotional hierarchy. The existing policy defeats the very purpose for grant of MACP to compensate for the lack of promotional avenues.

4.5.3 PARITY BETWEEN DEFENCE & RAILWAY PERSONNEL

As per decision of the Government on MACP, Defence personnel get financial upgradation under the MACP after 8, 16 & 24 years while their civilian counterparts will get the same after 10, 20 & 30 years of service. It is requested that discrimination between the Defence & Civilian employees should be removed - to provide the requisite motivation to the civilian employees – whose contribution to the nation building is equally vital.

Defence personnel get financial upgradation under the MACP after 8, 16 & 24 years

PARITY BETWEEN CPWD AND RAILWAYS

Junior Engineers of CPWD have already been given the benefit of MACPS as per Promotional hierarchy (instead of Grade hierarchy) – as evident from the CPWD office order no. 306 of 2012 (No.24/06/2012-EC-III), dated 22.11.2012 – Reg: *Grant of 3rd MACP in the grade pay of Rs.7600, PB-3, to Junior Engineers in CPWD after completion of 30 years of regular service.*

JEs of CPWD have already been given the benefit of MACPS as per Promotional hierarchy

4.5.4 GRANT OF FINANCIAL UP-GRADATION UNDER MACP SCHEME ON PROMOTIONAL HIERARCHY - (instead of Grade Pay hierarchy) – as per judgment of various Courts and The Supreme Court of India.

4.5.4.1 Granting the financial up-gradation under MACPS on Grade Pay hierarchy instead of promotional hierarchy is totally unjust and

ultra-vires.

Many courts have held that Financial Upgrading under MACPS should be granted in the promotional grade pay or promotional hierarchy, as per details submitted here below,

Petition No.	Applicants & respondents	Court	Judgment
OA No.904/2012 dated 26.11.2012 (Copy attached)	Sanjay Kumar and 18 others Versus Union of India	CAT Delhi	<i>Hon. CAT Delhi, allowed the OA, that respondents should give the next higher grade Pay & Pay band attached to the next promotional post in the hierarchy</i>
OA No.1038/CH/2010 dated 31.5.2011	Raj Pal Versus Union of India	CAT Chandigarh	<i>Hon. CAT Chandigarh allowed the OA No.1038/CH/2010 for grant of financial upgradation under MACPS in the promotional hierarchy (See Para 4&5 of OA 904/2012)</i>
CWP No.19387/2011, dated 19.10.2011	Raj Pal Versus Union of India	High Court of Punjab & Haryana	<i>Hon. High Court of Punjab & Haryana upheld that there was no infirmity in the order passed by CAT Chandigarh OA No.1038/CH/2010. (See Para 4&5 of OA 904/2012)</i>
SLA / TA CC 7467/2013	Union of India Versus Raj Pal	Supreme Court of India	<i>Hon. Supreme Court Dismissed the Application</i>

4.5.4.2 Financial upgradation under ACP Scheme was introduced in the year 1999 and as per the ACP scheme; a Central Govt. / Railway employee with 12 years of regular service in the same grade was eligible for financial upgradation to the next promotional scale available in the cadre hierarchy. In the same way, the employee was eligible for second financial upgradation to the next promotional scale available in the cadre hierarchy after the completion of 24 years of regular service.

The above ACP Scheme was modified in the year 2008 and named as Modified Assured Career Progression Scheme (MACPS). MACP Scheme contains provision for grant of three financial upgradation at the intervals of 10, 20 and 30 years of regular service, and scheme envisages merely placement in the immediate next higher Grade Pay in the hierarchy of the revised pay bands and Grade Pay as per the Revised Pay Rules, 2008.

This change over from Promotional Hierarchy to Grade Hierarchy (after Sixth Pay Commission) – was most unjustified, illegal and ultra-vires – as has been held by various Courts vide their judgments cited heretofore.

The promotional hierarchy of Technical Supervisors and their subsequent promotion to the Group-B gazetted posts are as under:

S. NO	PROMOTIONAL HIERARCHY FOR JES ON RAILWAYS	PAY BAND AND GRADE PAY	REMARKS
1	Junior Engineer	PB-2, G.P, Rs.4200	Direct recruitment element
2	Senior Section Engineer	PB-2, G.P, Rs.4600	Direct recruitment element
3	AWM/AEN/AEE/ADME/ASTE	PB-2, G.P, Rs.4800	PB-2, G.P, Rs.5400 given as Non-Functional grade
4	Senior Scale Officer	PB-3, G.P, Rs.6600	
5	Junior Administrative Grade	PB-3, G.P, Rs.7600	

4.5.4.3 Comparison of promotional hierarchy and Grade Pay hierarchy for Junior Engineers (JEs) on Railways.

As per Promotional hierarchy, a Junior Engineer (JE) on Railways recruited in the Grade Pay of Rs.4200 in PB-2 can get promoted to the Grade Pay of Rs.6600 in PB-3 after getting his three regular promotions (though it happens very rarely due to extremely low %age of Posts in Group B and Group A on the Railways).

As per Grade Pay hierarchy for getting three financial up-gradations under MACPS on completion of 30 years of regular service a JE can reach only the Grade Pay of Rs.5400 in PB-2 as per comparison given in the table below.

4.5.4.4 Comparison of promotional hierarchy and Grade Pay hierarchy for Senior Section Engineer on Railways

An Engineering Graduate recruited as Senior Section Engineer in the Grade Pay of Rs.4600 in PB-2 on the Railways, can be promoted to the Grade Pay of Rs.7600 in PB-3 after getting three regular promotions (although it rarely happens due extremely low %age of Group A & Group B Posts on the Railways), whereas after getting three financial up-gradations under MACPS on completion of 30 years of regular service, he can reach only the Grade Pay of Rs.5400 in PB-3 as indicated in the table below

4.5.4.5 It is evident from the above Tables that the employees suffer on account of the unjust policy of granting Financial up-grading as per Grade Pay hierarchy instead of Promotional hierarchy. The existing policy defeats the very purpose for grant of MACP to compensate for the lack of promotional avenues.

4.5.4.6 Junior Engineers of Indian Railways recruited in PB-2 & Grade Pay of 4200 (*with same qualifications as those in CPWD i.e. Diploma in Engineering as qualification and one year's Training*) are left far behind and are given the 3rd MACP to the Grade Pay of Rs.5400 only in PB-2

after the completion of 30 years of regular service, even though their counterparts in CPWD are given 3rd MACP to Grade Pay of Rs.7600 in PB-3 after 30 years of regular service as per orders cited above.

It is further stated that even the directly recruited Engineering Graduates with one year's training, and recruited as Senior Section Engineers (SSEs) in PB 2 & Grade Pay of Rs.4600 on the Railways, are given the 3rd MACP to Grade Pay of Rs.5400 PB-3 only as against Grade Pay of Rs.7600 in PB 3 given to JEs in CPWD.

4.5.4.7 These discriminations are occurring on account of the following reasons:

- The Junior Engineers (JEs) in CPWD and in all other Departments (like MES & Telecommunication etc) are directly promoted as Assistant Engineers in Group B, whereas the Junior Engineers on Railways are promoted as Senior Section Engineers in Group C itself and retire on that post – without any further promotion (due to very less %age of posts in Group A & Group B on the Railways).
- Direct recruited Senior Section Engineers (with Degree in Engineering) on the Railways do not get even a single promotion in their entire career throughout their service due to extremely low % age of Group B officers as compared to all other Departments.
- Even independent of above factors following is even a bigger factor for discrimination:

CPWD and many other Departments have already adopted the policy to grant the MACP as per Promotional hierarchy instead of the Grade hierarchy - followed on the Railways (as apparent from the copy of the orders of CPWD cited above).

The policy followed in MACPS is contradictory to Courts judgments cited above and is also discriminately and differently implemented in various Departments like Railways and the CPWD (as cited above).

4.5.4.8 DEMANDS IN A NUT SHELL

a) Seventh Pay Commission is requested to grant financial up-gradation under MACP scheme on the promotional Pay Band & Grade Pay (as per Court judgments cited above) instead of immediate next higher Pay Band & Grade Pay in the hierarchy of revised pay bands and grade pay.

b) Three financial upgradations may be granted after 8, 16 and 24 years of regular service.

c) Junior Engineers, CMAs & DMAs on the Railways be granted the 3rd Financial up-grading under MACPS to the Grade Pay of Rs.6600 after 30 years of regular service; And

d) Senior Section Engineers, CMS & CDMS on the Railways be granted the 3rd Financial up-gradation under MACPS to Grade Pay of Rs.7600 after 30 years of regular service

4.5.5 Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other Technical non-gazetted staff for upgradation under MACPS

4.5.5.1 Training period is counted for Retirement benefits as qualifying service for Pension **w.e.f.** 22.12.1983 (*vide Railway Board's letter No. F(E)III/79/PN 1/20 dated 17.04.1984, 27.07.1984, 13.10.1986*). Payment of Stipend from the General Revenue – was the main reason due to which the Training Period was agreed to be counted as qualifying service for Pension – as per decision taken in the JCM / NC 7 orders issued by DOP accordingly.

Training period of JE & SSE counted for all purposes except for financial up-gradation under MACPS

Rule 22 of CCS (Pension) Rules, 1972 and Government of India's Instructions issued on the subject from time to time provide that a period of training can be counted as qualifying service for the purpose of pensionary benefits if the training is immediately followed by appointment. Even if any interruption falls between the training period and regular appointment, that should not exceed the joining time admissible under the relevant rules.

4.5.5.2 Training period is counted for the purpose of Increment (*vide Railway Board's orders No. No.E(NG)I/90/IC1/1, Dated 04.02.1991 (Annexure-4/8 on page No-230)*)

Training immediately before appointment to service is counted as service for the purpose of appearing for departmental examination for promotion to Group-B vide Railway Board's letter No. E(NG)1-93/PM1/4 dated 18.01.93.

4.5.5.3 It is, therefore requested, that the training period of Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA, CMS, DMS, CDMS & Sr.Er/IT on Railways be counted as regular service for the purpose of MACPS – keeping in view the facts stated heretofore.

4.5.6 PROMOTION THROUGH LDCE BE CONSIDERED AS ENTRY GRADE

Technicians on Railways who are promoted through LDCE as Intermediate JEs are given one year training like the direct recruit JEs who are recruited through RRB. No other category goes through such a training equal to that of direct recruited JEs or the Intermediate JEs on Railways.

As such, it is requested that promotion through Limited Departmental Competitive Examination (LDCE) may please be considered as entry grade for the purpose of financial up-gradation through MACPS and Intermediate JEs should be given three financial up-gradations after the promotion as JEs.

4.5.7 **Grant of Financial upgradation under MACPS to the direct recruit Graduate Engineers in Design & Drawing Cadre - Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre.**

4.5.7.1 The Direct recruitment / entry grade of Engineering Graduate in Design / Drawing cadre was in Rs.5500 – 9000 during the Fifth Pay Commission Scale. With reference to Railway Board letter No.PC-V/97/1/11/3, dated 28.09.1998, direct recruitment / entry grade of Engineering Graduate in Design / Drawing cadre has been upgraded to the Fifth Pay Commission scale of Rs.6500 – 10500.

After the implementation of Sixth Central Pay Commission recommendations, the pre-revised scales of Rs.5000-8000 and Rs.5500-9000 were merged and granted the Grade Pay of Rs.4200, which is the direct entry grade for Diploma in Engineering Qualification. The pre-revised scales Rs.6500 – 10500 and Rs.7450 – 11500 were merged and granted the Grade Pay of Rs.4600, which is the direct entry grade for Graduate in Engineering Qualification.

While implementing the MACPS order, the Engineering Graduates recruited before 1.9.1998 has been equated with the Grade pay of Rs.4200, which is entry / direct recruitment grade for Diploma in Engineering qualification, whereas the entry/direct recruitment grade of Engineering Graduates recruited after 1.9.1998 has been equated with the Grade Pay of Rs.4600.

This has clearly placed the pre-1.9.1998 appointed Engineering Graduates in a disadvantageous position vis-a-vis the fresh entrant recruited after 1.9.1998 who will be getting Grade Pay of Rs.4600. Following discrimination will arise for the pre 1.9.1998 appointed Engineering Graduates,

Senior Directly recruited Engg. Graduates are deprived of financial up-gradation under MACPS

	No of Years of service	Pre 1.9.1998 appointed Engineering Graduates	Post 1.9.1998 appointed Engineering Graduates
Entry Grade		Grade Pay Rs. 4200	Grade Pay Rs. 4600
First Financial Upgradation	10 years	Grade Pay Rs. 4600	Grade Pay Rs. 4800
Second Financial Upgradation	20 years	Grade Pay Rs. 4800	Grade Pay Rs. 5400, PB-2
Third Financial Upgradation	30 years	Grade Pay Rs. 5400, PB-2	Grade Pay Rs. 5400, PB-3

- 4.5.7.2 This is against the natural justice and the basic spirit of motivational element in the MACPS. Engineering Graduates who were all appointed prior to 1.9.1998 will be getting financial upgradation one grade below than that of those appointed after 1.9.1998.

Railway Board's letter No: PC-V/2011/M/4/NFIR, dated 25.09.2013, clarified that Graduate Engineers recruited initially in the grade of Rs.5500-9000 & promoted to Rs.6500-10500 against the 20% DR quota in terms of Board's letter dated 28.9.98 *ibid* be treated at par with the fresh recruits in the scale of Rs.6500-10500 w.e.f. the date they were promoted to the pay scale of Rs.6500-10500 for the purpose of MACP Scheme, ignoring the service rendered by them in the pay scale of Rs.5500-9000.

- 4.5.7.3 For grant of Financial Upgradation to Pharmacists, in the clarification issued by the Railway Board through its letter No: PC-V/2011/M/4/NFIR, dated 25.09.2013, it was stated that, *"Evidently there is no change in direct recruitment / entry grade of pharmacists. Further, in terms of policy instructions on MACPS entry grade is the grade which employee has joined on direct recruitment basis. Since there was no change in direct recruitment grade / entry grade, the demand to treat Grade Pay of Rs.4200 / PB-2 as entry grade for the purpose of MACPS for Pharmacists category is not feasible for acceptance"*.

But, in case of Design / Drawing category, the direct recruitment grade / entry grade with the Graduate in engineering qualification was changed from the pre-revised scale of Rs.5500-9000 to Rs.6500-10500.

- 4.5.7.4 Since evidently there is a change in direct recruitment / entry grade of Engineering graduates in design /drawing cadre, **it is requested to treat Grade Pay of Rs.4600 / PB-2 as entry grade for the purpose of MACPS for all the direct recruited Engineering Graduates (numbering less than 100 in Railways) recruited before 01.09.1998 by ignoring the promotion earned from the pay scale of Rs.5500-9000 to Rs.6500-11500.**

- 4.5.8 **Grant of third financial upgradation under MACPS on completion of 20 years of service from the first promotion or 10 years after second promotion or 30 years after regular appointment – whichever is earlier.**

- As per Board's letter RBE No.101/2009, No.PC-V/2009/ACP/2 dated - 10.06.2009 vide para 28, in the illustration - a Railway servant is eligible to get the 3rd financial up-gradation under MACPS before the completion of 30 years of service from the date of initial appointment. The illustration shows that 3rd financial upgradation under MACPS shall

be granted on completion of 8+10+10 = 28 years.

- Again in the illustration shown in the para-5 of the same letter referred above it is stated that “Promotions earned/upgradation granted under the (old) ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under MACPS” and clearly illustrates that service rendered prior to 1.1.2006 should be counted for financial upgradation under MACPS.
- Clarification on grant of third financial upgradation after the completion of 30 years from the initial appointment has been issued by Railway Board by vide RBE No.143/2010, No.PC-V/2009/ACP/2, Dated 29.09.10, only to extend the financial upgradation to those employees who got two financial upgradations in 24 years, in the old ACP scheme without waiting for completion of 10 years from the date of their second financial upgradation on the old ACP scheme. This has been clarified in the point of doubt number -3 in the Railway Board’s letter. But for this clarification these employees would be eligible for their 3rd financial upgradation on completion of 34 years of service from the date of initial appointment.
- This principle has been emphasized in Railway Board’s letter No: No.PC-V/2009/ACP/2, dated 29.12.2011.
- Some Zonal Railways / Production Units - *without understanding the principle of 3 financial upgradations, which can happen well before the completion of 30 years of service from the date of initial appointment* - are denying the benefit of 3rd financial upgradation on completion of 20 years of service from the date of first promotion, that is, granting 2nd Financial up gradation after the completion of 10 years from the first promotion received by the employee and subsequent 3rd Financial up gradation after the completion of 10 years from the second financial upgradation received by the employee including the service rendered by them prior to 1.1.2006 in the (old) ACP scheme.

It is, therefore, requested to issue clarification to all Zonal Railways & Production Units to **“Grant third financial upgradation under MACPS on completion of 20 years of service from the first promotion OR 10 years after second promotion Or 30 years after regular appointment – whichever is earlier.”** In my opinion, this matter should be settled with Railway Board.

4.5.9 **MACP to Design & Drawing Office Cadre recruited in the abolished grade of Rs.4000-6000 scales of IV CPC**

In term’s of Board’s letter No.PC-V/97/1/11/3 dt 28.09.1998, the cadre of

Tracer/Asst. Draftsman in the scale of Rs.4000-6000 has been abolished and the posts have been redistributed/surrendered. Accordingly 50% of posts laid vacant in the cadre of Rs.4000-6000 as on 01/09/1996 were surrendered and remaining 50% were upgraded to the Grade of Rs.5000-8000. As and when more posts fall vacant, 50% of such posts were surrendered and 50% got upgraded to Rs.5000-8000 and the posts in the grade of Rs.4000-6000 got worked off progressively. In the old ACP scheme, employees promoted from the grade of Rs.4000-6000 to the grade of Rs.5000-8000 prior to the letter dated 28.9.1998 were made eligible for the financial up-gradation and all other employees got their promotion during the transition period of abolishing & upgrading the post of Asst. Draftsman were denied of the ACP benefit.

After the implementation of SCPC recommendations the entry grade in the Design & Drawing wing is in the grade pay of Rs.4200. The post of Asst. draftsman which were abolished and upgraded to Junior Engineer was also granted with the grade pay of Rs.4200. The Asst. Draftsman recruited in the pre-revised scale of Rs.4000-6000 and promoted/upgraded to the pre-revised scale of Rs.5000-8000 after 28.09.1998 are stagnant at the entry grade for 20 years, because, their promotion/up-gradation to the pre-revised scale of Rs.5000-8000 (Rs.4200 GP) was considered as a regular promotion. Tracers recruited in lower scale have been absorbed as Asst. Draftsman only after 5 years of experience or by possessing prescribed qualification.

It is therefore, requested that the entry grade for the Tracers/Asst. Draftsman may be considered as Rs.4200 Grade Pay and the MACPS benefits may be extended to all of them irrespective of their promotion/up-gradation date. This may also be taken up with Rly. Bd.

4.6 TIME BOUND PROMOTION TO GOVERNMENT EMPLOYEES & TECHNICAL EMPLOYEES OF GOVERNMENT

Strength of Government Employees is coming down rapidly and linking the promotion with the cadre strength will not fetch any positive result, hence it will be appropriate to grant three time bound promotions after 4, 8 & 12 years of service to all Government employees and four time bound promotions after 4, 8 , 12 & 16 years of service to all Technical Employees.

Chapter 5

CONDITIONS OF SERVICE

- *Including Hours of Work, Leave, Holidays and*
- *Health Care etc.*

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Chapter 5

CONDITIONS OF SERVICE

- *Including Hours of Work, Leave, Holidays and*
- *Health Care etc.*

5.1 INTRODUCTION

The conditions of service have a great impact and bearing on the morale of the Staff who not only need adequate remuneration but also proper "Rest, Leisure and Congenial Working Environment", for serving an organization effectively and efficiently.

5.2 HOURS OF WORK

5.2.1 Hours of work have a lot of effect on the health and working efficiency of an Employee. Longer working hours not only reduce the time for much required leisure and rest but also result in erosion of concentration and efficiency and safety.

Concentration and efficiency is related to hours of work

5.2.2 Almost all Countries have reduced the number of Working Hours of Industrial Workers to 40 hours per week in most cases and 42 to 44 hours a week in certain cases (including lunch break). Most of the Government Undertakings (in India) have 42 to 45 hours of working in a week

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

Working Hours for Staff in Railways is 48 hours a week. Supervisors work for much longer hours

Many of the supporting departments staff in Railways work for 42 to 45 hours only. Technical staff are not compensated for additional working hours.

5.2.4 Another glaring anomaly in this regard is that the "Lunch-Break" is not reckoned in computing the above-said working hours on the Railways, which is contrary to the provisions of the Factories Act.

It is also contrary to the position prevailing in other Industrial Houses/Government Undertakings, where the "Lunch- Break" is included in reckoning of Working Hours in a week.

5.2.5 Third Pay Commission (*vide Para-13, Page-59, Chapter 61 Vol IV*)

*3rd CPC
Recommen-*

had recommended a net working of 45 hours a week excluding the Lunch-Break and 48 hours a week including Half-an-Hour lunch. They further recommended for bringing about uniformity in Working Hours of Industrial Workers in the Railways, and introduction of 45 hours of net working in a Week for these Workers.

*ded
for 45 hours of
work a
week and
uniformity in
Working hours*

5.2.6 The Recommendation of the Third Pay Commission for “45 hours a week”, was in line with the recommendations of the National Commission on Labour, which had proposed the “Concept of 40 hours of work per week to be kept as a goal to be reached in two stages - the first stage being a working week of 45 hours”.

*National
Commission of
Labour
proposed the
goal of 40
hours of work
a week*

5.2.7 It is regretted that the above said recommendations of the Third Pay Commission and National Commission of Labour have not been implemented on the Railways, thereby leading to a lot of frustration and discontentment amongst the Railway Workers, most of them have to put in 48 hours or even many more hours per week in addition to the Lunch-Break – without any compensation or Over Time Allowance etc.

5.2.8 **Our Demands**

(i) It is therefore requested that a working week of net 45 hours may be adopted for all Industrial Workers on the Railways.

(ii) It is further requested that the Government should be asked to reduce the working hours for the Industrial Workers to 40 hours a week (*in about a period of say 10 years*) as recommended by the National Commission on Labour.

(iii) It is requested that Lunch Break should be counted for computing maximum number of working hours in a week, under the Factories Act.

(iv) Pay Commission is also requested to give additional weightage for additional working hours required to be put in for the exigency of work, by the Technical Supervisors - while arriving the pay scale /Grade Pay & Pay Band etc.

5.3 **GRANT OF RESTRICTED HOLIDAYS TO TECHNICAL STAFF / ENGINEERS.**

5.3.1 It is regretted while the office / Secretarial Staff get the Restricted Holidays in addition to the Gazetted Holidays, the Engineers / Technical Staff do not get the facility in Workshops, Production Units and Open Line Depots etc. This is quite discriminatory.

*Engineers /
Technical Staff
are deprived
of Restricted
Holidays*

5.3.2 **It is therefore, requested that the Engineers / Technical Staff be**

also granted at least two Restricted Holidays to attend the Religious Functions / Festivals etc.– at par with the Secretarial Staff.

5.4 **FIVE DAYS' WEEK FOR INDUSTRIAL WORKERS**

The Industrial and Technical Staff have been discriminated against in so far as the facility of "5 Days a Week" is concerned. While this pattern has been allowed for Secretarial/Ministerial Staff who already had lesser working hours, the former continue to work for 6 days a week. It is, thus, requested that this discrimination be removed and **"5-Days a Week" be implemented for the Industrial Workers / Technical Staff and Engineers / Technical Supervisors (i.e. JEs & SSEs) also.**

"5 Days a Week" for Industrial Workers and Technical Supervisors

5.5 **WEIGHTAGE FOR NIGHT DUTY ALLOWANCE (NDA) FROM SUNSET TO SUNRISE**

5.5.1 Elements of Hazards for which Night Duty Allowance (NDA) is given, start with the Sunset and continue till Sunrise. But Weightage for calculation of NDA is done for the Hours of Duty between 10 PM (22-00 Hrs) to 6 AM (06-00 Hrs) only. This is against Law of Natural Justice. It is therefore requested that –

Night Duty Allowance (NDA) should be given for working anytime between 6 pm to 6 am

(a) **Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sunset to Sunrise (i.e. from 6 PM to 6 AM).**

(b) **Additional Transport Allowance for Night Duties may please be granted to the concerned staff who have to attend the night duty.**

5.6 **NATIONAL HOLIDAY PAY/Allowance (NHA)**

National Holiday Allowance (NHA) is paid to the Group C Staff (other than Depot In-charge Senior Section Engineers – who are unjustly denied the same on the Railways) – when they are required to work on National Holiday. But the rates of NHA are very low – as indicated in the following Table:

Designation	PAY (Min in Pay Band)	GP	DA @100% (as on 01.01.2014)	WAGE PER DAY	NH Pay (on 01.01.2014)	% of NH to One Day's Wage
Helper	5200	1800	7000	460	256	55%
Technician III	5200	1900	7100	470	256	54%
Technician II	5200	2000	7200	475	256	53%
Technician I	5200	2800	8000	530	318	60%
Sr.Technician	9300	4200	13500	890	420	47%

NH pay is not even equal to one day's wage.

To motivate more people to turn up for duty on NH, the rate of National Holiday pay is to be

JE	9300	4200	13500	890	420	47%
Sr.SSE	9300	4600	13900	920	420	45%

substantially enhanced

5.6.1 It can be seen that the NH pay is not even equal to one day's wage, which is irrational and unjustified. It is a statutory requirement that working on a Holiday is considered at par with overtime and paid accordingly.

5.6.2 This is further substantiated by a verdict of District Court, North Arcot, Vellore in a case with Tamil Nadu Electricity Board Staff versus TNEB. The verdict says... "it was clarified that the employees who are required to work on Holidays which fall within the purview of the above Act are eligible for the statutory benefit of one additional day's wage or compensatory Holiday at the option of the employee even if the Holiday falls on normal holidays like Sundays....."

5.6.3 **On holidays Technocrats work with lesser strength**

A sample survey in Train Care Centre, Basin Bridge, Coach Care Centre, Chennai Egmore and Wagon Care Centre, Tondiarpet reveals that about 40% of the staff avail NH (National Holidays) in the Maintenance Depots on the Railways. This results in tremendous work pressure on employees who come for duty on NH to keep the Trains running, but get a very nominal amount in lieu thereof.

5.6.4 The Open line staffs and Technical Supervisors are essentially required to work even on the National Holidays sacrificing their domestic and social obligations and duties etc.

It therefore imperative that the existing rate of National Holiday pay should be substantially enhanced to meet with the exigencies of the services on the Railways to **at least equal to double the normal rate** for Over Time Allowance.

5.7 **OVER TIME ALLOWANCES (OTA)**

5.7.1 **Fifth & Previous Pay Commissions' views on Over Time Allowance**

Prior to Fifth Central Pay Commission, all non-gazetted employees in receipt of monthly basic pay of upto Rs.2200 were entitled to Over Time Allowance for performing duties beyond the designated working hours. The Fifth Pay Commission had recommended abolition of Over Time Allowance for all categories except the Staff Car Driver, operational staff and industrial employees. The Pay Commission had also recommended that the staff deployed on weekly off days should be given a compensatory leave rather than any cash compensation in the form of

Recommended OT for operational staff & industrial employees

OTA or otherwise.

The recommendations of the Fifth CPC were, however, not accepted and status-quo was maintained with notional pay admissible in pre-revised (Fourth CPC) pay scales being taken into account for this purpose.

5.7.2 **Sixth Pay Commission's view on Over Time Allowance (para 4.4.2)**

Sixth Pay Commission recommended abolition of compensation in the form of Over Time Allowance or any other similar allowance to any of the Central Government employees except those belonging to the categories of operational staff and industrial employees governed by statute. The categories of operational staff and industrial employees who are governed by statutory provisions will need to be paid this allowance in accordance with the extant rules and instructions because payment of this allowance in their case is a statutory requirement.

The categories of operational staff and industrial employees who are governed by statutory provisions need to be paid OT for additional working hours

5.7.3 **Non Payment of Over Time Allowance to Railway Employees involved in Train operation and those classified as Industrial Workers.**

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

On many occasions staff contributing directly for train operation & industrial employees are denied of OT for additional hours working

5.7.4 **Denial of Over Time Allowance to Senior Section Engineer (SSE)**

Even though Sixth Pay Commission has extended the Over Time Allowance to all operational staff & industrial employees, Senior Section Engineers (SSEs) who also belong to the above mentioned category are being denied of the Over Time Allowance.

SSE are denied of OT

5.7.5 **Our Demands**

- **All the staff contributing directly for train operation & industrial employees may please be made eligible for Over Time Allowance.**
- **Senior Section Engineers (SSE) who work in above mentioned areas may also be made eligible for Over Time Allowance.**

5.8 **LEAVE FACILITIES**

5.8 (a) **MAXIMUM ACCUMULATION OF LEAVE – LIMIT BE REMOVED**

It is requested that the limit on maximum accumulation of leave may be abolished as has been done in the case of many of the State

Limit on maximum accumulation of Leave be removed to

Government Employees.

*reduce
absenteeism*

It may be mentioned that many a times, leave is not granted to an Employee due to exigencies of service especially on the Railways; and the leave lapses due to over accumulations. As such, the employee suffers.

In many other cases, the Employees have to take leave even when they do not require availing it, merely to avoid the lapsing of the same, on account of over accumulation. Consequently, the work suffers.

It is therefore requested that **limits on maximum accumulation may please be removed, in order to avoid hardship to the Staff, as well as to improve Attendance in the offices and Industrial Establishments.**

5.8(b) **ENCASHMENT OF LEAVE DURING SERVICE**

Leave up to 10 days of LAP can be encashed at the time of availing Pass/PTO/LTC - subject to the following conditions.

*Encashment
of Leave
during service
up to 60 days
at a time*

Balance of at least 30 days LAP should be available at the credit of the employee after taking into account the LAP encashed and LAP taken for this purpose.

Total LAP encashed during the total career of an Employee should not exceed 60 days.

*Total 60 days
during entire
service*

Successive encashments cannot be made before a minimum period of two years has elapsed.

Cash equivalent = (Pay in Pay band + GP)/30 * LAP encashed (max 10 days).

Our Demands: It is requested that:

- **Employees may please be allowed to encash at least 50% of leave available to their credit, subject to the minimum credit availability of 30 days after the encashment.**
- **Cash equivalent may please be calculated based on (Basic Pay + DA)/30 X number of days.**
- **Encashment may please be allowed once in a year.**
- **Conditions like availing Pass / P.T.O/LTC and availing equal duration of LAP may please be removed.**

5.8(c) **GRANT OF HALF A DAY'S EARNED LEAVE**

It is requested that Half a Day's LAP / Earned Leave be allowed to the Technical Supervisors - as already allowed to the Artisan Staff, in the Workshops - to enable them to attend to the exigencies without

*Grant of Half
Day earned
leave*

having to waste full day's leave when not required - particularly if there is no Casual Leave to the credit of an Employee. This will also improve attendance as a whole.

5.7 (d) **COMMUTATION OF HALF PAY LEAVE WITHOUT MEDICAL CERTIFICATE**

Commutation of Half Pay Leave without production of Medical Certificate

It is requested that Commutation of Half Pay Leave may be allowed without the need to produce a Medical Certificate, in case of emergency.

5.8(e) **CASUAL LEAVE – RESTORATION OF 12 DAYS CASUAL LEAVE PER ANNUM IN CASE OF WORKSHOP & OFFICE STAFF AND RESTORATION OF 15 DAYS CL /ANNUM IN CASE OF OPEN LINE**

Restoration of Casual Leaves to 12 days

Most of the Government Undertakings and State Governments have more liberal Casual Leave Rules as compared to those under the Central Government Services. The number of Casual Leaves was unjustly reduced after Fifth CPC. This has caused much hardship and heart burning to the Employees.

It is requested to please restore the reduced quantum of 4 CL to Workshop & Office Staff and 5 days CL in case of open line Staff on the Railways days of Casual Leave.

5.8(f) **ACCUMULATION OF CASUAL LEAVE**

Crediting un-availed Casual Leave in Earned Leave Account.

It is requested that the **accumulation of Casual Leave may be allowed and the un-availed Casual Leave in a calendar year be credited to the Earned Leave Account**, as permitted in many Public Undertakings.

Employees may please be permitted to **Prefix or Suffix Casual Leave with other type of Leave**, especially in cases of hardship where the employee does not have adequate/requisite leave to his / her credit.

CL may be permitted to be prefixed or suffixed with any other type of Leave

5.8(g) **Maternity Leave & Child Care Leave**

Women employees are eligible for 180 days of maternity leave and 730 days of Child Care Leave. Child Care Leave can be availed in different spells.

Child Care Leave may be allowed on continuous half days equivalent to 730 full days

Many times women employees do not require full day leave to take care of their children, instead continuous half days leave over a period of time will serve the purpose of leave to the women employees and at the same time they can also contribute at their work continuously without taking a long brake from work. Hardship of non availability of

staff for a longer period can also be avoided.

Our Demand: It is requested that:

Child Care Leave may be allowed for half days if so required, equivalent to total of 730 full days.

5.8(h) **Enhancement of paternity Leave & Extension of Child Care Leave to male Employees.**

Male employees are eligible for 15 days of Paternity leave and no Child Care Leave is granted to them. Responsibility of Child care is to be shared equally by the father.

It is therefore requested to enhance the paternity leave from 15 days to 30 days and extension of Child Care Leave to male employees to the tune of 60 days as per the conditions of eligibility to the women employees.

Enhancement of paternity Leave & Extension of Child Care Leave to male Employees

5.9 **MEDICAL FACILITIES**

The Medical facilities on the Railways require the following improvements:-

Grant of Medical facilities

The Railway / Central Government Employees living or employed in remote areas or employed at stations which do not have CGHS / Railway Hospitals / Health Units, should be entitled to get appropriate Fixed Medical Allowance (FMA) for day to day Medical Treatment - if they opt out of OPD treatment from CGHS / Railway Hospitals / Health Units.

cashless Specialized Advice and Treatment in Super Specialty Hospitals

All Central Government Employees, including Railways Employees, should be entitled for cashless Specialized Treatment from Super Specialty Hospitals like AIIMS / NIMS / NIMHANS / JIPMER / CMC / PGI, since these Hospitals are run by the Union Government.

5.10 **AMENITIES - Supply of Uniforms or Uniform Allowance to all Engineers / Technical Supervisors**

- Technical Supervisors / Supervising Engineers and other Technical Staff working in Workshops, Sheds and Open Line Depots whose work involves spoilage of clothing due to working hazards should be provided with proper "Uniforms" OR "Uniform Allowance" in lieu thereof, in order to adequately compensate them on this account.
- The Employees concerned should be provided with or paid for suitable type of cloth and stitching charges, so as to enable them to get the Uniforms stitched properly. The previous Pay Commissions had also recommended the grant of this facility, but it had not been properly implemented.

Supply of uniforms or grant of "Uniform Allowance"

5.11 **WORKING CONDITIONS**

Working conditions in the Railway Workshops, Sheds and Open Line Depots, are extremely bad on account of various factors like bad layout, congestion, poor lighting and ventilation, lack of basic amenities like proper furniture etc., in addition to the normal working hazards normally associated with such Establishments. These conditions require to be improved radically, so as to create healthy and congenial environments, and improved working conditions and efficiency.

*Improvement
in working
conditions
essentially
required*

5.12 **GROUP INSURANCE SCHEME (GIS)**

- i. **Amount of Group Insurance cover may please be enhanced to at least Rs.15 lakhs** in view of heavy inflation as per New Scales of Pay proposed by the Pay Commission.
- ii. **All JE/SSE, DMS/CDMS, CMA/CMS & JE/SE(IT) on the Railways, be considered in Group 'B'; for the purpose of Group Insurance as per Classification of Posts by the Government of India – vide DOP S.O. 946 E Dated 9-4-2007, vide which all posts in Grade Rs.4200 to Rs.5400 in PB- 2 are to be Classified in Group B – which has been implemented in all the Central Government Departments – except the Railways.**

*Amount of
Insurance
Cover be
enhanced at
least Rs. 15
lakhs*

*Classification
of JEs, &
SSEs in Group
'B' for G.I.S a
as per orders
of DOP.*

5.13 **INCLUSION OF DEPENDANT PARENTS ON PRIVILEGE PASS OF RAILWAYS – AS FOR LTC.**

- i) **It is requested that both dependent parents (Father and Mother) should be allowed on the Privilege Pass in case they are dependent on the Employee as per income ceiling.**
- ii) Income ceiling for dependents for entitlement of Pass should be suitably raised at least to the level of "Minimum Wage" instead of "Minimum Pension" at present, and it should be automatically revised periodically as per rate of inflation.

Chapter 6

BONUS & INCENTIVE SCHEME TO REWARD EXCELLENCE IN PRODUCTIVITY, PERFORMANCE AND INTEGRITY

With Reference to ToR 2.d)

To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.

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CHAPTER – 6

BONUS & INCENTIVE SCHEME TO REWARD EXCELLENCE IN PRODUCTIVITY, PERFORMANCE AND INTEGRITY

6.1 PRODUCTIVITY LINKED BONUS IN RAILWAYS

6.1.1 PLB Scheme for non-Gazetted Railway Employees:

Railway employees in Group C are paid Productivity Linked Bonus (PLB) based on the norms and criteria decided & reviewed by the Union Cabinet – main features of which are submitted below:

Cabinet Decision on PLB Scheme for non-Gazetted Railway Employees

The salient features of the PLB scheme evolved as a result of review of the scheme and approval of the Cabinet on 23.09.2000 and applied for making payment for the financial years 1998-99, 1999-2000, 2000-01 and 2001-02 are as under :-

a) The output for a year is reckoned by the equated net tonne kilometres by adding together:-

- Total goods revenue net tonne kilometres.
- Non-suburban passenger kilometres converted by a factor of 0.076.
- Suburban passenger kilometres converted by a factor of 0.053.

b) The input is taken as the non-gazetted staff strength (excluding RPF/RPSF personnel), increased by the incremental increase/decrease in capital during the year. Incremental capital is confined to Rolling Stock utilised for movement of trains. The measurement of capital is in terms of tractive effort (Diesel Electric & Electric) for Locomotives, carrying capacity for Wagons and seating capacity for Coaches. The tractive effort of locomotives and carrying capacity of Wagons/Coaches together are given equal weight. The relative weight of wagons and coaches is determined on the basis of ratio of goods train kilometres and passenger train kilometres in the total train kilometres. Based on this principle, the relative weights are 0.50 for Tractive Effort, 0.20 for Wagon Capacity and 0.30 for Seating Capacity. Thus, the percentage increase in Tractive Effort over the base year is multiplied by 0.50; similarly the percentage increase in Wagon Capacity and Seating Capacity is multiplied by 0.20 and 0.30 respectively and added up to arrive at the total percentage increase in capital. The labour input i.e. non-gazetted staff strength is then increased to the extent of this percentage increase in the incremental capital.

The **ratio of the output to the input** is the productivity index for the year.

However the ceiling limit for payment of PLB continues to be Rs.3500 for the entire Group C Staff – even though their actual wages are much higher than even that of the lowest paid employee.

6.1.2 **Sixth Pay Commission Recommendation on Bonus & PRIS**

Sixth Central Pay Commission in para 4.4.5 of their report had recommended that all Departments should ultimately replace the existing productivity linked bonus schemes with Performance Related Incentive Scheme (PRIS) and also that in places where PLB is applicable and it is not found feasible to implement PRIS immediately, the existing productivity linked bonus schemes may be continued in a modified manner where the formula for computing the bonus has a direct nexus with the increased profitability/productivity under well-defined financial parameters. In respect of the Railway's PLB scheme, the VIth CPC in Para 4.412 of their report have opined that a new formula for computing PLB that is based on financial parameters and where profit is computed as per the established principles of commercial accounting, wages with appropriate adjustments for increases, the impact of the capital investment, element of subsidy etc. needs to be devised in case the PRIS is not implemented immediately in Ministry of Railways.

*VI-CPC
replace the
existing
productivity
linked bonus
schemes
with PRIS*

*PLB based
on financial
performance*

6.1.3 **Our Views on Sixth CPC Recommendations on PLB & PRIS**

- Existing PLB has to be continued in Railways. – with the modifications suggested in this chapter in coming paras.
- PLB for Railway employees cannot be based on financial parameters – as the financial inputs and returns are purely based on political decisions of the Government and not as per actual requirements of the system.
- Railway is not functioning as a commercial establishment, as it has to meet a lot of social obligations like lesser passenger Fares and Freight Rates, operating un-remunerative routes, laying un-remunerative lines and undertaking projects that are not viable financially etc.
- PLB should be based on performance and not financial inputs.

*Continuance
of PLB with
some
modification.*

*Rly is non
commercial,
service
organisation,
PLB cannot
be based on
financial
performance.*

6.1.4 **Unrealistic & unjust ceiling on PLB**

Until the year 2006-07; ceiling limit for payment of PLB was kept as low as Rs.2500, which was then increased very marginally to Rs.3500 during 2007-08. It remains unchanged till date. While minimum basic pay w.e.f. 1.1.2006 is fixed as Rs.7000 and with 100% DA from 1-1-2014 the lowest

*Rs.3500
ceiling for
PLB makes it
meaningless*

paid employee gets a Salary of Rs.14000 pm (excluding other Allowances), the very low ceiling limit of Rs.3500 pm is making the PLB meaningless. Whatever be the increase in number of Bonus days happening every year it has not really reflected in the amount of money received by Railway employee.

6.1.5 **OUR DEMANDS - PLB ON REAL WAGES – WITHOUT CEILING**

As briefed in the earlier para, PLB with the ceiling of Rs.3500 is meaningless.

- i. It is requested to Seventh Pay Commission to make the PLB more meaningful and realistic by paying it based on real wages (including Pay plus DA).
- ii. PLB may be paid to Railway employees on the basis of their grade. Minimum pay of each grade + DA multiplied by number of days shall be paid as PLB to the employees available in respective grade.

6.2 **INCENTIVE SCHEME**

6.2.1 **THE BENEFITS OF INCENTIVE SCHEMES**

Incentives, such as performance related bonuses can help in enhancing staff performance. The rewards usually relate to the achievement of certain targets, either personal, team or organisational, or a combination of all of these.

Incentives and Perks are benefits given in addition to salary as a means of increasing satisfaction at work.

Pay is the most important motivator and incentives and perks can compliment in enhancing the performance of individuals, group and organization, they are not necessarily expensive.

Incentive system improves productivity, quality, accountability & traceability

Benefits to the organisation

An effective system of incentives could help in

- Persuade intelligent youngsters to join Railways.
- Retain existing high performing staff.
- Increase staff motivation, morale and loyalty.
- Boost productivity.
- Link individual and Railways performance.
- Focus employees on achieving targets.
- Improves quality, accountability & traceability.
- Builds teamwork.

6.2.2 **Benefits to staff**

Incentives can form an attractive element of an employment package by:

- Enhancing the quality of work & working life.

Incentive adds value to the employment

- Rewarding staff efforts.
- Adding value to the employment.

Incentives work best alongside good pay schemes and working conditions. They can be most successful when implemented with other good management practices, such as performance management, appraisals and appropriate communication and training programmes.

OUR DEMANDS

- **Suitable Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots and Production Units.**
- **Special conditions of Service in the Railways including Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature etc. should be kept in mind while finalising the Scheme.**
- **All Group C employee upto the level of SSEs be included in the Incentive Scheme.**

Chapter 7

ALLOWANCES & OTHER FACILITIES

With Reference to ToR 2.e)

To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.

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CHAPTER – 7

ALLOWANCES & OTHER FACILITIES

7.1 DEARNESS ALLOWANCE

7.1.1 Unrealistic and erroneous compilation of Price Index (for Industrial Workers) on which calculation of DA is based

i) Compilation of Consumer Price Index for Industrial Workers (CPI – IR) (on which payment of DA is based) –is totally unrealistic and not in accordance with the actual Market rates prevailing all over the Country for all the Consumer items.

ii) Weightage given to various items for compilation of Consumer Price Index, are disproportionate and not in accordance to the existing pattern of consumption by the working class due to changed economic and social requirements, especially in respect of Housing, Education and Other elements due to following reasons:

- Food has been given more (percentage) weightage than its actual contribution in the consumer's basket due to changed economic scenario.
- Pan, Supari, tobacco and intoxicants which are being banned in public interest, continue to be reflected in the compilation of the CPI (IW) and given weightage in compilation thereof.
- Indices of high inflation like Education, Medical care and Transport are not given adequate weight in the compilation of Price Index.
- The percentage of weightage given to various items in compilation of Consumer Price Index for Industrial Workers is not justified and not keeping in line with the present day requirements of the salaried class and, as such, it requires a revision as proposed in the table below,

Weightage given to various items for compilation of Consumer Price Index, are disproportionate and not in accordance to the existing pattern of consumption

Proposed/Projected percentage Weightage for Various Items of Consumption by the Salaried/working Class:

Considering the existing pattern of consumption by the working class due to changed economic and social requirements, we propose that the following percentage of wages should be given to various items of consumption, while compiling the Consumer Price Index:

Proposed/Projected percentage Weightage to various items of consumption in CPI

SI No	Groups	Existing %age Weight-age in CPI-IW (Percent) Base 2001	Proposed %age Weight-age in CPI for Salaried Class (Percent)
1	Food a) Cereals & Cereal Products b) Pulses and Pulse Products c) Oils and Fats d) Meat, Fish and Eggs e) Milk and Milk Products f) Condiments & Spices g) Vegetables & Fruits h) Other Food	46.19	25.00
2	Pan, Supari, tobacco and intoxicants	2.27	NIL
3	Fuel and light	6.43	7.00
4	Housing	15.27	25.00
5	Clothing, bedding and footwear	6.58	8.00
6	Miscellaneous a) Medical Care b) Education, Recreation & Amusement c) Transport & Communication d) Personal Care & Effects e) Others	23.26	35.00
	Grand Total	100.00	100.00

7.1.2 **Non-Merger of DA on crossing 50% DA since 1st January, 2011 and 100% DA since 1st January, 2014**

DA had crossed 50% mark in January 2011, and the 100% mark in January 2014. But unlike in the past, it had not been merged with Pay on the grounds that it had not been recommended by the Sixth Pay Commission. This was one of the most retrograde part of the Sixth Pay Commission's Report. Employees have become very restless and frustrated – both on account of erosion of wages due to inflation and refusal of the Government to merge the Dearness Allowance. Sixth Pay Commission (*vide Para 4.1.18*) had mentioned as under:

DA had crossed 50% mark in January 2011, and the 100% mark in January 2014

4.1.18. The corollary to this merger should necessarily have been a revision in the existing reference base of price index of 306.33. The new reference base, therefore, should have been the 12 monthly average index when the index increased by 50 percent. The reference base index would have, therefore, been higher than 306.33, given the uptrend in price levels, which would translate to a lower DA rate compared to the extant rates. Logically, therefore, conversion of dearness allowance as dearness pay should invariably be

accompanied with simultaneous revision of the base index. This conversion, however, is not necessary in the revised structure being recommended where increments are payable as a percentage of the pay in the pay band and grade pay thereon and provision has been made for all allowances/benefits to be revised periodically linked to the increase in the price index. The Commission is, therefore, not recommending merger of dearness allowance with basic pay at any stage.”

This was most unjustified and against the practice and recommendations of all the previous three Pay Commissions (from 3rd CPC to 5th CPC) all of whom had recommended for automatic Merger of DA with Basic Pay/Pension whenever it crosses 50%.

*automatic
Merger of
DA with
Basic
Pay/Pension
whenever it
crosses
50%.*

Fifth CPC In the Chapter on Dearness Allowance had recommended that “each time the CPI increases by 50% over the basic index used by the last Pay Commission it should be converted into Dearness Pay. Such DP should be counted for all purposes, including retirement benefits.”

The main justification for merger of DA is on account of inadequate compensation against the inflation provided by DA. As stated heretofore - many of the factors leading to inflation do not get reflected in the Consumer Price Index (CPI). Many unwanted items are included which reduces the weightage of vital items in compilation of CPI – as they are not given due weightage while compiling the CPI (for Industrial Workers) – on which the DA is Based. Consequently, **Cost of living as per actual cost of prices has gone up by over 200% but the DA being paid is only 100% from January, 2014.**

7.1.3 **It is therefore, requested that the DA (Dearness Allowance) be counted as Pay/Pension whenever the Cost of Living Index exceeds 25%** over the Base Index at which the Pay Scales are prescribed and may please be counted for all purposes – including for calculation of all Allowances and Retirement Benefits etc

7.2 **HOUSE RENT ALLOWANCE**

7.2.1 **Population criteria:-** The population criteria as well as the Present HRA formula adopted for grant of the House Rent Allowance is defective particularly on the following accounts of the following:-

- a) Level of population considered for classification in each group of Cities is much higher than the level prescribed by the various states.
- b) HRA granted is extremely low to even partially meet the prevailing rents in all class of Cities. Rents have increased many folds over the years – especially in recent past due to exorbitant rise in the cost of

land and building materials etc.

- c) Amount of HRA for Central Government Employees is lower than that compared to Private & Public Sector Enterprises. .

7.2.2 While **Fifth Central Pay Commission** recommended % of HRA on maximum of the pay scales recommended by them, the Government linked it to the actual pay at each level.

V CPC % of HRA on maximum of the pay scales

The very concept of taking population as criteria for payment of HRA is unjustified as actual Rents even in lower class cities are many times higher than the rates of HRA.

7.2.3 PROPOSED RATES & CRITERION FOR CLASSIFICATION OF CITIES FOR HRA

It is requested the following rates of HRA and Population criteria be recommended by the Pay Commission:

Sl. No.	Class of City	Existing Population criteria	Existing rates as percentage of Basic Pay	Proposed Population criteria	Proposed Rates of H.R.A.
a	"x" Class	50 Lakhs & above	30%	"A1" 25 Lakhs & above	40% of Pay + D.A.
b	'y" Class	50 -5 Lakhs	20%	"A "	30% of Pay + D.A.
c	"Z" Class	Below 5 lakhs	10%	5 to 25 Lakhs "C" & Unclassified Below 5 Lakhs	20% of Pay + D.A.

7.2.4 **Our Demands: It is requested to please recommend for:**

- Lowering down of the population limit for Classification of cities and to adequately enhance the amount of HRA, so as to compensate adequately for prevailing Rents in various Classes of Cities.
- Periodical revision of H.R.A. commensurate with the rise of Rents.
- Counting of D.A. for grant of H.R.A to compensate for escalation of Rents.
- Exemption of H.R.A. (and CCA etc.) from income tax, as these are not emoluments but compensatory Allowance, as had been aptly recommended by the Fifth Central Pay Commission in its recommendations vide (Chapter No.167 of its report).
- HRA be linked to the Consumer Price Index or D.A. The rates shall automatically increase by 25% whenever the Dearness Allowance goes up by 25%.

7.3 CCA – CITY COMPENSATORY ALLOWANCE

CCA should be revoked

CCA – City Compensatory Allowance 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.

to meet the peculiar needs especially of the big cities

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

PROPOSED RATES OF C.C.A.

Sl. No.	Class of City	Proposed Rates of C.C.A.
a	“x” Class	15% of Pay + D.A
b	“y” Class	10% of Pay + D.A
c	“z” Class	8% of Pay + D.A

7.4 TRANSPORT ALLOWANCE

Transport Allowance may please be revised as under:

10% of Pay + DA be granted as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.

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

10% of Pay + DA be granted as Transport Allowance uniformly for all cities

Employees drawing Grade Pay of	Existing Rate of Transport Allowance per month		Proposed Rate of Transport Allowance per month	
	In 13 cities classified as A-1/A earlier	Other places	Cities classified as A-1/A earlier	Other places
Grade pay of Rs.5400 & above	Rs.3200 + DA thereon	Rs.1600 + DA thereon	10% of Pay + DA	10% of Pay + DA
[i] Grade pay of Rs.4200, 4600 and Rs.4800	Rs.1600 + DA thereon	Rs.800+ DA thereon		
[ii] those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above	Rs.600+ DA thereon	Rs.400+ DA thereon		
Grade pay below 4200 and pay in the pay band below Rs.7440				

7.5 Travelling Allowance / Daily Allowance (TA/DA)

7.5.1 Both Fifth & Sixth CPC had observed that the rates of TA/DA were grossly inadequate and said that considerable difficulties were being faced by employees in securing decent accommodation while on official tour and had recommended accommodation entitlements of actual expenditure.

TA/DA were grossly inadequate – V CPC & VI CPC

7.5.2 **Sixth Pay commission recommended following entitlements of accommodations while on official tour (para 4.2.33)**

Grade Pay	Travelling Allowance
Rs.9000 and above	Reimbursement for Hotel accommodation of up-to Rs.5000 per day; reimbursement of AC taxi charges of up-to 50 Kms. for travel within the city and reimbursement of food bills not exceeding Rs.500 per day.
Rs.6600 to Rs.8400	Reimbursement for Hotel accommodation of up-to Rs.3000 per day; reimbursement of non-AC taxi charges of up-to 50 Kms. Per diem for travel within the city and reimbursement of food bills not exceeding Rs.300 per day.
Rs.5400 to Rs.6500	Reimbursement for Hotel accommodation of up-to Rs.1500 per day; reimbursement of taxi charges of up-to Rs.150 per diem for travel within the city and reimbursement of food bills not exceeding Rs.200 per day.
Rs.4200 to 4800	Reimbursement for Hotel accommodation of up-to Rs.500 per day; reimbursement of travel charges of up-to Rs.100 per diem for travel within the city and reimbursement of food bills not exceeding Rs.150 per day.
Below Rs.4200	Reimbursement for Hotel accommodation of up-to Rs.300 per day; reimbursement of travel charges of up-to Rs.50 per diem for travel within the city and reimbursement of food bills not exceeding Rs.100 per day.

But while implementing the Sixth CPC recommendations, Government had considerably reduced the TA/DA amount recommended by Sixth CPC as given below.

7.5.3 **Mileage Allowance for Journey by Road granted by Govt. In VI CPC scale**

Grade Pay (1)	Entitlement (2)
(i)Officers drawing grade pay of Rs.10,000 and above and those in	Actual fare by any type of public bus including air conditioned bus (or)

pay scale of HAG + and above.	At prescribed rates of AC taxi when the journey is actually performed by AC Taxi (or) At prescribed rates for auto rickshaw for journeys by auto-rickshaw, own scooter, motor cycle, moped etc.
(ii) Officers drawing grade pay of Rs.5400, Rs.6600, Rs.7600, Rs.8700 and Rs.8900/-	Same as at (i) above with the exception that journeys by AC taxi will not be permissible.
(iii) Officers drawing grade pay of Rs.4200, Rs.4600 and Rs.4800	Same as at (ii) above
(iv) Officers drawing grade pay of Rs.2400 and above but less than Rs.4200/-	Actual fare by any type of public bus other than air conditioned bus (or) At prescribed rates for auto rickshaw for journeys by auto-rickshaw/ own scooter/motor cycle/moped etc.
(v) Officers drawing grade pay below Rs.2400/-	Actual fare by ordinary public bus only (or) At prescribed rates for auto rickshaw/ own Scooter /motorcycle / moped etc.

7.5.4 Daily Allowance on Tour granted by Govt. In VI CPC scale

Grade Pay	Daily Allowance (per day)
Officers drawing grade pay of Rs.10000 and above and those in pay scale of HAG + and above.	Rs.520
Officers drawing grade pay of Rs.7600 to Rs.8900/-	Rs.460
Officers drawing grade pay of Rs.5400 to Rs.6600/-	Rs.400
Officers drawing grade pay of Rs.4200 to 4800/-	Rs.340/-
Officers drawing grade pay of below Rs.4200/-	Rs.210

7.5.5 Recommendation of Sixth CPC on Daily Allowance while on official tour to the tune of Rs.750/day (apart from cost of Journey by road at prescribed rates), has been unjustifiably brought down to Rs.340/day for the employees drawing Grade Pay of Rs.4200, Rs.4600 & Rs.4800.

Daily allowance of Rs.750/day recommended by VI CPC

7.5.6 Our Demands

- Seventh Pay Commission is requested to work out new rate of TD/DA based on the recommendations of Fifth & Sixth Pay Commissions.**
- Since TA/DA is basically linked with the cost of living, it is requested to increase the TA/DA at the rate equal to the increase given to the Basic Pay.** (Example – For employees in the Grade Pay of Rs.4200, Rs.4600 & Rs.4800 the new rate of TA/DA shall be Rs.750 X number of times increase given from VI CPC pay to VII CPC Pay.
- In addition to the above, actual expenses incurred for journey by road or by other means may please be granted.**

increase the TA/DA at the rate equal to the increase given to the Basic Pay

- d) TA/DA is also linked to the Consumer Price Index or D.A. The rates may please be automatically increase by 25% whenever the Dearness Allowance goes up by 25%.

7.6 TA ON TRANSFER & ON RETIREMENT

7.6.1 Composite Transfer Grant

T.A. on transfer comprises a Composite Transfer Grant equal to one month's Basic Pay + Dearness Pay along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee, in the case of transfer involving a change of station located at a distance of or more than 20 km from each other. No T.A. on transfer is payable in case no change of residence is involved or if the transfer is made at one's own request.

Our Demands

It is requested that keeping in view heavy expenses involved in dislocation, especially on account of excessively high admission fee and new books etc. for the Children shifting to new Schools, the Transfer Grant / Allowance be revised as under:

two months' Basic Pay + Dearness Pay as T.A. on transfer

- a) T.A. on transfer may please be granted equal to two months' Basic Pay + Dearness Allowance along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
- b) TA on transfer may be linked to the Consumer Price Index or D.A. The rates shall automatically increase by 25% whenever the Dearness Allowance goes up by 25%.

7.6.2 TA ON RETIREMENT

To settle down at places other than the last station of duty at a distance of or more than 20kms.

Our Demands

- a) T.A. on retirement may be granted equal to two months' Basic Pay + Dearness Pay along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
- b) T.A on transfer be granted without any distance restriction.

two months' Basic Pay + Dearness Pay as T.A. on retirement & no distance restriction

7.7 SPECIAL COMPENSATORY ALLOWANCE

7.7.1 Rural Area and Sub-Mountainous Area Compensatory Allowance

It is requested that Rural Area and Sub-Mountainous Area Compensatory Allowance be paid as available in some of the States to

the Employees posted in such areas respectively to compensate for higher cost of living in these areas on account of inadequate transportation and infrastructural facilities and increased dependency on urbanized areas due to change of Socio-Economic conditions.

7.7.2 Disturbed Area Allowance:

Disturbed Area Compensatory Allowance be paid to Employees posted in areas which are disturbed due to unstable Law and Order situation, terrorist activities or intense Army / Police action to maintain the Law and Order etc.

7.7.3 Special / Additional Insurance Cover for the Employees posted in Disturbed / Border areas

Employees working in border & disturbed areas are facing many threats to their personal security and their life, due to terrorist, miscreants & external forces offensive actions. Employees working in these areas may please be granted with **Special / Additional Insurance Cover for the Employees posted in Disturbed / Border areas.**

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

7.8 ARDUOUS DUTY ALLOWANCE TO OPEN LINE STAFF

7.8.1 The duties of Open Line staff are arduous in nature. They are working in Open to Sky environments. Benchmarkings for open line activities were issued by Railway board in the year 2001. The manpower required for various maintenance activities as spelt out in the benchmarking. Today in most of the areas in open line, The staff strength is lesser than the benchmark. Whenever new trains were introduced a proportionate addition of manpower was not done adequately. This results in more productivity as more work is done with staff strength.

Open line staff & Supervisors are exposed to adverse weather conditions

Moreover the main contributors for traffic unit are Open line staff only. The traffic unit is on an ever increasing trend, which proves the productivity of Open line staff.

These staff are exposed to adverse weather conditions. However the safety, punctuality of trains and its maintenance cannot be overlooked.

7.8.2 Our Demand

Based on the above facts, we request the Seventh CPC to grant 10% of basic pay as arduous duty allowance to all Open line staff and supervisors.

10% of basic pay as arduous duty allowance

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

7.9 RISK ALLOWANCE

7.9.1 The Recommendations made by various Pay Commissions in this regard are as follows.

Second CPC	Recommended Rs.3 to unskilled staff working in Defense and Railways whose work was exceptionally heavy or whose normal duty involved special risks such as those of chemical process or those who handled explosives. Also extended to sweepers working in underground sewers.
Third CPC	Recommended Rs.10. Included semi skilled workers worked in boiler plants and cold storage plants.
Committee on Risk allowance	Classified the beneficiaries into four categories, namely, Semi-skilled, skilled, supervisors and Certain gazetted and non-gazetted officers. The rate ranged from Rs.15 to Rs.100 per month.
Fourth CPC	Recommended 100% increase in the existing rates.
Fifth CPC	<p>c) Contingent Risk Relate to one-time events where the event is uncertain.</p> <p>d) Continuous Risk Situation where the risk is inherent and continuous in the occupational itself with adverse effects on health.</p> <p>e) Fifth CPC recommended Risk allowance for those categories which fall under sl.no.2.</p> <p>f) It also de-notified number of categories.</p> <p>g) Recommended Risk allowance ranged from Rs.40 to Rs.300.</p>
Sixth CPC	<p>Sixth CPC opinioned that risk factors in any job should be removed instead of making allowance for them and all other conditions of work should be taken care in the pay scale itself.</p> <p>But Sixth CPC didn't followed its own recommendations and granted common pay scales for all non technical,</p>

*Continuous Risk
Situation where the risk is inherent and continuous in the occupational itself with adverse effects on health*

technical and staff who works in open to sky areas.

On the Railways, especially in the In open line depots and yards, exposure to hot sun, heavy rain, cold climate and unhygienic open to sky work areas particularly, presence of human excreta are having continues inherent health risks as part of their occupation itself, that cannot be eliminated.

7.9.2 There are other areas which are having continuous inherent risk in their occupation – for example;

In Welding shops, Paint shops, Forge & Smith shop, Electroplating shops in Workshops and Production Units of Indian Railways having adverse effects of health.

In Diesel Shed exposure to high noise to the decibel level of 180, working temperature around 50 degree centigrade and air pollution beyond permissible levels.

In Track maintenance exposure to hot sun, heavy rain, cold climate and unhygienic open to sky working, presence of human excreta and other non-biodegradable wastes having inherent health risks.

C&M Staff exposed to radiations like X-ray and many Chemicals.

7.9.3 **Our Demand**

a) **It is requested to recommend Risk Allowance at the rate of 10% of Basic Pay and it may be extended to Semi-skilled, skilled, supervisors and officers working in above mentioned areas.**

b) **Risk Allowance may also linked to the Consumer Price Index or D.A. The rates shall automatically increase by 25% whenever the Dearness Allowance goes up by 25%.**

Risk Allowance at the rate of 10% of Basic Pay

7.10 **Uniform Allowance & Washing Allowance**

7.10.1 In Railways uniform Allowance is paid to categories of Nurse & RPF at the following rates

For Nursing Staff

Sl.No.	Allowance	Revised rate
1	Nursing Allowance	Rs.3200/- p.m.
2	Uniform Allowance	Rs.6000/- per annum
3	Washing Allowance	Rs.300/- p..m.

For RPF Staff

S.No.	Type of Allowance	Revised Rates of Allowance
1.	Uniform Allowance	

a)	Initial grant	Rs.14,000/- for Group A officers of RPF/RPSF.
b)	Renewal grant	Rs.3000/- for Group A officers of RPF/RPSF. Renewal grant to be given after every 3years.
c)	Kit Maintenance Allowance	Rs.300/-p.m. for group A officers of RPF/RPSF
d)	Washing Allowance	Rs.60/-p.m. for non-gazetted RPF/RPSF staff

The revised rates of above mentioned allowances will be increased by 25% every time the dearness allowance payable on revised pay bands goes up by 50%.

7.10.2 A fraction of Technical Supervisors / Supervising Engineers working in Railways are provided with uniforms of sub standard quality, that too at irregular intervals.

7.10.3 **Our Demand**

- a) **Technical Supervisors / Supervising Engineers shall also be granted uniform allowance & washing allowance as granted to nursing staff.**
- b) **These rates may also be linked to the Consumer Price Index or D.A. The rates shall automatically increase by 25% whenever the Dearness Allowance goes up by 25%.**

7.11 **DESIGN ALLOWANCE**

Fifth Pay Commission (*vide Para 50.19*) had recommended for grant of Design Allowance of Rs.300 for Junior Engineers and Rs.600 for Assistant Engineers and the Recommendation was accepted by the Government and implemented in the CPWD (*vide their letter No. 15/4/98-DW(S&D)547-1000 dated 9.6.2000*), but the same was not implemented by the Railways although the JEs & SSEs in the Drawing & Design Offices on the Railways do a lot of designing work as mentioned in details in annexure of this report. This is very unjust and discriminatory.

Our Demand

The Pay Commission is therefore requested to kindly recommend for grant of Design Allowance to the JEs & SSEs in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.

7.12 **GRANT OF SPECIAL PAY or IT ALLOWANCE**

To get the maximum advantage from the latest Information Technology the Railways had to induct talented IT Engineers who are in possession of not only the domain knowledge of the functioning of the day to day working of the Zone, Division & workshop; but also additionally the skill and aptitude

for and possessing I.T Skills for manning and administering the Computer Centres started in different Workshops and Divisions.

IT Engineers have been performing the sophisticated jobs without any Special Pay

The different Zonal Railway Administrations have formed IT Centres by inducting good number of Technical Supervisors / Supervising Engineers and other Technical Personnel (*in addition to staff from other categories*) from the Workshops / Divisions - (*preferably*) possessing higher qualifications like B.E. / AMIE etc. Computer Aptitude Test and gave them specialized training in various computer aspects for efficient maintenance of EDP Centres as well as different M.I.S Application Packages. There is also element of Direct Recruit in the Grade Of Junior Engineer/IT & Senior Engineer/IT.

These IT Engineers have been performing the sophisticated jobs without any Special Pay which is in vogue for other categories of staff for performing special types of jobs like imparting training in the Training Organisation on Railways.

25% of Basic Pay be granted as Special Pay or IT Allowance

Our Demand

It is therefore requested that 25% of Basic Pay be granted as Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

7.13 TRAINING ALLOWANCE

Given to all non-permanent faculty members joining training institutions on deputation. In 1986 when this allowance was introduced 30% of total emoluments were granted. Fourth CPC reduced it to 30% of basic pay. In the year 1991-92 due to the resource crunch, the allowance was reduced to 15 % of basic pay.

Training allowance is granted to non-faculty members, to attract more intelligent and knowledgeable persons to the training institutes. Due the availability of incentive schemes and other benefits the present rate of Training allowance does not motivate intelligent and knowledgeable persons to join Training institutions. Only the resource crunch was quoted as reason to reduce the training allowance from 30% to 15% in the year 1991-92.

to attract more intelligent and knowledgeable persons to the training institutes

Even though Sixth Pay Commission had not recommended for any change in % of basic pay paid as Training Allowance, Railways / Government have made principle decision to increase the Training Allowance from 15% to 30% keeping in view the necessity to attract more talent & expertise faculty to the Training Institutions, but still the decision has not been implemented.

Govt have made principle decision to increase the Training Allowance

Our Demand

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.

should be restored to 30 % of basic pay

7.14 **NON-PRACTICING ALLOWANCE (NPA) TO TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS**

It is highly discriminatory that the NPA is granted only to the Medical Staff and not to other professional staff merely because the latter have not resorted to a mass agitation and strike etc. like the Doctors. In fact, the Service Conduct Rules debar all Government Servants to do any private or part time work.

Non-Practicing Allowance of 10% of Pay.

Our Demand

As such, either the Service Conduct Rules should be amended to remove this bar, or else the professionals like Engineers / Technical Supervisors for whom the Diploma or Degree in Engineering is an essential qualification, should be paid a suitable Non-Practicing Allowance of 10% of Pay.

7.15 **INCENTIVE FOR HIGHER / ADDITIONAL QUALIFICATIONS**

Restoration of system of advance increments

Earlier, (2+4=6) Advance increments were given for acquiring Higher Educational Qualifications like AMIE / BE etc. However, they were replaced by lump sum payment of Rs.10000. This is neither adequate nor justified as motivation to the employee needs to be continuous and so is the benefit to the employer due to higher professional qualifications.

The system of 6 increments be restored for additional professional qualification.

Our Demand

It is therefore requested that the system of 2+4=6 advance increments respectively after Section 'A' and Section 'B' of AMIE etc be restored.

7.16 **RECOGNITION OF NEW AND MODERN QUALIFICATIONS FOR GRANT OF INCENTIVE ON ACQUIRING HIGHER QUALIFICATIONS (TECHNICAL / MANAGEMENT/ FINANCE ETC.)**

Sound and profitable operation of Industrial and Commercial Enterprises like Indian Railways depends on the efficient utilization of the Organizations' own human resources and their developments also. By means of higher qualifications, specialized knowledge and experience a qualified Railway Employee aids in stabilizing budgets and standards, increases effectiveness of production and service managements and thus renders valuable assistance to the professional managements for profitable stewardship of the commercial and business affair. Hence, we propose the

Railway Employees on acquiring any of the higher qualifications i.e. Master of Engineering / M.Tech / Master of Business Administration / Intermediate and Final Examinations of the Institute of Cost & Works Accountants (ICWA)/ Diploma in Rail Transport Management or any other Post Graduate Diploma in Management etc. should be given incentive to promote their outputs and stewardship which ultimately leads the Railways to achieve better Efficiency, Productivity and Management of Resources / Services.

7.17 CHILDREN EDUCATION ALLOWANCE SCHEME & HOSTEL SUBSIDY

Grant of Children Education Assistance and Reimbursement of Tuition Fee – Extension of the scheme

7.17.1 Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3,000 and in another less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.

Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.

Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto a maximum of 2 children and for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education

The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

7.17.2 Grant of Rs.12,000 per annum children education assistance & its subsequent rise by 25% every time the DA goes up by 50% is very much inadequate considering the very high cost of Education, similar the case of Hostel subsidy.

Limiting the scheme only upto twelfth standard is also graciously inadequate, since expenses for higher education & professional education are (even in Government institutions) very high and getting out of reach of salaried people.

7.17.3 Our Demands

a) Actual expenses incurred towards Children Education shall be reimbursed.

b) The scheme may please be extended to college education also.

Actual expenses incurred towards Children Education shall be

- c) **Children Education Allowance & Hostel Subsidy shall be allowed to avail concurrently.** *reimbursed*

7.18 **PROVISION OF CUG SIM CARDS & MOBILE PHONES or COMMUNICATION ALLOWANCE**

In the era of Information and telecommunication, Mobile phones and internet have become essential part of private and public life. Government has resorted to e-governance in all the departments. Work area of Technical Supervisors / Supervising Engineers are not confined to a closed room and are spread over large areas, sometimes in the range of kilometres.

Railways have provided CUG SIM card to all Gazetted officers and to the Selected number of Technical Supervisors / Supervising Engineers, even though all Technical Supervisors / Supervising Engineers have to invariably use their personal Mobiles, lap tops, computers, etc.

Our Demand

Hence all Technical Supervisors / Supervising Engineers of Railways may please be provided with CUG SIM cards & Mobile phones to have effective communications within the department and outside or they may be provided with suitable communication Allowance.

Provision of CUG SIM card & Mobile phones

7.19 **Family Planning Allowance for adoption of small family norms**

- 7.19.1 Family planning allowance initially granted the amount equal to one increment of the pay scale the employee belongs, but subsequently it has been reduced considerably and the rate granted after Sixth Pay Commission is very meagre as given below, making the scheme meaningless.

Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission

Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay	Rate of Family Planning Allowance
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	

5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	250	
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900		
7	S-6	3200-85-4900	PB-1	5200-20200	2000		
8	S-7	4000-100-6000	PB-1	5200-20200	2400		
9	S-8	4500-125-7000	PB-1	5200-20200	2800		
10	S-9	5000-150-8000	PB-2	9300-34800	4200		400
11	S-10	5500-175-9000	PB-2	9300-34800	4200		
12	S-10A	6000-190-9800	PB-2	9300-34800	4200		
13	S-11	6500-200-6900	PB-2	9300-34800	4200		450
14	S-12	6500-200-10500	PB-2	9300-34800	4200		
15	S-13	7450-225-11500	PB-2	9300-34800	4600		
16	S-14	7500-250-12000	PB-2	9300-34800	4800	500	
17	S-15	8000-275-13500	PB-2	9300-34800	5400	550	
18	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400		
19	S-16	9000	PB-3	15600-39100	5400		
20	S-17	9000-275-9550	PB-3	15600-39100	5400		
21	S-18	10325-325-10975	PB-3	15600-39100	6600		
22	S-19	10000-325-15200	PB-3	15600-39100	6600	650	
23	S-20	10650-325-15850	PB-3	15600-39100	6600	750	
24	S-21	12000-375-16500	PB-3	15600-39100	7600		
25	S-22	12750-375-16500	PB-3	15600-39100	7600		
26	S-23	12000-375-18000	PB-3	15600-39100	7600	800	
27	S-24	14300-400-18300	PB-4	37400-67000	8700		
28	S-25	15100-400-18300	PB-4	37400-67000	8700		
29	S-26	16400-450-20000	PB-4	37400-67000	8900	900	
30	S-27	16400-450-20900	PB-4	37400-67000	8900		
31	S-28	14300-450-22400	PB-4	37400-67000	10000	1000	
32	S-29	18400-500-22400	PB-4	37400-67000	10000		

7.19.2 **Our Demand**

Seventh Pay Commission is requested to grant Family Planning Allowance at least equal to one increment in the revised scale.

7.20 **LOANS & ADVANCES**

7.20.1 **INTEREST BEARING ADVANCES**

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

Limits of Advances be raised and linked to market price for periodical revision

7.20.2 **HOUSE BUILDING ADVANCE**

Limit of House Building Advance should be increased to 100 Months of Pay + DA or Rs. 50 Lakhs whichever is less.

Enhancement of HBA

7.20.3 **CAR OR SCOOTER ADVANCE**

It is requested that Limit for Vehicle Advance should be increased to Rs. 60000/- for Motor Cycle / Scooter; Rs. 6 Lakhs for Motor Car, and Rs. 2000/- for purchase of a Bicycle.

The rate of Interest on the aforesaid vehicle advances should not be higher than 5% - as charged by L.I.C. and Nationalized Banks on the advances given to their Employees.

Enhancement of Conveyance advance

7.20.4 **Sixth Pay Commission's recommendation on interest bearing loans (para 4.6.6. of VI CPC report)**

.....The Commission, accordingly, recommends that the Government should not give any interest bearing advances. Instead the Government should enter into agreement with leading PSU banks to extend this facility at pre-determined competitive rates to Government employees. While the employee shall take the loans/advances directly from the bank with the approval of the sanctioning authority in the Government and also repay the installments directly to the bank. The Government will give an interest subsidy equal to 2 percentage points in rate of interest being charged by the bank to the employee. The interest subsidy for employees with disabilities will be equal to four percentage points in the rate of interest being charged by the bank. Simultaneously, the existing limit of various interest bearing advances should also be doubled for the purpose of

getting the subsidy. This limit should automatically be increased by 25% every time the dearness allowance payable on revised pay bands goes up by 50%. The eligibility for taking the advances should also be removed because the repaying capacity would, in any case, be considered by the concerned bank at the time of processing the loan application. This will also extend to the ceiling of Rs.18 lakhs presently prescribed on the cost of house for purposes of house building advance. Therefore, this ceiling should also be removed.

Our Demand

- a) **Seventh Pay Commission is requested to recommend that, Government may enter into agreement with leading PSU Banks to extend the loans to Government employees.**
- b) **Interest rates being charged by Banks over and above 5% may be subsidised by Government.**

*Agreement
with banks for
advances to
employees.
... interest
over 5% may
subsidised by
Govt.*

7.20.5 Interest Free Advances

Festival Advance, Advance in the event of natural calamity like flood, drought, cyclone, earth quake, Advance of T.A on transfer / retirement / demise, etc may please be paid at the rate equal to one month Basic Pay of the employee.

*Interest free
advances
equal to one
month Basic
Pay*

Chapter 8

PENSIONERY BENEFITS

With reference to ToR – of the Pay Commission vide Gazette Notification of Government of India No.1/1/2013-E.III(A) Dated 28.2.2014.

Item 2 f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).

Item 5 “-----It (the Commission) may consider, if necessary, sending interim report on any of matters as and when recommendations are finalized.”

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CHAPTER – 8

PENSIONERY BENEFITS

INTRODUCTION

The pensioners have all along been given a raw deal by the Government as well as by the previous Pay commissions – especially those who had retired prior to each Pay Commission – in spite of various judgments of the learned courts to remove the discrimination between the past and future Pensioners.

The Provision of modified parity of Pension for existing Pensioners, introduced by the 5th CPC, and reiterated by the Sixth Pay Commission - (*as a stopgap measure before adopting the principle of full parity - as accepted by Fifth CPC*) should at least now be replaced with the full parity between Past & future Pensioners.

In this regard, we would like to draw the kind attention of the Seventh Pay commission towards the following observation of the Fifth Pay Commission and the orders of the Supreme Court:

i) 5th CPC in Para 127.6 observed as under:

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

ii) Hon'ble Supreme Court, in its landmark Constitutional Bench judgement dated 17.12.1982 in the case of D.S. Nakara Vs Union of India ruled as under:

“A Pension scheme consistent with available resources must provide (adequate pension) so that the Pensioner would be able to live:

a) free from want, with decency, independence and self respect and

b) At a standard equivalent at pre-retirement level.

c) Pensioners from payment of pension form a homogenous class. Different formulae affording unequal treatment cannot be adopted to compute their pension solely on the ground that some retired earlier and those retired later. . (Disproportionate Rise in Minimum Pension of Pre-2006 Pensioners – in various scale after Sixth Pay Commission is enclosed as Annexure-8/2 on page No-233)

8.1

PENSIONERY BENEFITS

8.1.1 New Pension Scheme (NPS)

New Pension Scheme (NPS) was introduced w.e.f 1-1-2004, replacing the existing non-contributory Pension Scheme in existence since 1957. The

post 1-1-2004 appointees are required to make a compulsory contribution of 10% to the NPS with a matching contribution by the Government, the Fund being invested in specified manner to be dispersed to the employee after his Retirement. This is totally against the spirit of the judgment of the Supreme Court in DS Nakara case where the Apex Court had defined the Pension and had laid down that "*Pension is not a bounty -- a grace – or an Ex-gratia payment, but a payment for past services rendered*". But with the introduction of NPS the Government has absolved itself from ensuring any specified amount of pension after the retirement and forcing the employees to contribute to the scheme even if they can't afford to do so.

8.1.2 NPS has led to extreme discontentment and resentment amongst the concerned employees as it tantamount to the following anomalies and disparities:

- i) It amounts to withdrawal of an existing benefit of Pension as available to Pre 2004 appointees – thus unjustly creating a class within a class of government employees and unjustly snatching the Pension which was held to be deferred wage for service rendered as per judgement of the Apex Court in D. S. Nakara case. NPS violates the spirit of this judgement on both the said grounds.
- ii) Lesser net wages to Post 2004 appointees by 10% of Pay thus discriminating between the similarly placed employees working at the same place/ on the same job/same post.
- iii) Post 2004 appointees had been deprived of 8.33% of govt. matching contribution to PF, which was paid with interest – as paid earlier to SRPF optees – prior to introduction of existing Pension Scheme.
- iv) NPS is subject to market forces thus depriving them of an assured amount of Pension – which is essentially required as a social security.
- v) The service conditions on the Railways are very hazardous, involving higher responsibilities which are totally different from other Central Government Employees. As such the Railways should in any case be exempted from NPS, as rightly recommended by the Minister For Railways to Minister of Finance (vide letter No. No. 2012/F(E)III/1/4-Part dated 29 MAR 2014 - copy attached as Annexure- 8/1 on Page No-231)

8.1.3 **It is therefore requested as under:**

- a) **New Pension Scheme (NPS) should be withdrawn for Post 2004 appointee Central Government / Railway employees and they should be covered under the existing Pension Scheme.**
- b) **Post 2004 appointees should be given the option to continue with the**

NPS as an additional Pensionary Benefit to supplement their post retirement income.

c) As for the amount already on the credit of the Post 2004 appointees, if they opt out of the NPS, they should be given the option to either withdraw the same or to deposit it in their Provident Fund Account.

8.2 **Superannuation Pension**

8.2.1 **Determination of Minimum and Maximum Pension**

Since Pension is directly related to the Pay, obviously the Pay needs to be determined first.

8.2.2.1 **Determination of Maximum Salary**

It is requested that instead of determining the Minimum Salary first as in the past, the Maximum Salary should be determined first; and then the Minimum Salary should be determined in an appropriate Ratio between the Maximum and the Minimum – so as to ensure equity and adequate Social justice.

8.2.2.2 Ratio between Minimum and Maximum salary and Pension should be 1:9 – to ensure social justice to employees at all levels – as enshrined in the Constitution of India (instead of the existing Ratio of 1:12.85 with the Minimum Salary of Rs.7000 and that of the Cabinet Secretary (at Rs.90000 Fixed) and a Ratio of 1:11.42 with Secretary (at Rs.80000 Fixed) - after 6th CPC)

8.2.2.3 Maximum Salary may please be first determined based on the following criteria and then the Minimum should be determined as per ratio of 9:1 as stated above.

8.2.2.4 **Maximum Salary** - It is requested that the Maximum Salary be fixed following criteria:

- i. Determination of Maximum wage as per rise of NNP (National Net Product) on constant Prices since last CPC & Fixing Minimum Salary as per Ratio of 9:1 between Maximum & Minimum, with proportionate Rise for intermediate levels).
- ii. %age Rise of NNP on Constant Prices (since date of effect of last CPC -2006) = 396% or 3.96 times
The Maximum Pay as per rise of NNP since last CPC works out as under:

Maximum Proposed Pay of Secretary

= Rs.80,000 x Compensation factor based on rise in NNP on Constant Prices at factor Cost (as per Fifth CPC Formula)
= 80000 BP x3.96

= Rs.3,16,800 or 3,17,000 or say **Rs.3,20,000**

Minimum Pay

iv) A ratio of 9:1 should be kept between maximum pay and minimum pay.
Therefore, Minimum Pay works out to be = Rs.320000/9
= 35555 or say **Rs.35500.**

8.2.3 Minimum Pension:

Minimum Pension may please be fixed as per Ratio of 1:9 between Minimum and Maximum of Pay & Pension - to uphold the Directive Principles of Social justice enshrined in Indian Constitution of India.

8.2.4 Full Pension:

Full Pension may please be fixed as 65 % and Family Pension may please be fixed as 45% of last Pay Drawn or 10 months average Pay whichever is higher – keeping in view much higher level of Pension available in other countries – even going upto 100% in some advanced countries.

8.3 Qualifying Service for Pension:

8.3.1 Sixth Pay Commission had made the following recommendations in its Report:

“Pension to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial) without linking it to 33 years of qualifying service for grant of full pension”.

8.3.2 The Government implemented the above said recommendation, by reducing the qualifying service for full Pension of 50% of Pay last drawn or average of last 10 months, whichever is higher on retirement after 20 years of service (instead of 33 years of service in the past).

However, the benefit of Full pension after 20 years of service was extended only prospectively and not to those who had retired prior to 1-1-2006. This was against the spirit of judgement of the Apex Court and in violation of Article 14, 16 and 39 of the Constitution. Severance Package for lesser years of service was also not implemented.

8.3.3 It is requested to grant as under:

Full Pension on pay plus D.A. last drawn or average of last 10 months – whichever is higher – after 20 years service – with proportionate Pension for less than 20 years of service for both Pre & Post 2006 Pensioners.

8.4 Additional Pension / Family Pension:

8.4.1 Sixth Pay Commission had recommended additional Pension of 20, 30, 40, 50 and 100 % for retirees and family pensioners on attaining the age of 80, 85, 90, 95 and 100 years respectively. But this did not meet with the requirements of those in the age group of 65 to 80 years of age for meeting additional expenses on old age diseases and disabilities and other unforeseen exigencies, which further increase even faster in later years. *Recommendation of Sixth Pay Commission for grant of 100% additional Pension after 100 years of age was illusionary and unjust in view of rare chances of survival up to or beyond 100 years of age.*

8.4.2 It is therefore requested that 10% Additional Pension should be granted every 5 years from the age of 65 to 75 years; 20% every 5 years from 80 years onwards and 100% after 90 years of age – to meet with much higher additional expenses on Medicines, health care and other exigencies of old age.

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

8.4.3 **Alternatively > Annual Rise of Pension:**

Alternatively, Additional Pension be given in the shape of an Annual rise of 3% (like the Increment to the employees) to meet with ever rising requirements of Medicines and other similar exigencies which increase with every day of ageing.

8.5 **Full Parity in Pension of Pre & Post Pay Commission Pensioners:**

8.5.1 Fifth Pay Commission had favoured grant of full parity to past Pensioners with the future Pensioners, but restricted its recommendations to Modified Parity at Minimum of Pay scale, leaving the grant of full parity for the future Pay Commissions. Sixth Pay Commission followed suit but again restricted itself to recommend only to Modified Parity to Pre 2006 Pensioners with the Minimum of the Pension being fixed at 50% of the sum of the Minimum of the Pay in the Pay Band and the Grade Pay thereon corresponding to the pre revised pay scale from which the pensioner had retired.

8.5.2 Government accepted this recommendation of 6th CPC but later distorted the intent in its implementation orders dated 3-10-2008. This denied even the modified parity to pre 2006 pensioners forcing them to take a legal

course for getting justice.

However, the main issue of full parity to past Pensioners with Post Pay Commission Pensioners hangs fire and needs to be addresses by the Seventh Pay Commission for the sake of natural justice.

8.5.4 It is therefore requested to please grant the following:

a) Full Parity of Pension to Pre 2006, Pre 2016 Pensioners with Post 2016 Pensioners – retiring from the same post.

b) Notional Fixation of pay of every retired person as if he had not retired and then his pension be computed under the revised rules. This alone will protect the value of pension of a retired person.

c) Application of principle of “One Rank One Pension” to both Civilian and Defence Personnel - *i.e. persons retired from same rank, same seniority & equal length of service should get equal pension irrespective of date of retirement.*

8.6 Additional Increment to employees retiring on 30th June to compensate for loss of increment even after completing 365 days – due to grant of increment once a year in July every year:

The employees, whose retirement falls on 30th June, suffer a loss of one Increment even after working for 365 days and the consequential lifelong loss in Pension which they incur on account of introduction of new system of grant of Increment in July every year after the implementation of Sixth CPC Report.

It is therefore, requested to grant an Additional Increment to employees retiring on 30th June to compensate for loss of increment falling due on 1st July.

8.7 Fixation of Revised Pension

Fixation of Revised Pension of existing Pensioners w.e.f. 1-1-2016 may please be granted as under:

i) Pension of Existing Pensioners be refixed on the same pattern and formula as for the serving employees - at 3.9.6 times of Basic Pension based on the following calculation – in view of heavy inflation since last Pay Commission and to compensate for erosion of real wages since Sixth Pay Commission – as per %age rise of NNP on Constant Prices.

ii) Provided that, the Pension of the Past Pensioners shall not be less than the Post 7th CPC Pension on the principle of “One Rank One Pension”

or the pay of every retired person must be re-determined notionally as if he is not retired and then his pension be computed under the revised rules.

8.8 **Restoration of commuted value of Pension after 12 years** – as recommended by Fifth Pay Commission and as the amount gets recovered in less than 12 years – with interest thereon, on reducing balance. Non-acceptance of this recommendation was quite unjustified – especially in view of the Recommendation of the Sixth Pay Commission (in the Chapter on Advances) that the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the Banks.

Judgement of the Supreme Court in Writ Petition No. 3958-61 of 1983, could not be applied in parts. The Apex Court in its orders on the said case - (while upholding the restoration after 15 years) had also held that the pension had to be restored once the lump-sum commutation paid and the interest thereon was fully adjusted (as cited by Sixth Pay Commission in Para 5.1.28 of its Report).

The last part of the said judgement needs to be implemented.

It is therefore requested that the Commutation of Pension may please be restored after 12 years accordingly.

8.9 **Death-Cum-Retirement Gratuity**

Pay last drawn or average of last 10 months (whichever is higher) plus full D.A. last drawn, whichever is higher be considered for grant of Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund.

8.10 **Rates of Family Pension may please be revised as under :-**

It is requested that the Rates of Family Pension be revised as under – in the interest of social justice and compassion:

Proposed Amount of Family Pension Per Month		
On death in Harness	On death between 60 to 67 years of age.	After limits indicated in columns 2 and 3
80% of last pay drawn as Family Pension for 10 years (if the Employee had survived) (with minimum Family Pension not being less than the Minimum wage less 20%)	Full Pension as Family Pension for 10 years (if the Employee had survived)	80% of Normal Pension if the Employee had survived (with minimum FP being Minimum Wage less 20%)

8.11 **Gratuity:**

One month's pay plus D.A. last drawn or average of last 10 months – whichever is higher as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund, instead of half month's pay for each year of

qualifying service as at present.

8.12 **Ex-gratia Pension:**

Ex-gratia Pension of at least Minimum Pension to the surviving PF Optees be granted – in view of their extreme hardship due to heavy inflation and valuable services rendered by them during active years of service.

8.13 **Option to PF Optees:**

One time Option may please be given to all PF Optees to join Pension Scheme by refunding Contributed Provident Fund with interest thereon.

8.14 **House Rent Allowance to Pensioners:**

Pensioners may please be granted House Rent Allowance as granted to serving employees – since most Pensioners are unable to build their own House even with the House Building Advance - due to exorbitant rise of land & property, and keeping in view the Government responsibility to provide a dignified living in old age – as per spirit of Apex Court judgement in Nakara's case and as per Directive Principles of the Constitution.

8.15 **Re-employment of Pensioners**

Re-employment in appropriate fields to utilize valuable experience and expertise of suitable and talented Technical, Professional and Specialised Personnel against Supernumerary posts – through a suitable mechanism of selection – without favour or bias.

8.16 **MEDICAL ALLOWANCE & TREATMENT**

- 16.1
- i) FMA (Fixed Medical Allowance) of Rs.100 per month was introduced in 1999 as per recommendations of the Fifth Pay Commission, for day to day Medical treatment of Pensioners residing in non-CGHS areas (and more than 2.5 KMs from Railway Hospitals – if they opt out of OPD Treatment from the CGHS or Railway Hospital or do not join the CGHS or RELHS (since residing away from such Hospitals etc).
 - ii) This amount was revised to only Rs.300 per month after much representation, agitation and acute suffering by the Pensioners and their dependents.
 - iii) Meanwhile, the costs of Medicines, Diagnostics and Consultations have increased many folds for day to day medical treatment – especially in old age.
 - iv) Even the average expenditure per patient, for OPD treatment in CGHS Hospitals is much over Rs.2000 per month (as per

information received under RTI from Ministry of Health & Family Welfare). This expenditure is bound to cross much beyond Rs.2500 by 2016 – in view of ever rising cost of Medicines, Diagnostics and Consultation for day to day medical treatment.

- v) The proposal of the Sixth Pay Commission has not been found feasible by Ministry of Health, for introduction of “a new medical insurance scheme recommended for Government employees. The scheme to be optional for existing Central Government employees and pensioners.” The idea had to be abandoned by the Government due to the refusal of the Insurance Companies to provide Medical Insurance for day to day treatment or to charge very heavy premium for the same.

16.2 It is, therefore, requested that:

- a. **Grant of adequate FMA (Fixed Medical Allowance) and periodical revision thereof for day-to-day Medical Treatment to employees & Pensioners residing in far flung areas – away from CGHS Dispensaries & Railway Hospitals.**
- b. **Fixed Medical Allowance (FMA) to Pensioners and Family Pensioners be increased to at least Rs.2500 per month (with periodic revision thereof) for outdoor treatment – where no such facility is available nearby.**

8.17 Waiver of Contribution for CGHS & RELHS

Waiver or at least adequate reduction of Contributions by the Pensioners / Retiring Employees for CGHS & RELHS (Railway Employees Liberated Health Scheme) - with balance contribution by the Government / Railways – keeping in view the true spirit of Social Responsibility towards the Pensioners – as defined by the Apex Court in Nakra’s Case.

8.18 Free / Cashless Treatment of Central Government / Railway Employees

Free/Cashless Treatment of Central Government - including Railways Employees & Pensioners in Specialised Government Hospitals like AIIMS / NIMS / NIMHANS / JIPMER / CMC / PGI - especially, since these Hospitals are run by the Union Government.

8.19 Empanelment of more specialised Private Hospitals

It is requested that the Pay Commission may please recommend as under for better health care of the Pensioners:

Empanelment of more specialised Private Hospitals for Treatment of Central Government & Railway employees & Pensioners – on Cashless Billing system in Emergency and on Reference by CGHS / Railway Doctors.

CHAPTER – 9

Impact of economic liberalization on Government Employees & Role of Indian Railways in Country's Economic Growth

With Reference to ToR

2.g) To make recommendations on the above, keeping in view:

the economic conditions in the country and need for fiscal prudence;

the need to ensure that adequate resources are available for developmental expenditures and welfare measures;

the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;

the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and

the best global practices and their adaptability and relevance in Indian conditions.

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CHAPTER 9

9.1 ECONOMIC CONDITIONS AND ITS IMPACT ON GOVERNMENT & ITS EMPLOYEES

9.1.1 Economic liberalization mainly encompasses the processes, Government policies that promote free trade, deregulation, elimination of subsidies, price controls and rationing systems, and time and again downsizing or privatization of public services.

Time and again downsizing or privatization of public services remained main part of economic liberalization.

Economic liberalization refers to both macroeconomic stabilization and micro-structural change. As advocated by the IMF and the World Bank, the package of reforms typically includes some or all of the following changes: reduction in government expenditure, opening of the economy to trade and foreign investment, adjustment of the exchange rate, deregulation in most markets and the removal of restrictions on entry, on exit, on capacity and on pricing.

9.1.2 Two decades (1980-2000) have been quite special in the course of Indian economic development. The growth rate of GDP that had stayed around 3.5 % per annum for 20 years prior to 1980, shot up to about 5% in the eighties (1980 to 1989) and increased further in the nineties (1990 to 1999) to 6%. It has reached as high as 9%. Moreover, the growth in the post-reform period has also been stable. In the decade of the 1970s, the variance in GDP growth rate was 15.8. It came down to 4.6 in the 1980s (i.e., 1981-82 to 1990-91) and further down to 1.5 in the 1990s. Most importantly, GDP growth has been accompanied by a poverty decline. The proportion of the population below the poverty line declined from about 44.5% in 1983-84 to 27.5% in 2004-05. Consequently, India's growth performance has generated tremendous worldwide interest.

GDP have registered impressive growth during the economic liberalization era.

	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02
GDP Growth	7.97	4.3	6.68	7.59	4.3	5.52
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
GDP Growth	3.99	8.06	6.97	9.48	9.57	9.32
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
GDP Growth	6.72	8.59	9.32	6.21	4.96	5.3

Source: Reserve Bank of India, Central Statistical Organisation, Finance Ministry.

9.1.3 The benefits of the massive accumulation of income in the country went in favour of the rich. In the process, rich are becoming richer.

Rich are benefited more, the

The poor are becoming poorer and the Middle & Salaried Class are in a state of dismay as per many Study Reports of internal and external agencies. Government Employees have to shoulder heavier responsibilities than ever before, under constant pressure to improve their performance levels at par with the performance of MNCs, Corporate and Private Sectors.

poor are becoming poorer, salaried class are in the state of dismay.

9.1.4 **Rs.70,300 CRORE BAD LOANS AS ON MARCH 2013**

From 2001 to 2013, bad loans that were written off by banks, including private and foreign banks, amounted to Rs.2.04 lakh crore.

406 bad loan accounts are in 24 banks, totalling Rs.70,300 crore

As on March 2013, 406 bad loan accounts totaling **Rs.70,300 crore** are laying unrecovered. From Rs.39,030 crore in March 2008, it rose to Rs.1.64 lakh crore by March 2013.

.... Full article in ***Annexure-9/1 on page no-234***

- 9.1.5
- Government is required to monitor, guide and control the massive activities of MNCs, Corporate and Private Sectors. This has further added to the workload of Government Employees, as it requires displaying higher levels of proficiency to manage other Sectors. Consequently the Government employees have to perform dual duties.
 - The principles of equity and social justice cannot be achieved by paying less to the Government employees. Since Government employees are the arms of the Government by which the policies and projects of the Government are to be implemented and therefore they have to be strong and independent.
 - The financial independence & soundness will help the Government employees to make decisions more boldly and judiciously, in the best interest of the country.
 - The employees' financial dependence, on sources other than salary, will make him liable for corrupt practices, which will defeat the purpose/objectivity of not only the post he is holding but also the objective of Government itself.

Government employees are the arms of the Government - they have to be strong and independent

employees' financial dependence, on sources other than salary, will make him liable for corrupt practices

9.2 **BRAIN DRAIN**

- 9.2.1 Highly qualified, efficient and talented youth are being hijacked by the MNCs, Corporate, and Private Sectors with unimaginable pay packages and high value perquisites, wooing them away from Government establishments. The Government offers only rock bottom wages and emoluments, which do not attract efficient youth

to join Government establishments. This is a dangerous trend. It is to be noted that in recent times, in the process of cut-throat competition, even the existing topmost officials in the rank of IAS Cadre, Engineering Cadres in Military, Government IT Sector Officers, Technocrats, Supervisors and talented Technical Workforce have started migrating from Government Service - accepting the fabulous monetary benefits and perquisites. The tendency of migration of existing Government staff of Technical departments is growing fast. Many highly talented officers have already left. A few are in the process of leaving if the Government still sticks on with same hostile policy towards its own employees.

The tendency of migration of existing Government staff of Technical departments is growing fast

- 9.2.2 Manpower reduction in the form of right sizing and downsizing, without a scientific review of actual staff requirement, has created serious imbalances and created increased workload heavily, in total violation of benchmarks and yardsticks, without any compensation. Enhancement of present salary structure and other facilities are essential requirement of the day. Government Employees cannot continue to be denied Fair Wages and other motivational packages any more, quoting financial constraints of Government as a reason. Government will lose efficient and talented employees in due course. It will lead to collapse of the effective Administrative System and thereby all the lofty schemes and plans will not produce any positive result to meet the expectations, however great they may be.

Manpower reduction in the form of right sizing and downsizing, without a scientific review of actual staff requirement, has created serious imbalances

- 9.2.3 Through the formation of Seventh Central Pay Commission, Government has got one more opportunity to set everything right and in order. The frustration of Government employees must be removed. Motivational packages for different type of job nature may be granted and it must allow 7th CPC to work independently without placing Damocles' Sword over their head.

- 9.2.4 Seventh Central Pay Commission is requested to consider the above said realities and make appropriate recommendations, to take care of Nation's stability through the deployment of efficient and talented work force. Work Content, Work Environment, Degree of Responsibility, Efficiency, Accountability and the essentiality of each Department may also please be taken into account. This will help both the Government and its employees on a long-term basis.

Work Content, Work Environment, Degree of Responsibility, Efficiency, Accountability and the essentiality of job have to be considered for pay determination

The Pay Commission may also kindly consider, through Sub-Committees of experienced experts in various fields, the actual working conditions of different Departments – exclusively and

There should be a clear

separately for the following distinct areas: -

Railways		Other than Railways	
Technical	Non-Technical	Technical	Non-Technical
i) Top Management		i) Top Management	
ii) Executive & Supervisory		ii) Executive & Supervisory	
iii) Supporting		iii) Supporting	

distinction between technical & non-technical jobs.

9.3 THE LIKELY IMPACT OF THE RECOMMENDATIONS ON THE FINANCES OF THE STATE GOVERNMENTS

The working environment and conditions of Central Govt. and other state Government organisations are entirely different. Hence, such comparison does not arise. Also, financial condition of different State Governments and other institutions are varied. Central Government need to implement the same pay structure for all its employees placed around the country.

The working environment and conditions of Central Govt. and other state Government organisations are entirely different

Pay fixation should be done based only on job evaluation.

The Central Government Employees are liable to be transferred anywhere in India, whereas the employees of State Governments, Municipal bodies etc. are not so inconvenienced and, therefore not disadvantaged like the former. In view of the above transfer liability to the Central Government employees, they are further disadvantaged in Improving their (self) educational qualification, like Post Graduate Studies/PhD, Children’s education, Payment of lumpsum amount of several thousands of rupees for securing/ hiring of private accommodation, where there is no Govt. Accommodation available.

Central Government employees’ pay and allowances should be higher than the State Government, Municipal & local body employees.

Therefore, the Central Government employees’ pay and allowances should be higher than the State Government, Municipal & local body employees.

Since the employees of State Government and local bodies are employed locally and attending to their jobs mostly at their hometown/home state, they are not required to incur much extra expenditure for attending to their jobs.

9.4 Comparing prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings

There is a strong need for comparison/parity between pay scales and perquisites between Government and Public Sector, because nature of functioning of both Government and PSU are comparable.

There is a strong need for comparison/parity between pay scales and perquisites between

Following main disparities in the pay scales and other perquisites need to be addressed.

- For similar entry level the pay scales are on higher side in the Public Sector Undertakings.
- Central Government Employees are not entitled for perks/incentives/ ex-gratia payments which are available to the PSU employees.
- PSU employees are paid lucrative sum as Bonus, but in Government jobs Bonus is paid only for a few sections of employees.
- Productivity linked bonus (PLB) paid to Group-C & D employees of Railways is not paid in realistic terms – especially in respect of maximum ceiling limit.
- Loans and Advances to the employees in the PSUs, are adequately available for their requirements and the interest charged is nominal which is around 4 to 5%, far below the prevailing market rate, whereas the Central Government employees are not getting these facilities on their required moment and they get it with a ceiling (which most of the times defeat the basic purpose of the loan) and the interest is as high as 10%.

9.5 ROLE OF INDIAN RAILWAYS IN COUNTRY'S ECONOMIC GROWTH – An important service provider, treated badly by Government.

- 9.5.1 IR is the second largest railway system in the world under single management of state. It is the only Public Sector Department whose budget is being separately presented to Parliament since 1924.

*War like
activities go
on in the IR
round the
clock, 365
days a year*

It is a strategic organization of the Government – warlike activities go on in the IR round the clock, 365 days a year. It is the lifeline of the Nation. It is a mighty integrating force. Its assistance to Nation in emergencies and war is immense and indispensable. As per McKinsey Report, IR is a sunrise industry.

9.5.2 Railways adopted to continuous change

During the past six decades Indian Railways have registered impressive performance. Steam age Engines turned into 5000 HP Diesel Locos & 9000 HP AC Locos, Wooden Coaches turned into state of the art stainless steel LHB coaches & Double Deckers, wooden sleepers & short rails turned into PSC sleepers & long welded 52 kg/60 kg 90 or higher UTS rails, semaphore signals turned into advanced Signalling Systems viz., complete track

*Railways & its
work force
have well
adopted to the
changes
happened
over the
years.*

circuiting, Multiple Aspect Colour Light Signalling (MACLS), Panel/Route Relay/Electronic Interlocking, Last Vehicle Check by Axle Counter for safe and efficient train control and optimum utilization of line capacity, manual ticketing system turned into internet enabled computerised reservation & unreserved ticketing systems.

9.5.3 Impressive performance of Indian Railways

	1950-51	2011-12	% increase
Route KM	53,596	64,600	21
Passenger KM (in million)	66,517	10,46,522	1473
Vehicle kms. per vehicle day	264	550	108
Ave. rate/passenger KM In paise	1.48	27.0	1724
Freight Net tonne KM in million	44,117	6,68,618	1416
Average train load (tonnes)	489	1711	250
Wagon turn around in days	11	5.08	-54
Ave. rate/tonne KM In paise	3.16	101.47	3111
Net revenue receipt in crores	47.56	6,781.60	14159
Wagon KM/Employee	4781.18	14654.67	207
Passenger KM/ Employee	72,775.71	8,01,318.53	1001
Gross revenue receipt/Employee	2880.74	813516.69	28140

- During the previous six decades, with the addition of only 21% of Route Km, Railways is able to achieve 1473% increase in Passenger Km & 1416% in freight net tonne Km. Gross revenue receipt per employee had shown phenomenal increase of 28140% during the same period.
- Despite of impressive performance & high efficiency shown by Indian Railways, all along Indian Railways have received raw & unprofessional treatment from the Government.

all along Indian Railways have received raw & unprofessional treatment from the Government

9.5.4 Strength of Railway Employees is coming down

Railways	Incumbents in position as on 31.03.2003	Incumbents in position as on 31.03.2012	Difference	% difference
Group-A	7402	9228	1826	24.67
Group-B(G)	6393	8072	1679	26.26
Group-C&D	1462089	1288400	-173689	-11.88
	1475884	1305700	-170184	-11.53

Between the year 2003 and 2012 Group-C & employees strength of Indian Railways have come down by 1,73,689

Between the year 2003 and 2012 Group-C & D employees strength of Indian Railways have come down by 1,73,689. Overall

staff strength has come down by 1,70,184 to the tune of 11.53%.

9.5.5 Social Service Obligation of Indian Railways

Indian Railways carries out certain transport activities which are essentially uneconomic in nature in the larger interest of the economically disadvantaged sections of the society. Losses incurred on this account fall under Social Service Obligation of IR.

Net Social Service Obligation borne by IR in 2011-12 is assessed at Rs.17,651.62 crore excluding staff welfare cost (Rs.3,842.50 crore) and law and order cost (Rs.2,4945.04 crore).

These costs impinge upon the viability of Indian Railways system.

Net Social Service Obligation borne by IR in 2011-12 assessed at Rs.17,651.62 crore, constitutes 16.95% of the total revenue earnings and 17.89% of the total expenditure

9.5.6 Elements of Social Service Obligation:

The main elements of Social Service Obligation of IR are losses relating to:

- (i) Essential commodities carried below cost;
- (ii) Passenger and other coaching services;
- (iii) Operation of uneconomic branch lines; and
- (iv) New lines opened for traffic during the last 15 years.

9.5.7 Losses on Transportation of Essential Commodities carried below cost:

As part of the Railways' Social Service Obligation, certain essential commodities of mass consumption like fruits and vegetables, organic manures, paper, charcoal, bamboos, cotton raw pressed etc. are carried below cost of operation in order to contain their market prices. The total losses on the movement of these commodities in 2011-12 amounted to Rs.56.72 crore.

total losses on the movement of essential commodities in 2011-12 amounted to Rs.56.72 crore

9.5.8 Losses on passenger and other coaching services:

Analysis of the profitability of Coaching Services in 2011-12 has revealed an overall loss of Rs.23,932.44 crore to which net suburban losses in Chennai, Kolkata and Mumbai provided with EMU and Non-EMU services contributed Rs. 2,852.32 crore. While the lag in the rise of passenger fares with respect to inflationary pressures prevalent in the economy has contributed to coaching losses, other factors have also exacerbated the situation which include:

Coaching Services in 2011-12 has revealed an overall loss of Rs.23,932.44 crore

- (i) Low Second Class Ordinary Fares;

suburban train in Chennai, Kolkata and

(ii) Non-Suburban commuters availing season ticket concessions up to a distance of 150 kilometres. These journeys constituted 22.6% of Non-Suburban Traffic;

(iii) Commuters availing concession Monthly and Quarterly Season Tickets on Suburban Sections of Mumbai, Kolkata and Chennai. Journeys performed by passengers holding season tickets formed 64.6% of Suburban Traffic;

(iv) Concessions in fare extended to various categories such as recipients of gallantry awards and National sports awards, participants in National and State sports tournaments, teachers honored with National awards, Shram awardees, war widows, patients suffering from cancer, tuberculosis and other serious diseases, handicapped persons, press correspondents, film technicians etc. and

(v) Concessions are also extended to military traffic, postal traffic, transportation of seeds, milk etc. and traffic to the North East. IR also steps in to provide emergency relief by transporting materials like food, water, fodder etc. to areas affected by natural disasters like drought, cyclone, earthquake etc.

The Net Social Service Obligation borne by IR in 2011-12 assessed at Rs.17,651.62 crore, constitutes 16.95% of the total revenue earnings and 17.89% of the total expenditure.

Mumbai provided with EMU and Non-EMU services contributed Rs. 2,852.32 crore losses.

Net Social Obligation borne by IR constitutes 16.95% of the total revenue

9.5.9 **Uneconomic Branch Lines:**

Despite concerted efforts to enhance earnings on branch lines, most of these lines remain commercially unviable. The Railway Reforms Committee recommended closure of 40 such lines but due to stiff public resistance and opposition by State Governments towards withdrawal of such services, only 15 lines have been closed permanently by the Railways. A review of the financial results of existing 88 uneconomic branch lines for the year 2011-12 shows that, on an original investment on these lines of the order of Rs.1,719 crore, loss during the year 2011-12 amounted to Rs.1,366 crore.

In the year 2011-12 Railways is operating 88 uneconomic branch lines which are incurring loss of Rs.1,366 crore.

9.5.10 **New lines opened for traffic during the last 15 years:**

The Railway Convention Committee (RCC) in its 9th Report on this subject has noted that in the present state of Railway finances and prevalent high costs of construction, the Railways are not in a position to inject adequate capital investment in under-developed

areas. Therefore, they have felt that reliefs like making available land free of cost and waiver of dividend payment on such lines for a minimum period of twenty years are justified. Periodic reviews have revealed that of the 3 lines examined in 2011-12, as part of Social Service Obligations of the Railways for development of backward areas, all lines are showing either negative or unremunerative returns.

9.6 INFRASTRUCTURE, MODERNISATION & EXPANSION OF INDIAN RAILWAYS - UN-PROFESSIONAL APPROACH BY GOVERNMENT

9.6.A.
1

INDIAN RAILWAYS INFRASTRUCTURE

Rail Network

- Indian Railways (IR) is one of the world's largest rail networks with 64,600 route kilometres of route lengths and total track of 115062 km

Bridges

- IR has 1,33,873 bridges out of which 725 are important, 10,833 are major and 1,22,315 are minor bridges. In 2011-12, 924 bridges, including 12 distressed bridges were rehabilitated/ rebuilt.

Level crossings

- As on March 31, 2012, IR maintained 31,846 level crossings, out of which 18,316 had gate-keepers and 13,530 crossings were unmanned.

Land Management

- IR owns about 4.59 lakh hectares of land. About 90% of the land is under Railways' operational and allied usage such as laying of new lines, doubling, gauge conversions, track, stations, workshops, staff colonies, etc.

Locomotives

- The size of IR's fleet of motive stock as on 31st March, 2012 consisted of 43 steam, 5,197 diesel and 4,309 electric locomotives.

Wagons

- As on 31st March, 2012, the size of IR's wagon fleet consisted of 2,39,321 units - 62,243 covered, 1,29,737 open high-sided, 7,625 open low-sided, 26,223 other types and 13,493 brake vans/departmental wagons.

Passenger Coaches

EMU Coaches	
Number	7,793
Capacity	1,429,910

Conventional coaches	
Number	46,722
Capacity	3,357,145
DMU / DHMU	
Number	824
Capacity	78,825
Other coaching vehicles	
Number	6,560

Railway electrification

- 6500 route kilometres have been proposed for railway electrification during XII Five Year Plan (2012-17). Upto March 31, 2012, 31.39% of the total route kilometres have been electrified.

Telecommunication

- Telecommunication plays an important role in train control, operation and safety. With the rapid growth in telecommunication technology, IR has decided to go for the state-of-the-art nationwide telecom network for meeting its communication needs and earning revenue by exploiting surplus capacity commercially.
- As on 31st March 2012, 40,332 Route Kilometres of Optic Fibre Cable has been commissioned that is carrying Gigabytes of traffic. Railway Control Communication which is quintessential for train operation and control is also being transferred to OFC system. Till date control communication on 37,389 Route Kilometres has been shifted on OFC system. RailTel is significantly contributing in building National Knowledge Network. It is also planning to provide Broadband connectivity to the Panchayats through OFC network.
- IR has established its own Satellite hub to facilitate connectivity for the remote Freight Operations Information System (FOIS) locations and Unreserved Ticketing System (UTS), Disaster Management System as well as for other critical communication system. Besides, IR uses 13,116 data circuits that power its various data and voice networks across the country.

Passenger Business

- During 2011-12, it carried 8,224 million passengers as against 7,651 million in 2010-11 thus registering a volume growth of 7.49%.

Freight Operation

- Revenue earning freight traffic handled during 2011-12 was

969.05 million tonnes. NTKMs earned during the year were 667.61 billion. Total loading and freight output, inclusive of non-revenue traffic, were 975.16 million tonnes and 668.62 billion NTKMs respectively.

Safety

- There were 131 consequential train accidents in 2011-12 compared to 139 in 2010-11. Train accidents per million train kilometres, an important index of safety, came down from 0.14 in 2010-11 to 0.12 in 2011-12.

9.6.A.
2

Personnel

The number of regular employees as on 31.3.2012 stood at 13,05,701.

Management personnel (Groups A&B) constitute up 1.3% of the total strength, while Group C and D account for 89.0% and 9.7% respectively. Of the employees in Group C and D, 4.02 lakhs (29.9%) are workshop employees and artisans and 9.42 lakhs (70.05%) from other categories including running staff. Railway Protection Force/RPSF personnel totalled 59,506. In the non-gazetted cadres, the ratio of Group C to D changed from 25:75 in 1950-51 to 90:10 in 2011-12, indicating a shift towards induction of skilled manpower.

the ratio of Group C to D changed from 25:75 in 1950-51 to 90:10 in 2011-12, indicating a shift towards induction of skilled manpower

EXPANSION & UPGRADATION PLAN OF INDIAN RAILWAYS

Para - 9.6.A.3 to 9.6.A.19 enclosed as Annexure – 9/2 on page No-235

9.6.B

SAFETY BETTER CONTROLLED IN RAILWAYS

Safety record of Indian Railways is comparable with any world Railways. But, in the vital safety categories of Technical Supervisors (JE/SSE), Technicians, Drivers, Station Masters, Gangman, Gateman, etc nearly 19% of posts are alarmingly kept vacant, making the safety more vulnerable.

Report of high level Safety Review Committee, Feb-2012

Chairman Sri.Anil Kakodkar

Para 2.11.1

High Level of Vacancies in Critical Safety Categories

Severe shortage of manpower in safety categories such as supervisors and technicians under various departments, ASMs, Loco Pilots etc. was universally reported in almost all interactions. The complaint gets substantiated by the position shown in Table 5.

Severe shortage of manpower in safety categories such as supervisors and technicians under various departments

....Anil
Kakodkar
Committee

Vacancy Position in Safety Categories on All Indian Railways as on 01.04.2011					
S. No.	Category	SS	OR	VAC	%age
1	ASMs/SMs/SSs	37475	34138	3337	8.9
2	Controllers	2672	2318	354	13.2
3	Guards	30301	24505	5796	19.1
4	Gatemen (Traffic)	11066	7485	3581	32.4
5	Switchmen	3070	2993	77	2.5
6	Cabinmen	10612	9691	921	8.7
7	Levermen	5161	4099	1062	20.6
8	Pointsmen	28149	24886	3263	11.6
9	JE/SE/SSE (P.Way)	6334	5268	1066	16.8
10	Supervisor (P.Way)	4380	3280	1100	25.1
11	Gangmen/Gangmate	204925	149566	55359	27.0
12	Keymen	13331	10968	2363	17.7
13	Gatemen (Engg.)	29707	25373	4334	14.6
14	JE/SE/SSE (Signal)	3408	2841	567	16.6
15	ESM	16014	13792	2222	13.9
16	MSM	0	0	0	0.0
17	Drivers	36772	28940	7832	21.3
18	Motermen	3505	2937	568	16.2
19	Shunters/Engine Turners	7335	5656	1679	22.9
20	Dsl./Elec. Asstts.	35711	28671	7040	19.7
21	JE/SE/SSE (C&W)	8842	7130	1712	19.4
22	Safety Inspectors/ Counsellors of all Deptts.	906	728	178	19.6
23	All Other Safety Categories	175639	153746	21893	12.5
	Total	675315	549011	126304	18.7

SAFETY BETTER CONTROLLED IN RAILWAYS

Paras 9.6.B.1 to 9.6.B.5 enclosed as Annexure – 9/3 on page No-246

9.6.C.
1

Indian Railways requires substantial funds and addition of Man Power.

Indian Railways requires substantial funds for its modernization activities. It requires more manpower, instead of a Labour Reduction Mechanism. Railways by its nature require more manpower for its basic activities in operation and all modernization and sophistication in the system should go for improved customer needs. If Railway Ministry goes on reducing manpower in Railways in the name of right sizing like other departments of Government, it will end only in jeopardizing safety of operations. Moreover, for

*Railways
requires more
manpower,
instead of a
Labour
Reduction
Mechanism*

efficient running, well-trained, experienced and qualified persons are required at top, middle and lower levels of management with suitable motivation.

- 9.6.C.
2
- Indian Railways' expansion to the uncovered areas should be the prime objective and the scope for greater growth are inevitable and it cannot be just compared to any other Department of Government. Its identity as the biggest vibrant infrastructure cannot be any more marginalized and it may be the sole Department which does not need any guidance or assistance from the Neo-liberalization process except Government's improved concentration and patronage which will be sufficient enough for this Department to improve and deliver goods to assist the fast growing economy of the country.

*Expansion of
IR network in
uncovered
areas
essential*

9.6.C.
3

Report of the Comptroller & Auditor General of India on Railways Finance

Report laid on the table of the parliament on 13.08.2013

- IR is facing severe financial crunch and their funds have eroded considerably from Rs.21,681.60 crore in 2007-08 to Rs.1,770.91 crore in 2011-12. The way forward for IR is to improve its finance and rationalize both freight as well as passenger tariffs. IR may explore new avenues to recover the cost from its services in order to generate sufficient surplus to meet its future requirements.
- It is essential that IR increases its market share in bulk commodities like coal, steel, cement where it has an inherent competitive advantage.
- It is important for the IR to review all the capital works in progress and take expeditious decision with regard to operation / non-operation of projects wherein road connectivity exists especially in case of un-remunerative lines.
- IR needs to review all cases of licensing / renting of its assets for timely revision / raising of bills and realization of dues including arrears.
- IR needs to pursue effectively the cases of unrealized earnings pending under traffic suspense mainly on account of movement of traffic and demand recoverable.

*IR may
explore new
avenues to
recover the
cost from its
services in
order to
generate
sufficient
surplus*

*It is essential
that IR
increases its
market share
in bulk
commodities
like coal,
steel, cement*

9.7

**FINANCIAL STATUS OF GOVERNMENT OF INDIA
AND ITS IMPROVED CAPACITY TO PAY**

- 9.7.1 **Government spending on Pay & Allowances have come done appreciably.** *Govt spending on Pay & Allowances have come done appreciably.*
- Between the years 1996-97 and 2011-12 Expenditure on Pay & Allowances as percentage of Revenue Receipt has come down from 16.2% to 10.47% and Expenditure on Pay & Allowances as percentage of Revenue Expenditure has come down from 12.8% to 7.3%.

Expenditure on Pay & Allowances of Central Government Employees and Union Territories as percentage of Revenue Receipt & Revenue Expenditure						
Rs. In Crore						
S.N	Year	Expenditure on Pay and Allowances of Central Govt. & Union Territory employees	Revenue receipt of Central Govt. & Union Territories	Revenue expenditure of Central Govt. & Union Territories	Expenditure on Pay & allowances as percentage of	
					Revenue receipt	Revenue expenditure
1	2	3	4	5	6	7
1	1996-97	20396	126279	158933	16.2%	12.8%
2	1997-98	27590	133901	180350	20.6%	15.3%
3	1998-99	31560	149510	217419	21.1%	14.5%
4	1999-00	33978	181513	249109	18.7%	13.6%
5	2000-01	33986	192624	277858	17.6%	12.2%
6	2001-02	31407	201449	301611	15.6%	10.4%
7	2002-03	33317	231748	339627	14.4%	9.8%
8	2003-04	34554	263878	362140	13.1%	9.5%
9	2004-05	38653	306013	384351	12.6%	10.1%
10	2005-06	40418	430940	540637	9.38%	7.48%
11	2006-07	42926	525393	658240	8.17%	6.52%
12	2007-08	46230	649426	734861	7.12%	6.29%
13	2008-09	67464	653847	1010224	10.32%	6.68%
14	2009-10	89860	704523	1057478	12.75%	8.5%
15	2010-11	88650	932685	1186115	9.5%	7.47%
16	2011-12	95291	910556	1305195	10.47%	7.3%

Source: Brochure on Pay & allowances of Central Government Civilian Employees

- 9.7.2 **Reduction of staff strength (incumbents in position) in Central Government** *For the period of 10 years over all staff strength on roll have come down by 4.7%, in case of Gr-C the reduction is 6.8%.*
- Over the period of 10 years between 2002 and 2012 overall incumbents in position of Central Government has come down by 4.7%, Group-C and lower grade posts have come down by 6.8% .
- Source: Brochure on Pay & allowances of Central Government Civilian Employees

Central Govt.	Incumbents in position as on		Difference	% difference
	31.03.2002	31.03.2012		
Group-A	71649	87960	16311	22.8%
Group-B(G)	66564	76724	10160	15.3%
Group-B(NG)	89927	113477	23550	26.2%
Group-C	3012400	2806369	-206031	-6.8%
	3236503	3084530	-151973	-4.7%

9.7.3 **EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UTs FOR MAJOR DEPARTMENTS**

	1996-97		2011-12	
Railways	7449.24	36.5%	35097.08	36.8%
Defence	3065.05	15.0%	13102.38	13.7%
Posts	1623.64	8.0%	7343.91	7.7%
Home Affairs	2248.96	11.0%	20036.76	21.0%
Others	6009.10	29.5%	19711.1	20.7%
All India	20395.99		95291.27	

Share of expenditure on Pay & Allowances of major departments by and large remained unchanged except for Home Affairs, which registered 10% increase.

Source: Brochure on Pay & allowances of Central Government Civilian Employees

9.7.4 **CHANGES IN ECONOMIC SCENARIO SINCE SIXTH CPC:-**

Major changes have taken place in the economic scenario especially in India, during the last 8 years – after the implementation of Sixth Central Pay Commission recommendations effective from 01.01.2006 – as apparent from the **VITAL STATISTICS** given below

S.N	Description	2005-06 Rs.in crores	2011-12 Rs.in crores	%age Variation
1. a	Per capita NNP at factor cost (Base year 2004-05)			
	• Current Price *	27,13,100	61,56,400	(+)126.9%
	• Constant Price **	26,01,500	38,03,700	(+) 46.2%
1.b	National Product (N.N.P.) at constant price (Base year 2004-05)			
	• at factor price	28,77,280	45,72,080	(+) 58.9%
	• at market price	31,67,450	49,59,870	(+) 56.6%
1.c	GDP (Gross Domestic Product)	32,53,073	5,243,582	(+) 61.2%
2.	Total Revenue Receipts	4,30,940	9,10,556	(+) 111.3%
3.	Total Revenue Expenditure	5,40,637	13,05,195	(+) 141.4%
4.	Total Pay & Allowances	40,418	95,291	(+) 135.8%
a)	(Incl. Travelling Allowance)			
b)	Pay & Allowances as percentage of total Expenditure	7.48%	7.3%	(-) 2.4%
5.	Total Strength of Employees	31,09,274	30,84,530	(-) 0.8%

		(as on 1.3.2006)	(as on 1.3.2012)	
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* - Column 22 of table -1 Macro Economic Aggregates – Statistics of Indian Economy, RBI 2012-13

** - Column 18 of table -2 Macro Economic Aggregates – Statistics of Indian Economy, RBI 2012-13

9.7.5 **Following facts emerge from the foregoing table:**

i) **Per Capita Net National Product (NNP) had grown by 126.9% between the financial year 2005-06 and 2011-12 as per Current Prices and by 46.2% between the financial year 2005-06 and 2011-12 as per Constant Prices.**

ii) **Major increase in Revenue Receipts:-** Total Revenue Receipts of Central Government have increased from Rs. 4,30,940 crores in 2005-06 to Rs. 9,10,556 crores in 2011-12 i.e. by **(+) 111.3%**.

iii) **Revenue Expenditure** has also grown by 141.4% and **GDP** (Gross Domestic Product) has also grown by 61.2%.

iv) **DECLINE IN PERCENTAGE OF EXPENDITURE ON PAY & ALLOWANCES: Expenditure on Pay & Allowances – as percentage of Total Expenditure has gone down by 2.4%.**

9.7.6 **Increase in per capita NNP at factor cost at constant price.**

Fifth Pay Commission gave its recommendations on the revised pay scales based on the increase in the per capita NNP at factor cost at constant price. Between the year 2005-06 and 2014-15, for the period of 10 years per capita NNP at factor cost at constant price has increased by 65%.

Between the years 2005-06 and 2014-15, for the period of 10 years per capita NNP at factor cost at constant price has increased by 65%.

Year	Per Capita NNP at factor cost at constant price	Increase over previous year
2004-05	24143	
2005-06	26015	1872
2006-07	28067	2052
2007-08	30332	2265
2008-09	31754	1422
2009-10	33901	2147
2010-11	36342	2441
2011-12	38037	1695
2012-13	39168	1131
2013-14*	41046	1878
2014-15*	42924	1878
% Increase of NNP at factor cost on Constant Prices for the period of ten years		65%

* Assumed figures as per average increase

9.8 CONCLUSIONS

Seventh CPC may please appoint **three distinct Sub Committees** under them for assessing and analyzing in a Scientific manner - considering the actual work load, working conditions, environment, their direct role in economy, individual characteristics of the Organisation / Department etc.

- A team to study the working system prevailing in **Indian Railways Non-Technical Department**.
- Another team to study the working system prevailing in **Indian Railways Technical Departments** (*65% of Railway men are in Technical Field. 80% of total Government Technical Staff are working in the Technical Department of IR*).
- A team to study the working system of **all Government Departments put**.
 - **Salaries at various levels should be based on Classification Method for Job evaluation (as adopted by several Countries – including the USA for all jobs under the Federal Government under the Classification Act).**
 - **Job Difficulties & requirements at each level should be predefined (separately for Technical, Non-Technical, Supervisory, Managerial and Scientific Staff).**
 - **Job descriptions for each post should be compiled and placed at the respective level as per the said predefined Job Difficulties and Requirements.**
- Financial constraints of Government may be tackled successfully by bold actions in bringing out black money to surface, recovery of bad loans and by plugging tax evasion.
- Fair Living Wage and adequate Motivational Allowances to Government Employees should not be denied quoting financial constraints.
- Efficiency and talent of Government Employees will improve only when their frustrations are removed.
- Government may take action for even distribution of its excellent accumulated income for a peaceful set of population.
- Seventh CPC may consider the fact that Government Employees count for only **0.3%** of total population. It should grow to a level of **0.5%** for effective execution of Government Plans and Objectives.

three distinct Sub Committees for assessing and analyzing in a Scientific manner - considering the actual work load, working conditions, environment

Job Difficulties & requirements at each level should be predefined

Fair Living Wage and adequate Motivational Allowances to Government Employees

elimination of existing

- Migrating tendency of the existing Government Employees and aversion of new talented efficient youth to join Government Services may be reversed only with attractive salaries and other remunerative benefits.
- Recommendations of Seventh CPC may ensure elimination of existing anomalies and avoid further rise thereof. Our suggestions for long-term benefits to Employees and Government in this respect may be considered.
- Policy of Government is getting consolidated to address many challenges in the liberalized era which can be successfully dealt when Seventh Pay Commission assess the Employees demands on the basis of ground realities.

*anomalies and
avoid further
rise thereof*

Chapter 10

MISCELLANEOUS ISSUES INCOME TAX, DATE OF EFFECT OF 7TH CPC INTERIM RELIEF & ORAL EVIDENCE

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CHAPTER-10

MISCELLANEOUS ISSUES

INCOME TAX, DATE OF EFFECT OF 7TH CPC INTERIM RELIEF & ORAL EVIDENCE

10.1 INCOME TAX ON SALARY & ALLOWANCES

10.1.1 **Fifth Pay Commission (vide Chapter 167 & Para 95 of Summary of Recommendations)** had recommended as under:-

“Para 95:- The Commission has felt that the Salaries and Pensions Recommended by it are not really adequate if they are to be fully taxed. Accordingly, it has recommended that all Allowances and Pensions should be paid Net of Taxes”.

all Allowances and Pensions should be paid Net of Taxes – V CPC

10.1.2 **Fifth CPC (in Para 167.7)** had observed as under:-

“ If such Allowances are taxed, then either the Basic Salary gets eroded in its real value from Year to Year or the partial Reimbursement of Expenditure incurred on certain items becomes less and less with the passage of time. In both the cases, the objective of giving Allowances is partially nullified”.

By taxing the allowances the objective of giving them is partially nullified.

10.1.3 **Fifth CPC** further observed in **Para 167.8** that

“We have observed that Ministry of External Affairs pays ‘Net of Tax’ Salaries to its Employees on Foreign Posting. Provision for paying Net of Tax Salary already exists under Sec.195A of the Income Tax Act. Under the Section Employees do not have to pay Income Tax on the Salaries received by them and it is the liability of the Employer to Pay the same to the Income Tax Department”.

“Net of Tax” Salaries to its Employees on Foreign Posting

10.1.4 *“The solution to the problem of Central Government Employees in General lies in the application of this legal provision” (FCPC –167.9).*

Unfortunately, the Government had not accepted this recommendation and, as such, Government Employees continue to suffer serious erosion of their real income.

10.1.5 **Our Demand**

Seventh Pay Commission is, therefore, requested **that all the Allowances including DA/ DR i.e. Dearness Allowance / Dearness**

Relief, HRA,, CCA, and other Compensatory Allowances may be Exempted from the Income Tax to avoid erosion of Real Wages.

10.2 **DATE OF EFFECT OF THE PAY COMMISSION REPORT**

The Central Government Employees have already suffered too long a period as submitted in details in the foregoing Chapters of this Memorandum. It is, therefore, requested ***that the recommendations of the Pay Commission in respect of Pay Scales, Service Conditions, and Retirement Benefits etc, may be 01.01.2016, to mitigate the sufferings of the Employees concerned as well as to give some relief to t Retired / Retiring Employees.***

10.3 **NEED FOR CONTINUED MACHINERY FOR PAY REVISION**

Need for permanent Pay Body:-

i) The Fifth Pay Commission had recommended as under in its report vide Chapter 171 of its report (as per Para 99 of Summary of Recommendations):-

Para.99(of Summary of Recommendations of V CPC) **Need for continuing machinery for pay revision:** *The Commission has recommended that pay revision should, in future, be entrusted to a permanent Pay Commission drawing its authority from a Constitutional provision, whose recommendations should have a binding character. Pay should be revised annually as in other countries. As an alternative, it has been suggested that dearness allowance should be converted into dearness pay every time the cost of living rises by 50% over the base level. This would imply a revision of pay every 4 to 5 years. The final option is to have a decennial exercise as at present, but with fixed dates. The Commission has suggested that the date of constitution of the next Pay Commission should not be later than 01.01.2003, and the date of implementation of its recommendations should be 01.01.2006, irrespective of when its report is submitted.*

The Commission has recommended that pay revision should, in future, be entrusted to a permanent Pay Commission drawing its authority from a Constitutional provision - V CPC

ii) The above said recommendations of the Fifth Pay Commission were unfortunately not accepted by the Government. Consequently the gap between the two Pay Commissions and the consequent periodicity of wage revision of Central Government employees continues to be 10 years – as against only 5 years in PSUs and even lesser in the Private and Corporate Sectors, thereby increasing the disparity between them.

10.4 NEED FOR INTERIM RELIEF

There is an urgent need for grant of Interim Relief and Merger of DA (Dearness Allowance) to the Central Government Employees & Pensioners to mitigate the serious hardship suffered by them over the last few years because of:

- Serious Impact of heavy inflation and price rise and consequential erosion of real wages since the implementation of the Sixth Pay Commission;
- Unrealistic and erroneous compilation of Price Index (for Industrial Workers) on which calculation of DA is based;
- Non-Merger of DA on crossing 50% DA since 1st January, 2011 and 100% DA since 1st January, 2014 – which is unprecedented & unjust;
- Changes in the Economic scenario since Sixth CPC;
- More frequent revision in the Wages in PSUs & elsewhere in the country;
- Other related factors.

Detailed Memorandum for Grant of Interim Relief is enclosed with this memorandum as Annexure – 10/1 on page No-249

10.5 FINANCIAL IMPLICATION AND CAPACITY TO PAY

10.5.1 As already explained in Chapter – 9 of this Memorandum, the capacity of the Central Government to pay has substantially increased over the years – as would be apparent from the following few facts:-

- 10.5.2 i) **Per Capita Net National Product (NNP) had grown by 126.9% between the financial year 2005-06 and 2011-12 as per Current Prices and by 46.2% between the financial year 2005-06 and 2011-12 as per Constant Prices.**
- ii) **Major increase in Revenue Receipts:-** Total Revenue Receipts of Central Government have increased from Rs. 4,30,940 crores in 2005-06 to Rs. 9,10,556 crores in 2011-12 i.e. by **(+) 111.3%**.
- iii) **Revenue Expenditure** has also grown by 141.4% and **GDP** (Gross Domestic Product) has also grown by 61.2%.
- iv) **DECLINE IN PERCENTAGE OF EXPENDITURE ON PAY & ALLOWANCES: Expenditure on Pay & Allowances – as percentage of Total Expenditure has gone down by 2.4%.**

10.5.3 In view of the above facts, a mere restoration of share of resources to the level of the percentage of Revenue Receipts or that of Revenue Expenditure to be spent on the Pay will itself provide adequate resources for meeting on the fair and genuine demands of Central Government Employees at large – including those made out by this Memorandum for the kind consideration of the Honourable Seventh Pay Commission.

10.6 **REQUEST FOR HEARING & ORAL EVIDENCE**

We have tried to put forth our views and demands on various subjects along with reasonable justification and data (*which could be collected in this short period*), and we hope that the same will receive the fair & kind consideration of the Pay Commission.

We are sure that due justice would be done to the category of Technical Supervisors / Supervising Engineers (*JE & SSE, CMA & CMS, DMS & CDMS and JE/IT & Sr.Er/IT*) and employees at large working on the Indian Railways, who have been receiving a “*STEPMOTHERLY*” treatment from the earlier Pay Commissions.

*due justice for
the category of
JE & SSE,
CMA & CMS,
DMS & CDMS
and JE/IT &
Sr.Er/IT*

Our Demand

We request the Pay Commission to kindly grant a hearing for Oral Evidence to our Association (IRTSA) - so that we may further elucidate our point of view and submit necessary justification / data on the same, as required.

With kind Regards,

Harchandan Singh,
General Secretary, IRTSA

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Annexure- 2/1 (with reference to para 2.3)

**TABLE 2 : MACRO-ECONOMIC AGGREGATES
(At Constant Prices) (Concl.)**

Year	GDP of Public sector	NDP of Public Sector	Gross Domestic Capital Formation	Net Domestic Capital Formation	₹ Billion)	
					Per Capita GNP at Factor Cost (₹)	Per Capita NNP at Factor Cost (₹)
1	13	14	15	16	17	18
(Base Year : 2004-05)						
1951-52	-	-	454.02	226.48	7824	7200
1952-53	-	-	345.69	123.20	7898	7299
1953-54	-	-	374.94	156.42	8226	7650
1954-55	-	-	436.25	247.80	8415	7927
1955-56	-	-	533.01	339.97	8487	7996
1956-57	-	-	683.97	481.72	8788	8284
1957-58	-	-	619.36	409.58	8508	7995
1958-59	-	-	576.38	354.74	8953	8422
1959-60	-	-	606.17	376.66	8964	8425
1960-61	341.81	269.32	712.04	482.26	9418	8889
1961-62	382.48	302.87	704.61	463.53	9481	8938
1962-63	446.42	358.10	804.65	549.90	9462	8901
1963-64	490.14	392.32	864.31	595.12	9729	9149
1964-65	533.65	424.97	954.23	665.57	10236	9627
1965-66	584.27	463.61	1053.31	748.26	9632	9003
1966-67	620.74	488.89	1103.27	776.49	9536	8876
1967-68	661.62	519.98	1057.44	708.31	10078	9388
1968-69	717.11	569.81	1035.63	667.81	10107	9397
1969-70	774.29	617.33	1149.95	757.77	10542	9800
1970-71	843.79	677.73	1148.05	710.00	10826	10016
1971-72	893.73	717.91	1244.04	786.78	10681	9855
1972-73	951.11	763.03	1187.05	712.53	10408	9571
1973-74	1048.01	847.62	1417.82	922.22	10647	9792
1974-75	1071.83	854.37	1344.85	817.89	10547	9658
1975-76	1166.31	933.79	1209.45	653.69	11241	10326
1976-77	1288.72	1041.67	1430.53	838.55	11147	10192
1977-78	1354.43	1090.42	1668.43	1050.63	11723	10748
1978-79	1453.22	1174.17	1985.41	1342.39	12103	11111
1979-80	1515.76	1219.99	1754.45	1080.13	11216	10201
1980-81	1664.92	1346.24	1904.72	1193.27	11760	10712
1981-82	1750.98	1409.13	1800.32	1051.89	12172	11091
1982-83	1923.90	1550.05	1854.56	1063.01	12207	11089
1983-84	2044.86	1643.17	1980.20	1149.19	12891	11742
1984-85	2190.79	1753.98	2079.92	1191.15	13092	11889
1985-86	2385.89	1912.36	2245.67	1297.12	13351	12095
1986-87	2567.48	2059.04	2326.23	1320.10	13633	12328
1987-88	2733.24	2188.84	2632.65	1555.20	13784	12417
1988-89	2919.10	2338.10	2956.54	1820.94	14829	13418
1989-90	3168.88	2552.73	3196.89	1993.68	15411	13947
1990-91	3241.05	2577.72	3794.36	2507.01	15865	14330
1991-92	3425.14	2714.88	3167.69	1791.06	15766	14157
1992-93	3516.56	2769.01	3577.10	2118.62	16315	14643
1993-94	3666.75	2903.24	3659.48	2139.26	16885	15181
1994-95	3945.62	3134.37	4372.24	2749.32	17618	15835
1995-96	4292.15	3446.06	4712.42	2986.53	18535	16675
1996-97	4434.01	3553.76	4755.26	2919.15	19655	17714
1997-98	4876.52	3959.88	5462.85	3482.38	20158	18103
1998-99	5177.85	4234.67	5669.30	3550.42	21090	18934
1999-00	5714.80	4777.79	6669.08	4382.57	22363	20079
2000-01	5732.21	4781.11	6300.56	3859.40	22813	20418
2001-02	6061.89	5088.43	6588.27	3988.83	23592	21093
2002-03	6384.05	5407.12	7086.37	4352.70	24166	21578
2003-04	6589.44	5581.09	8199.25	5288.98	25700	22985
2004-05	6805.19	5715.14	10640.41	7441.50	27081	24143
2005-06	7186.50	6039.38	12369.27	8860.33	29188	26015
2006-07	7803.53	6598.67	14023.69	10166.70	31505	28067
2007-08	8279.64	7002.94	16568.92	12292.62	34090	30332
2008-09	9121.77	7773.62	15703.33	11014.30	35817	31754
2009-10	10272.39	8793.13	18412.63	13193.56	38362	33901
2010-11	11223.97	9721.38	21203.77	15483.22	41166	36342
2011-12	11966.56	10353.13	21318.40	15070.66	43235	38037
2012-13	-	-	-	-	45409	39168

Note : 1. Data for 2012-13 are Provisional.
2. Data for 2011-12 are First Revised Estimates.
3. Data for 2010-11 are Second Revised Estimates.

Also see Notes on Tables.

Source : Central Statistics Office (CSO).

Annexure- 2/2 (with reference to para 2.9)

DISPROPORTIONATE RISE OF PAY AFTER SIXTH PAY COMMISSION						
Pay Band	Pay + GP	V CPC minimum pay	Sixth CPC Scale			No. of times increase from V CPC to VI CPC
			Starting pay in Pay band	Grade Pay	Revised Basic pay	
PB-1	5200-20200+1800	2750	5200	1800	7000	2.55
PB-1	5200-20200+1900	3050	5880	1900	7780	2.55
PB-1	5200-20200+2000	3200	6060	2000	8060	2.52
PB-1	5200-20200+2400	4000	7440	2400	9840	2.46
PB-1	5200-20200+2800	4500	8370	2800	11170	2.48
PB-2	9300-34800+4200	5000	9300	4200	13500	2.70
PB-2	9300-34800+4200	5500	10230	4200	14430	2.62
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4200	6500	12090	4200	16290	2.51
PB-2	9300-34800+4600	7450	13860	4600	18460	2.48
PB-2	9300-34800+4800	7500	13950	4800	18750	2.50
PB-2	9300-34800+5400	8000	14880	5400	20280	2.54
PB-3	15600-39100+5400	8000	15600	5400	21000	2.63
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+5400	9000	16740	5400	22140	2.46
PB-3	15600-39100+6600	10325	19210	6600	25810	2.50
PB-3	15600-39100+6600	10000	18600	6600	25200	2.52
PB-3	15600-39100+6600	10650	19810	6600	26410	2.48
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-3	15600-39100+7600	12750	23720	7600	29920	2.35
PB-3	15600-39100+7600	12000	22320	7600	29920	2.49
PB-4	37400-67000+8700	14300	37400	8700	46100	3.22
PB-4	37400-67000+8700	15100	39690	8700	48390	3.20
PB-4	37400-67000+8900	15400	39690	8900	48590	3.16
PB-4	37400-67000+8900	16400	39690	8900	48590	2.96
PB-4	37400-67000+10000	14300	37400	10000	47400	3.31
PB-4	37400-67000+10000	18400	44700	10000	54700	2.97
HAG	67000-79000	22400			67000	2.99
HAG+ Scale	775500-80000	22400			75500	3.37
HAG+ Scale	775500-80000	24050			75500	3.14
Apex	80000 (Fixed)	26000			80000	3.08
Cab. Sec.	90000 (Fixed)	30000			90000	3

Annexure- 3/1

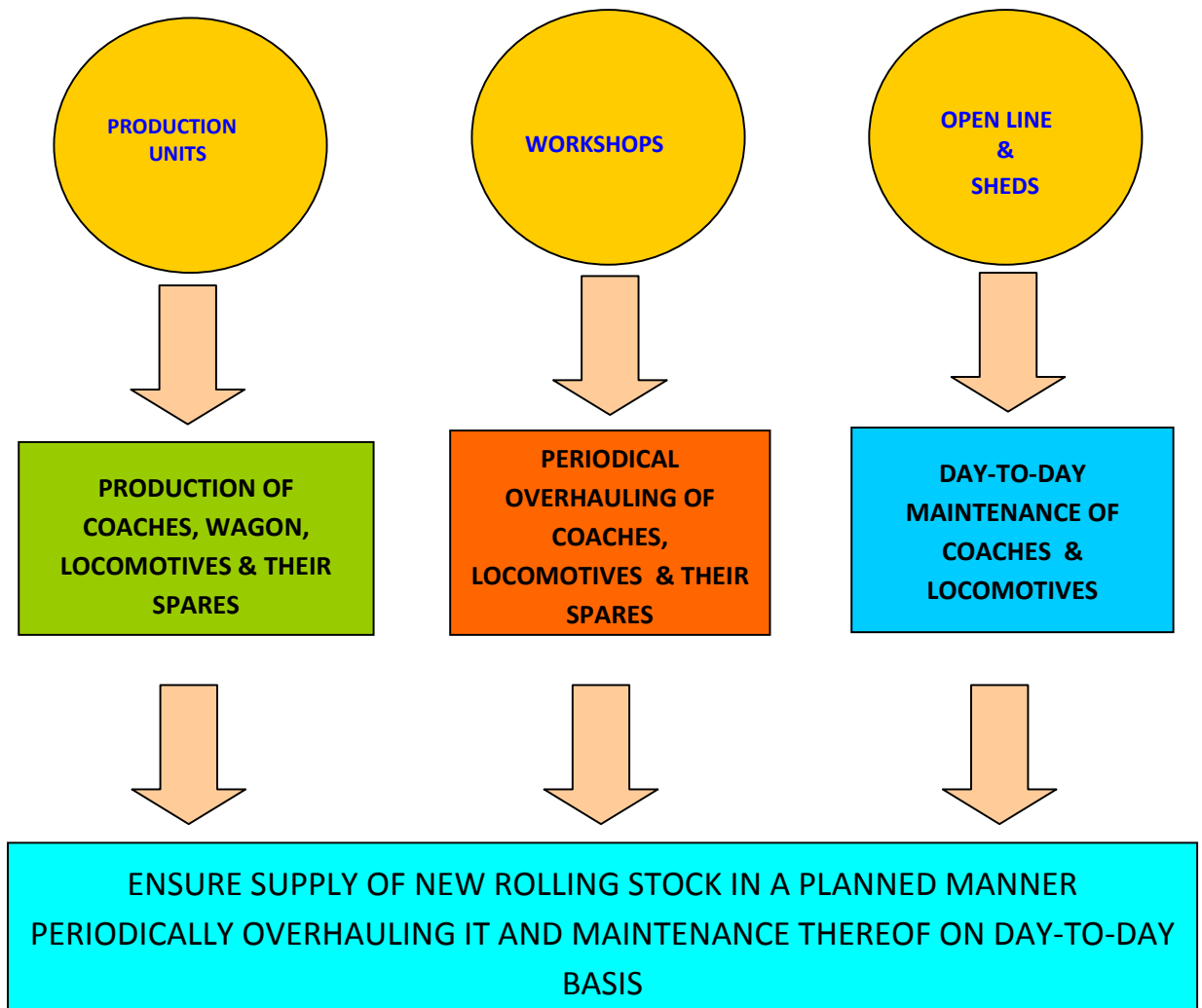
(DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS)

ACTIVITIES OF TECHNICAL DEPARTMENTS – ROLLING STOCK

Rolling Stock comprises of Locomotives, Coaches, Wagons and Other Special Stock such as Rail Cranes, Tie Tamping Machines etc. that run on rails.

There are 7 production units and 44 workshops on Indian Railways. Around one third of the total Railway employees are working in these production units and workshops.

THE SET UP

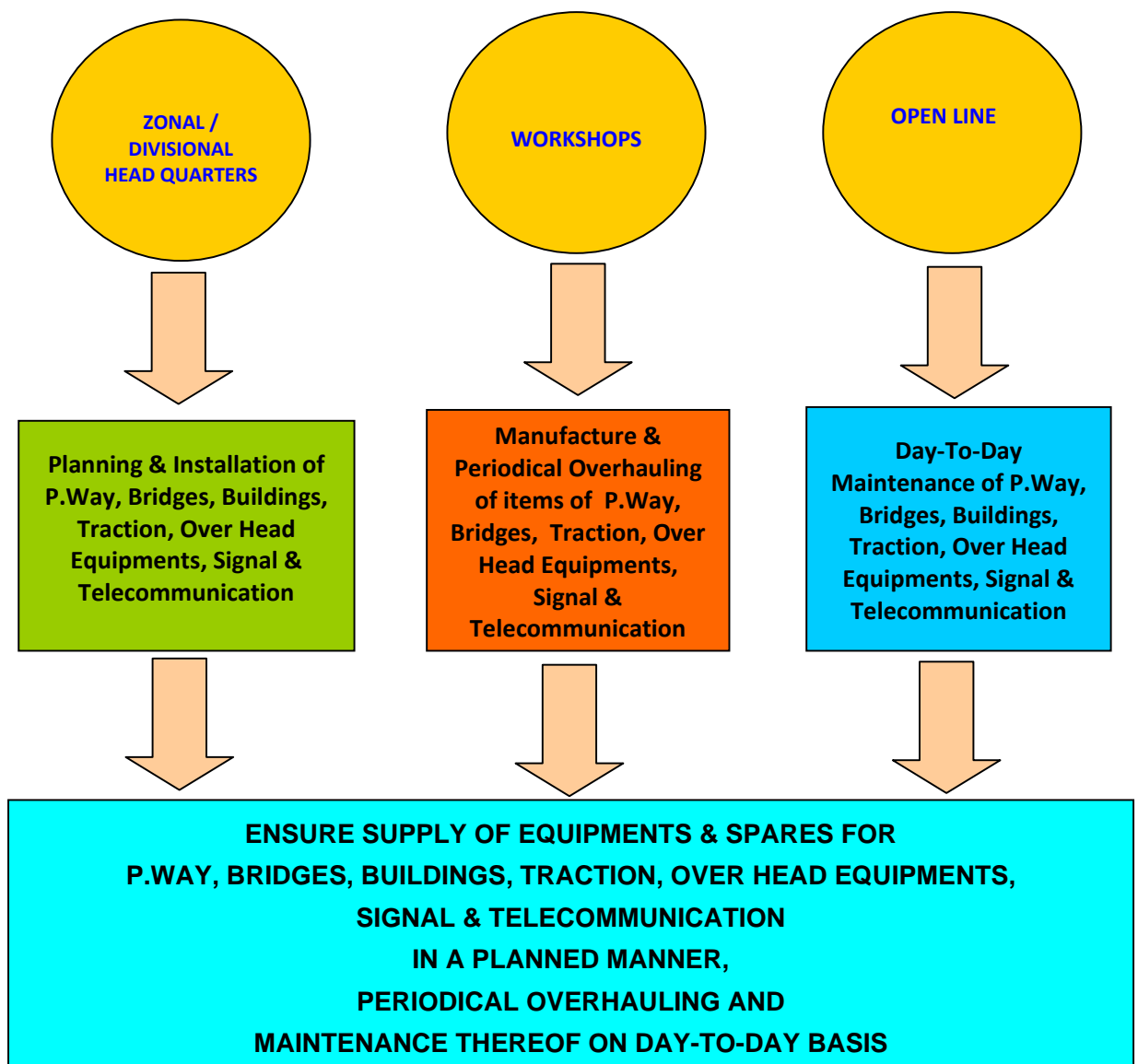


ACTIVITIES OF TECHNICAL DEPARTMENTS – CIVIL ENGINEERING, SIGNAL & TELECOMMUNICATION

Civil Engineering department comprises of Permanent Way, Bridges & Works (Stations & Administrative buildings, Passenger amenities, Service buildings, Staff Quarters etc).

Signal & Telecommunication comprises of installation, overhaul & maintenance of Signal Equipments and Telecommunication network.

THE SET UP



3.2 **DUTIES & RESPONSIBILITIES OF ENGINEERS / TECHNICAL SUPERVISORS IN RLY. PRODUCTION UNITS AND WORKSHOPS**

INTRODUCTION

Consolidated Job Description, Qualifications and Advancements due to modernization on the Railways, in the Job Requirements of JEs and SSEs on the Railways have been given in the earlier part of this Chapter. We are submitting here below a detailed list of duties of Junior Engineers, Section Engineers & Senior Section Engineers of various Departments separately, highlighting the added job requirements due to the advancements in each Field.

3.2.1 **TECHNOLOGICAL ADVANCEMENTS**

- i. Highbred LHB coaches
- ii. Double Decker Coaches
- iii. AC/EMU for Multi Modal Transport System (*MMTS*)
- iv. Aerodynamically designed High Horse Power DMU/DPC
- v. Fire Proof Coaches
- vi. Second Class Deluxe 3-seater Chair Car
- vii. Self Propelled Ultrasonic Rail Testing Car (*SPURT CAR*)
- viii. Diesel Multiple Units with Electro-Pneumatic braking
- ix. Electric Multiple Unit with stainless steel pipes & double ferrule fittings
- x. Jet Deflector Crane Car for Defense Applications
- xi. AC/DC Electric Multiple Units (*3-phase*)
- xii. 1600 HP IGBT based- 3 phase DEMU
- xiii. Bogie Mounted Brake System
- xiv. Air Spring Suspension for EMU and DEMUs.
- xv. Centre Buffer Coupling.
- xvi. Eco-friendly Controlled Discharge Toilet System
- xvii. Pollution-free Diesel Locomotives with GM Motors Design.
- xviii. Three-Phase Electric Locomotives, (with regenerative Braking System to save power).
- xix. Remote Diagnosis System in Electric Locomotives.

3.2.2 **JOB DESCRIPTION**

Engineers / Technical Supervisors (*JEs & SSEs*) working in Production Units and Workshops are having following 3 main functions

1. **Technical duties**
2. **Non Technical Duties**
3. **Managerial duties**

3.2.3 **DUTIES & RESPONSIBILITIES OF SENIOR SECTION ENGINEER OF PRODUCTION UNITS & WOEK SHOPS**

- i. SSE is in-charge of a complete Shop, controls and responsible for all the activities of the Shop.
- ii. Controls and maintain the Shop and its office - which includes technical activities, non-technical activities and ministerial activities.

SSE controls and maintain the entire activity pertaining to his shop

Managerial Duties

1. Man Power Planning.
2. On the job training and identification of training needs to workers.
3. Conducting trade test for worker promotions.
4. Liaison with outside agencies.
5. Work contracts, Technical suitability and rate reasoning for outsourced items, vendor ratings.
6. Analysis of rejections and implementation of corrective and preventive action.
7. Preparation of annual M & P and Works Programme.
8. Restoring normalcy during the natural calamities.
9. Maintenance of good Industrial Relation by ensuring implementation of welfare measures, Safety Regulations etc.
10. Planning capacity augmentation of Machinery, Plant, Material, Land and Manpower etc.

Technical Duties

1. Timely completion of work and out-turn as per planned targets.
2. Raising of indents for requisite materials.
3. Maintenance of tally cards.
4. Staff postings to various work centres in accordance to the

requirement.

5. Allocation & distribution of Staff & deputing Staff to various work centres as per work content requirement and requirement.
6. Imparting on the job training for new jobs and for new Workers.
7. Ensuring sound Load Centre planning, Process planning, Machinery and Plant, Tool Planning, Planning and arranging for Jigs & Fixtures, identification and execution of alternate process in case of failure or short fall in the existing process.
8. Ensuring control of documents and data for effective implementation and adherence of production/maintenance schedules.
9. Ensuring availability of required Raw material / semi-finished and finished products for all the activities of the Shop.
10. Co-ordination between Sections in the Shop.
11. Co-ordination between Feeder Shop and the customer Shop.
12. Ensuring sound in process quality control.
13. Effective handling, storage, packing, preservation and delivery of Raw material / semi-finished / finished products.
14. Monitoring and ensuring good House Keeping.

Non- Technical Duties

1. Maintenance of various Files and Records for ISO, EMS (*Environmental Management Systems*) and QMS (*Quality Management Systems*).
2. Maintenance of History Cards, Manuals for M&P, Records of Men Idle and Machine Idle.
3. Maintenance of various records and files regarding staff matters.
4. Maintenance of various records and files regarding all activities related to the Shop.
5. Maintenance of Attendance Records and Incentive Records for all the employees of the Shop.
6. Maintenance and issue of Privilege pass & PTOs.
7. Claiming wages and ensuring distribution of wages to all the employees working in the Shop.
8. Ensuring smooth conduction of election for organized

labour, Society etc.

9. Conduction of DAR inquires.
10. Court witness and certifying the Railway properties in court of law.

3.2.4

DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER OF PRODUCTION UNITS & WOEK SHOPS

In charge of a Section where 20 to 40 artisans and helpers in various grades work.

JE controls and maintain the entire activity pertaining to his section

Managerial Duties

1. Man Power Planning.
2. On the job training and identification of training needs to workers.
3. Supervising work contracts.
4. Analysis of rejections and implementation of corrective and preventive action.
5. Preparation of annual M & P and Works Programme.
6. Restoring normalcy during the natural calamities.
7. Maintenance of good Industrial Relation by ensuring implementation of welfare measures, Safety Regulations etc.
8. Planning capacity augmentation of Machinery, Plant, Material, Land and Manpower etc.

Technical Duties

1. Planning, allocation and execution of work.
2. Man Power Planning.
3. Staff postings to various Load Centres in accordance to the requirement.
4. On the job training and identification of training needs to workers.
5. Incorporating on the job training for new jobs and new workers.
6. Ensuring sound Load Centre planning, Process Planning, Machinery and Plant, Tool Planning, Jig & Fixture Planning, Identification and Execution of alternate process in case of failure or shortfall in the existing process.
7. Ensuring control of documents and data for effective

implementation and adherence of production/maintenance schedules.

8. Ensuring availability of required Raw material/semi-finished/finished products for all the activities of the Shop.
9. Co-ordination between Sections in the Shop.
10. Co-ordination between Feeder Shop and the Customer Shop.
11. Ensuring sound in process Quality Control.
12. Analysis of Rejections and implementation of Corrective and Preventive Action.
13. Effective handling, storage, packing, preservation and delivery of Raw material/semi-finished/finished products.
14. Monitoring and ensuring good House Keeping.
15. Restoring normalcy during the natural calamities
16. Maintenance of good Industrial relation by ensuring implementation of welfare measures, safety regulations, etc.

Non-Technical Duties

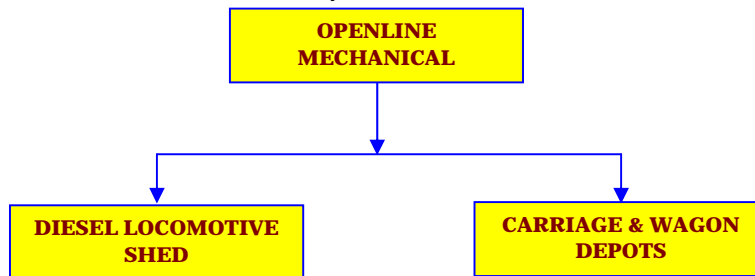
1. Witnessing Gate attendance card punching of all employees of the Shop and authorizing form 442.
2. Maintenance of various Files and Records for ISO, EMS and QMS.
3. Maintenance of History Cards, manuals for M&P, Record of Men Idle and Machine Idle.
4. Maintenance of various Files and Records regarding staff matters.
5. Maintenance of various Records and Files regarding all activities related to the Sections.
6. Maintenance of Attendance Records and Incentive Hours Record for all the employees of the section.
7. Claiming wages and ensuring distribution of wages to all the employees working in the section.
8. Ensuring smooth conduction of election for organized labour, Society etc.
9. Conduction of DAR inquires.
10. Court witness and certifying the Railway properties in court of

law.

3.3 DUTIES & RESPONSIBILITIES OF ENGINEERS / TECHNICAL SUPERVISORS IN RLY. OPEN LINE SHEDS & DEPOTS

The Employees working in the above Sheds and Depots are the "Front Line" Technical Staff who work in direct Co-ordination with the Operation's branch of Railways.

Open line SSE/JE works in direct coordination with operating branch.



3.3.1 DUTIES & RESPONSIBILITIES OF ENGINEERS / TECHNICAL SUPERVISORS IN C & W DEPOTS, LOCO SHEDS & OPEN LINES JOB CONTENT

There are around **62,500 coaches** and **2,40,000 wagons** of different types and **9600 Diesel / Electric** engines deployed in service. The Rolling stock produced by the Production Units or rolled out from Repair Workshops are received by the Open Line Maintenance Depot and Sheds where it is maintained as per detailed specified norms by the Engineers working in the Depots and Sheds. They have to critically analyze large number of distinct items every day before the Rolling stock is taken for operation. They examine them with utmost caution and high sense of inspection.

62,5000 coaches, 2,40,000 freight wagons & 9,600 locos are maintained by open line SSE/JE

More particularly the safety items are critically examined and certified by the Technical Supervisors. Mostly they work in Open Space and unhealthy environment even during the time of natural calamities and ensure uninterrupted dispatch of the Rolling Stock to take off from railways stations.

safety items are critically examined and certified by the Technical Supervisors

3.3.2 PRODUCTIVITY OF FRONT LINE ENGINEERS IN OPEN LINES

Traffic unit represents passenger kilometers and net tonne kilometers taking into account **Open Line staff only**. It is a key indicator to express the productivity of Open Line staff.

Year	Traffic unit per employee (in 1000s)
1980-81	244
1990-91	346
2000-01	535
2003-04	686
2004-05	740
2011-12	1408

The productivity of Railway employee has enormously increased by 477% between the period 1980-81 and 2011-12. However, the Open Line Staff are not paid any Motivational Allowance like the workshop staff who are paid incentive and running staff who are paid running Allowance. In the present context, it is vitally important to consider the hard work put up by Open Line staff and suitable Open Line Allowance to be paid.

Open Line staff are paid incentive as like their counterparts in Workshops although their job contents are measurable and for majority of their activities Bench Marks are available.

Major changes were introduced over the years, in Maintenance Pattern for Coaching & Goods Trains vide Railway Board's letter RPC -4 (cited above) dated 29.10.2001 and further revised vide Railway Board's letter no 95/M(C) /141/1 dated 31.01.2007. This has completely revised the Maintenance Pattern, but the additional Staff and Technical Supervisors are not provided as required vide Para 1 thereof – which, inter-alia laid down that before introduction of New Trains compliance with RPC No 4 be “certified”. 3. Bench Marking Norms for Maintenance Staff for Coaching Train Maintenance were prescribed vide Board's letter No. MC/143/5 dated 24.12.2001 mandating the requirement of Staff per coaching unit. But the required staff is not provided as per these Bench Markings in most of the Maintenance Depot and they continue to be understaffed – thus adversely affecting quality & jeopardising Safety

3.3.3 TECHNICAL COMPETENCE

In the case of Open Line staff. The C & W Open Line Engineer should possess complete knowledge on wheel profiles, suspension systems, draw and buffing system and its braking system. He should possess such knowledge of not only one type of coach or wagon but for all types of coaches and wagons.

Increase in traffic unit per employee is direct result of open line staff, but they have not been paid any incentive or motivational allowance

additional Staff and Technical Supervisors are not provided as required by the bench mark laid by Rly Board

The C & W Open Line Engineer should possess complete, overall knowledge

3.3.4 ENHANCED RESPONSIBILITIES

The increase in number of trains with increased composition and trailing load coupled with decreased staff strength warrants technical staff to shoulder more responsibilities than ever before. Technological advancements that have occurred in Railways for faster movement of passengers and freight further enhance the level of responsibilities.

Increase in no. of trains & decrease in technical staff enhanced the responsibility of SSE/JE

3.3.5 MULTIFACETED SKILLS

A Technical Supervisor not only applies his Technical skills and Technical knowledge to examine and certify a train, locomotive, Permanent Way, Bridges, Overhead Electric Equipments and other Civil / Electrical infrastructure, but he has the extraordinary responsibility of playing many roles.

An Open Line Technical Supervisor has to exhibit the following Managerial, Technical and Non- Technical skills.

Responsibility with technical knowledge, technical skill, communication skill, education & development of work force.

- Plays the role of a manager by managing the workforce under him efficiently to extract the maximum output in meeting the quantity of target with a standard of high quality, since it is a safety related work.
- He should not only possess thorough knowledge of his field, but also understand the level of knowledge possessed by each and every staff working under him. This enables proper distribution and timely completion of work.
- Displays his ministerial skills, since he has to furnish reports in a clear and understandable language so as to convey the actual problem faced for proper analysis.
- Plays the role of a tutor and mentor to constantly educate his workforce on the latest developments and changes in technology and also keep motivating them on the values of character so that they don't fall into the trench of bad habits due to the hazardous nature of their duties.
- Due to lack of proper training facilities in Railways, these responsibilities have fallen on the Supervisors, which he cannot ignore since he has to execute the job with this workforce only and it becomes his need to educate them to make his job easier and to ensure safety of the trains certified.
- Special skill is required to **super check** all the vital work

carried out by his staff to ensure whether all the mandatory requirements are met and immediate corrective action needs to be taken for any discrepancy noticed.

- JE/SE of Open Line communicates analyses of component failures by keeping track of manufacturers/vendors, suggestions for improving design etc to higher levels.

3.3.6 **CRISIS MANAGEMENT**

The technical Carriage & Wagon Staff not only involve themselves in day-to-day maintenance of Rolling Stock and Permanent way. They also take part in restoration activities if breakdown occurs. In case of a Train accident, the Open Line technical staffs are the first persons to reach the site. They also involve in cause analysis to find out the reason for derailment/accident. Restoration of traffic is possible only with the help of Open Line technical staff. The Accident Relief Trains, which contains the Re-railing equipment, First Aid equipments and spares for restoration including rail cranes are also maintained by the Open Line staff.

Open Line technical staffs are the first persons to reach the accident of breakdown site

3.3.7 **WORK ENVIRONMENT**

The Open Line technical staff are exposed to outdoor elements, be it hot or cold, summer or winter, rain or mist, flood or cyclones, night or day. They are subjected to all the effects of atmospheric vagaries as they are continuously exposed to open atmosphere. Irrespective of ambient conditions, Open Line technical staff are expected to deliver consistent quality of output in a pre determined time. Open Line technical staff working in Pit Lines are additionally subjected to the nuisance of human excreta and mosquito menace.

exposed to outdoor elements, be it hot or cold, summer or winter, rain or mist, flood or cyclones, night or day.

3.3.8 **GENERAL DUTIES OF OPEN LINE TECHNICAL SUPERVISORS**

As “Front Line Managers” JEs, and SSEs are responsible for the following aspects, besides numerous others.

1. Effective execution of administrative policies and plans.
2. Time bound turn over and repair to achieve Production targets and train schedules (including running repairs) of Rolling Stock, Permanent-Way, Bridges and S&T Equipments etc. to ensure safe, reliable and punctual train operations through effective execution of “Safety norms” and “Quality Control” etc.,
3. Efficient Material Management.
4. Effective Human Resource Management involving large number of Technicians and Helpers.

5. Effective utilization of Ministerial Staff under their control.
6. Maintenance of M&P and related equipments.
7. Safety of Men, Material and Traveling Public through intensive Supervision and Quality Control.
8. Early restoration of Traffic after Accidents through effective "Disaster Management".
9. Ensure staff discipline, holding inquiries, supervising wage disbursement and effective housekeeping.
10. Maintenance of Industrial peace through redressal of day-to-day grievances of staff.

3.3.9 **DIESEL LOCO SHEDS**

TECHNOLOGICAL ADVANCEMENTS

1. **6000 HP** High Capacity ABB & 3 Phase Electrical AC Locomotives
2. High Capacity Diesel GM Locos with New Generation **IGBT** Technology.
3. High Horse Power DEMUs.
4. CNG Based Diesel Electric Multiple Units.
5. Microprocessor Controlled Locomotives.

3.3.9.a **SPECIFIC DUTIES OF SENIOR SECTION ENGINEER**

Duties

1. Planning & Scheduling.
2. Preventive Maintenance Schedule of locomotives
3. Plans the programme for carrying out Preventive Maintenance Schedules.
4. Prepare an annual calendar charting the list of locos to be scheduled every month.
5. Ensure that the charted out plan is being carried out, without hold up of locos or bottlenecks.
6. Nomination of locos for the trains as per the link, taking into consideration all the vital parameters like wheel diameter, wheel profile, under truck clearances, health of electrical machinery etc.
7. Conduct super check to ensure quality of maintenance Investigate on-line failures of the locomotive.
8. Monitor the performance of each and every loco component, including trial.
9. Timely placement, attention and release of loco after light schedule.
10. On-line help to loco drivers in case of any defects in loco to

prevent the loco failures.

Responsibilities

1. General performance & upkeep of the Shed.
2. Subject to audit by the Divisional Audit Personnel.
3. Maintains outage of the Shed
4. Nomination of locos for Passenger links
5. Planning the manpower requirement of all the maintenance sections under his control.
6. Timely execution of major preventive maintenance schedules.
7. Ensure maintenance activities in conformance with the approved maintenance instructions.
8. Adequate technical expertises to devise corrective & preventive action for better the performance of the locomotive.
9. Take seasonal preventive measures like monsoon attention, summer precautions etc.
10. Responsible for processing the indents placed for various assemblies / sub-assemblies.
11. Check the material requirements of each section, identify the common items and procure the same in adequate quantity to reduce duplication of work
12. Closely monitor the stock level of the inventory
13. They will also plan and project the future requirements of the inventory

Accountability

1. Responsible for any failures of the loco attended by them till next schedule attention.

3.3.9.b

SPECIFIC DUTIES OF JUNIOR ENGINEERS

Duties

1. Assist loco pilot, to attend on-line loco problems
2. Maintenance of the records for the schedule carried out on the loco.
3. Inspect and certify the suitability of in-coming raw materials
4. Conduct DAR enquiry
5. Conduct joint inspection with the inspecting agency like RITES or the manufacturer's representative

Responsibilities

1. Responsible for carrying out Light Schedule activities
2. Manpower planning
3. Maintenance Planning

4. Closely monitor the consumption pattern of stock / non-stock inventory
5. Closely monitor the failure pattern of any assembly / sub-assembly and chalk out an action plan to reduce the failures
6. Effective material management
7. Ensure that the contractor carries out the outsourced activity associated as per stipulated procedure.

3.3.10 **CARRIAGE & WAGON DEPOTS**

Following technological advancements have come in the nature of Open Line C & W Technical staff.

1. Advanced Air Brake System.
2. High capacity Centre Buffer Couplers for Coaches
3. Modular Toilet System
4. Water Raising Apparatus System
5. Air springs and Shako Couplers
6. 24 coach trains with revised maintenance pattern
7. Controlled Discharge Toilet System
8. High Speed Coaches of LHB design
9. Coach Management Information System.
10. Round Trip Maintenance with Return BPC for Freight Stock.
11. Closed Circuit Premium Rakes upto 6000 earning km.
12. High Speed **CASNUB** Bogies
13. **BLC** Wagons to carry ISO Containers.

From the above facts, it is evident that the responsibilities and competence required of Open Line Technical supervisors, due to technological advancements are ever increasing.

DUTIES, RESPONSIBILITIES AND ACCOUNTABILITY OF TECHNICAL SUPERVISORS (JEs, & SSEs) IN CARRIAGE & WAGON DEPOTS

3.3.10.a **SENIOR SECTION ENGINEER OF C&W DEPOTS**

Technical Duties

1. Planning of entire day-to-day maintenance activities including placement of rakes in Pit Lines, balancing of rake occupation in Pit Lines.
2. Planned detachment of Coaches and Wagons and booking the same to Workshops for periodical overhauling.
3. Maintenance and upkeep of Brake Down specials in good fettle to ensure availability of the same for crisis management in any

eventualities.

4. Maintenance of all re-railing equipments including Rail cranes.
5. At accident sites, planning and execution of re-railment and restoration in the most efficient and shortest possible time.
6. Recording of clues/parameters at accident sites for cause analysis.
7. Conduct inquiry for Yard level derailments.
8. Conduct super check to ensure quality of maintenance.

Responsibility

1. He should possess skills to convert the policy makers' vision into reality.
2. He should possess vision to constantly develop the Depot to suit the changes / advancements in technology.
3. Manage the organized labour and ensure productivity.
4. Plan & transit standard passengers from accident site in the shortest possible time by arranging a special train.

Accountability

1. Custodian of all assets including Machineries and Plant, Stores and other related equipments worth several crores even though a junior Administrative Grade Officer manages the Depot.
2. Subject to Audit by the Divisional Audit Personnel.
3. Planning and Running of special trains.

3.3.10.b JUNIOR ENGINEERS OF C&W DEPOTS

Technical Duties

1. Examination of each and every component including fasteners, of a coach or wagon, for any failures, abnormalities and unsafe condition, which may endanger the safety of the train.
2. Attention/correction of the condition wherever necessary and certification of the entire train for its overall safety till the train returns to the originating station in case of Passenger train and to an extended period of 30 days or a distance of upto 6000 km in case of Goods trains.
3. Issuance of Brake Power Certificate, covering the entire journey of the train ensuring the Brake power and other norms as prescribed for the particular type of train.
4. Examination, attention and provision of all amenity fittings of passenger trains, conforming to the particular class of the coach and ensuring other aspects like overall cleanliness, availability of water in toilets and proper functioning of safety/service fittings.

5. Analysis of failure, if any, and reporting the same to the concerned authorities.
6. Coordinating and conducting trials for the development of new technologies / components with RDSO, Manufacturing Units and Vendors.

Non-Technical Duties

1. Maintenance of all registers with respect to train service.
2. Maintenance of staff attendance.
3. Witnessing of salary disbursement to staff

Responsibility

1. Examination and certification of trains in stipulated time.
2. Despatch of trains in stipulated time.
3. Must possess knowledge of all types of wagons and coaches.
4. Must possess knowledge of both Air brake system and Vacuum brake system.
5. Ensure safety of the staff working under him and assisting workmen during accidents & authorizing Workmen Compensation if required.

Accountability

1. For any failure in mechanical components of the certified train.
2. For any failure in the brake power.
3. For any delay in dispatch of trains.

3.3.11

EXTRAORDINARY NATURE OF WORK OF TECHNICAL SUPERVISORS WORKING IN CARRIAGE AND WAGON DEPOTS SHEDS

1. Apart from discharging these extraordinary responsibilities, he is expected to do his work in an atmosphere, which is very harsh in nature.
2. A supervising Engineer in a coaching Depot has to keep bending his back for at least 6 hours a day while inspecting a rake in the pit line.
3. It makes his work all the more difficult, since he has to walk through the pit line, where the night soil and other dirt are washed and let out.
4. In spite of all this he has to keep high vigil so that he does not miss any single part, failing which, it may lead to a major disaster resulting in heavy loss of precious human lives.
5. He has to discharge his duties under the open sky, be it severe hot or cold and even during stormy conditions.
6. There is no Allowance of time given for such extraordinary

weather condition and he is expected to deliver his duty within the stipulated time, which thrusts enormous amount of stress and strain on the supervising engineers.

7. As for the Wagon Supervisors, they are subjected to Yard conditions, which are very unfriendly in nature. Rank vegetation, pits and engineering materials along the uneven pathway and poisonous reptiles are a big hindrance to his duties.
8. He has to walk several kilometers in a duty, in such conditions for several hours in extreme weather conditions, keeping his concentration and vigil very high, so that he does not miss any mechanical failure, which may lead to major disasters resulting in loss of crores of rupees and even precious human life. This subjects him to enormous amount of stress and strain during each and every shift.

3.4

DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS IN CIVIL ENGINEERING

Technological Advancements

1. Heavy Duty Rail and Elastic Fasteners
2. Continuous Welded Rails with Switch Expansion Joints
3. Pre-Stressed Concrete Sleepers / Fibre Reinforced Sleepers / Plastic and Composite Plastic Sleepers
4. Mechanised maintenance of Tracks
5. Track temping machines and Track Recording Cars
6. Ultrasonic Flaw Detection Testing
7. In-Motion Weigh Bridges
8. Complete Water Management and Supply
9. Pre-Cast RCC slabs in Works and Buildings
10. Pre-Stressed concrete Girders in Bridges

The various faces of a Civil Engineers are

1. Surveyor
2. Planner
3. Estimator
4. Structural designer

5. Implementation

DESIGN ENGINEERS MAKE DREAMS HAPPEN

- FROM CONCEPT TO REALITY
- IDEA TO A STRUCTURE
- DESIGN ENGINEERS ARE THERE FIRST UNDER ALL ADVERSE CONDITIONS ONLY TO PROVIDE A HABITABLE ENVIRONMENT TO OTHERS.

*Concept is
made to reality
by Design
Engineers.*

Design Engineers primarily turn a concept that has been conceived in the mind onto paper, so that it can be turned into reality. They need to possess a high degree of visualisation, technical thoroughness, ability to foresee, plan not just the layout but most importantly the functional aspect of the concept, analyse the pros & cons of concept, bring out the rectifications / changes without compromising the original idea, and many more.

MULTI TASKING

- An Engineer / Technician need to equip himself the art of multi tasking even for his day to day chores like. .
- Using of different machinery
- Using of different Tools & Plants
- Using different technology
- With varying inputs produce constant product
- Needs to upgrade constantly

MULTI SKILLS

- The drawing & design staff need to possess all the technicalities of all the three main stream of discipline viz. Permanent way, Bridges & Buildings.
- Apart from this they need to be conversant with all the relevant codal provisions of the Trade & that of the Railways.
- The need to constantly upgrade is a must.
- Hence, it can be seen that those at the Planning level need to possess a high degree various skill sets.

IN RAILWAYS'

- ✓ Planning

- ✓ Permanent Way
- ✓ Works
- ✓ Bridge

3.4.1

PLANNING [DESIGN & DRAWING OFFICE]

Surveying

1. Reconnaissance
2. Technical feasibility
3. Final location
4. Acquisition of land
5. Curve setting
6. Location of station buildings
7. Alignment of pipelines
8. Flood investigation
9. Location of Bridges

Preparation of plans

1. Building
2. Track
3. OMS charts
4. Yard
5. Layouts
6. Land
7. W & S
8. Hydrants
9. GAD
10. Temporary Arrangement
11. PCS/RCC/Steel bridge
12. FOB
13. ROB/RUB

Structural designs

1. Structure

2. OHT
3. Bridge
4. Culvert
5. Track stress
6. Curves
7. PSC
8. Checking of 3rd party designs

Estimating

1. Rough cost estimate
2. Detailed estimate
3. Completion estimate
4. Urgency certificate
5. BCI

Tendering

1. Preparation
2. Scrutiny
3. Comparative statement
4. TC proceedings
5. Accounts vetting
6. Re tender

Risk tender

Completion plans

1. Plans
2. Estimate
3. Documents

Accounts concurrence

1. Estimate
2. Works programme
3. Variation statement
4. Vitiation statement

Collecting site details

1. Bridge data
2. Building data
3. Track data
4. Structure along track
5. FOB
6. ROB / RUB

TRC

1. Accompanying
2. Checking
3. Charts maintenance

M book

1. Measurement check
2. Cement schedule
3. Steel schedule
4. Certification of quantities

Works programme Preparation of charts, booklets

1. MCDO
2. PCDO
3. VIP visit
4. Detailed Project Report

Land management

1. Maintenance of land plans
2. Removal of encroachments
3. Demarcation of land boundaries
4. Licensing & Leasing
5. Way leave facilities
6. Rent rules

Asset management

BSR

Data storage

Rate analysis

CRS sanctions

Safety certificate

Accidents & breaches

1. Collection of site details
2. Preparation of drawings
3. Attending enquiry with relevant data

Instrumentation

Track machines

ODC

Interaction with State Govt.

3.4.2 **Permanent Way – Under traffic conditions**

1. Maintenance of tracks
2. LC O & E
3. LWR maintenance
4. Destressing of LWR
5. CTR
6. TSR
7. TRR
8. Ballasting
9. Deep screening
10. P & C
11. Laying of new lines
12. Attending to Breach works
13. Accident spot
14. Patrolling
15. Curves
16. Gates & gatemen
17. Handling of large volume of personnel
18. Handling of large volume of correspondence
19. Handling of large volume of reports

- 20. Stores
- 21. Anti corrosive treatment
- 22. Schedules
- 23. SEJ
- 24. Mechanical maintenance.

3.4.2.a

DUTIES OF PERMANENT WAY SSE/JE

Responsibility of Vast network Reset with Civil Engineers.

- The above vast network of Indian Railways are directly handled by civil Engineers.
- These Engineers are installers and maintaining personals of P.Way, Bridge and all station and service buildings.
- Their Duties, Responsibilities and Accountabilities are higher in order and second to none.
- Duties, Responsibilities and Accountabilities of these cadres were explained briefly.

Entire track is directly supervised by SSE/JE

Main Duties & Responsibilities

- Maintenance and inspection of track in a satisfactory and safe condition for traffic.
- Efficient execution of all works incidental to track maintenance, including track relaying works.
- Accounting and periodical verification of stores and tools in his charge.
- Maintenance of land boundaries between stations and at unimportant stations as may be specified by the administration.

Efficient utilisation of resources to ensure punctual train operation

Knowledge of rules and regulations

PWI have in his possession up to date copies of

- Indian Railways Permanent Way Manual, Bridge Manual and Works Manual.
- Indian Railway General and Subsidiary Rules.
- Indian Railway Track Manual,
- Indian Railway Code for the Engineering Department.

Should always posses cods & manuals under his command.

- Schedule of Dimensions
- Circulars issued by the higher authorities.

Knowledge of staff has to be ensured

- SSE/JE (P.Way) should be familiar with the rules, regulations and procedures concerned to his work and duties mentioned in the above mentioned codes and manuals.
- He should update the orders and circulars issued by higher authorities from time to time and efficiently act upon them.
- He shall ensure that all staff working under him are well acquainted with the relevant rules and working methods and efficiently perform their duties.

Must be very familiar with the rules, regulations and procedures

COORDINATION

The SSE/JE (P.Way) should keep close co-ordination with the Works, Bridge, Signaling and Electrical Staff, when they are required to work jointly.

co-ordination with the Works, Bridge, S&T and Electrical Staff

SAFE CUSTODY FOR OPEN STORES

SSE/JE (P.Way) shall see to the security of rails, chairs, sleepers and other materials in his charge and ensure that unused materials are stacked properly clear of the line, so as not to interfere with the safe running of trains

SSE/JE (P.Way) are the custodians of huge value of Rly materials

Important records

- Working Time table
- Permanent way diagrams of section and yard.
- Section register.
- Results of Track recording / oscillograph runs.
- Creep and Gap Survey Register.
- Curve Register.
- Points and crossing register.
- SEJ/Buffer Rail register.
- List of temporary and permanent speed restrictions.
- List of work and other details.

Many important records need to be maintained.

- Inspection notes of higher officials with compliance notes.

Instruments for Inspection

- Gauge cum Level.
- Flangeway gauge.
- Wooden mallet.
- Tap.
- Fishing cord.
- Tap, Metric Scale, Tapered Gauge.
- Magnifying glass and mirror.
- Versine measuring equipment
- Inspection Hammer.

*Many
Periodical
inspection
have to be
carried out*

Check on Running Quality of Tracks

- Travel on foot plate of the Engine of fast trains, twice in a month
- Rear brake van or the last vehicle once in a month to find out bad running KM and get them rectified.
- Accompany the track recording / oscillograph car runs over his section.
- Observe the behaviour of track under passing trains.

Routine Inspection

- Inspection of Ganges. Travel in Trolley at least once in fortnight.
- Level crossing Inspection.
- Point and crossing Inspection.
- Curve Inspection.

Inspection of Ganges

- Work done by the gang earlier.
- Further programme for Gang.

- Instruction to gang in methods of maintenance.
- Record the details of track maintenance.
- Importing safety rules with every gang men.

Level crossing Inspection

- Level crossings should be opened once in a year to check the conditions of rails, sleepers & fasteners – Defects should be rectified.
- Necessary stop Board, whistle board, and other equipments has to be ensured.
- Equipments available with Gateman has to be checked once a month.
- Gateman's Knowledge on safety rules has to be ensured periodically.
- Census of all level crossings as per the schedules.

Point and crossing Inspection

The Permanent Way Inspector in overall charge and his Assistant should carry out the inspection of points and crossings in passenger running lines once in three months by rotation and on other lines once in six months by rotation.

Curve Inspection

- Should carry out checks of versions and super-elevation of each curve once in six months by rotation.
- For Group A & B routes in B.G. where the check should be conducted once in every four months.
- Action to correct the curve where ever necessary.

Safety of Track-Direct Responsibility

- The Permanent Way Inspector is directly responsible for the safety of the track. He shall be vigilant to locate faults in the Permanent Way and promptly remedy them.
- Track defects which are beyond his power to rectify should be intimated to higher authority immediately.

- Trees likely to foul the track during storm should be felled.

Permanent Way Patrolling

- Has to arrange patrolling of track by deputing suitable men from gangs.
- Supply necessary patrol books and equipment needed.
- Check on the night petrol man.

Execution of works affecting tracks

- Ensure possession of necessary materials and tools before the commencement of work.
- Ensure Engineering signals are exhibited at specified distance.
- Detailed accounts on materials received and issued.
- Frequent check on quality and quantum of work.

Action on Emergency

- On receiving the information of the occurrence of an accident affecting any part of track, restricting free passage of train.
- Proceed to the site by quickest available means.
- On the way collect the information regarding the damage, men and material requirement.
- Arrange the materials and movement of men and materials to site for restoration.

*on occurrence
of accident
must proceed
to the site
immediately*

Still more

- Inspection and maintenance of LWR/CWR Track.
- Measurement of Ballast.
- Maintenance of station yards.
- Witnessing Payment to Staff.

Responsibilities in Establishment matters

- Ensure periodical medical examination for Staff including casual labours.

*Has to ensure
periodical
medical*

- Service cards and leave account for staff working under him.
- To ensure relevant provision of payment and wages act, workmen's compensation act, Hours of employment regulation etc are complied with.
- Ensure proper training for staff working under him at appropriate time.
- Carry out selection for Gateman and Patrolman from the existing gang man and importing training in their duties.
- Arrange prompt filling up of vacancies.

examination of staff, since majority of them are covered under safety category

3.4.3

Works [Buildings & Structures]

1. Day-to-day maintenance
2. Preparation of site details
3. Execution of new works
4. Collection of rate
5. Quality control
6. Workshop maintenance
7. Colony maintenance
8. Water Supply
9. Drainage
10. Road
11. Sump
12. Plumbing
13. Maintenance of OHT

4.4.4

Bridge – Under traffic conditions

1. Maintenance
2. Replacement of girders
3. Replacement of members
4. Replacement with PSC
5. Repairs to members
6. Schedule
7. Attending to bed block

8. Inspection of sub structure under water
9. Cambers
10. FOB
11. Painting
12. Maintenance of station PF shelters
13. Launching of girders
14. Temporary arrangements for Bridge works
15. Maintenance of roof structure in Workshops
16. Maintenance of Steel tanks

Dangerous & Hazardous nature of working

1. Under water investigation
2. Launching of girder
3. De-stressing of tracks
4. Breach spot
5. Day-to-day maintenance of track & bridge
6. Bridge painting
7. Anti corrosive painting of track
8. Trolley inspection
9. Foot inspection
10. Bridge inspection
11. Track machines
12. Night working
13. Temporary arrangement
14. Inspection of untested – guinea pig

3.5

DUTIES & RESPONSIBILITIES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS IN ELECTRICAL ENGINEERING

ELECTRICAL DEPARTMENT CONSISTS OF

FOLLOWING DIVISIONS

1. **Traction distribution**
2. **AC Loco depts.**
3. **Electrical workshops**
4. **EMU (car shed) depots**
5. **General services (Power and Train lighting)**

3.5.1 **TRACTION DISTRIBUTION**

This department of Electrical consists of OHE (Over Head equipment), PSI (Power supply installation) and RC (Remote control)

a) Following are the works to be carried out in OHE

1. Foot patrolling.
2. Trolley inspection.
3. Current collection test.
4. Special checks.
5. Annual maintenance and checks by OHE inspection car.
6. Periodical overhaul
7. Re-tensioning of OHE.

1. FOOT PATROLLING

Has to check and correct the functions of insulators, droppers, sagging or hogging of contact wire, equalizing plate, auto tensioning device and counter weight, structural soundness, removal of bird's nests & branches of trees infringing on OHE, general conditions of switching station en – route.

2. TROLLEY INSPECTION OF OHE

Done in all section except where use of trolley is prohibited. SSE should inspect the entire section once in a month. SSE should inspect the entire section once in 3 months. Apart from trolley inspection SSE and SSE have to travel by the cabs of Locomotives and EMU trains once a month.

3. CURRENT COLLECTION TEST

Carried out to ensure good contact between the contact wire and pantograph. Performed at night. SSE should do the test once in 3 months. SSE should do the test once in 6 months.

4. SPECIAL CHECKS

Special check and cleaning of general insulators, section insulators, Bi-metallic clamps, Earth connections and feeders.

5. ANNUAL MAINTENANCE AND CHECKS BY OHE INSPECTION CAR.

a. Masts, portals and cantilever supports.

Check rail level, all steel parts, all anchors for tightness, structural soundness, clean all insulators, check and adjust the height and staggers on the basis of setting distance and rail level.

b. Contact and connecting wires

Check and replacement of contact and centenary wires, PG clamps & jumpers, droppers.

c. Turn Outs

To ensure smooth travel of pantographs under the loop line OHE, check stagger of booth OHES of turn outs. Check up contact bars, hit marks, rail level setting of the obligatory mast.

d. Droppers

Ensuring tightness of droppers and their vertical position.

e. Maintenance of section insulators assemblies, isolators, overlap contact wire thickness, neutral thickness, over line structure / tunnel, OHE at level crossings, Regulating equipments, Bonds & earthing connections, masts, feeder lines and PG clamps.

f. Integrated Blocks

Simultaneous work is carried out by permanent way, signal OHE/ PSI staff. In this scheme, a 3 to 6 Km block is taken by introducing single line working in the off peak traffic hours between two stations.

6. Periodical Overhaul

POH is done to recondition and restore the installations in the condition it was when it was first commissioned. POH should be thorough and cover every part of the installation. The POH of OHE should be planned on a programmed basis so that every part of the installation received detailed attention, repair and over haul at an interval of four years. Maintenance charts, prepared in different colours may be made indicating the type of schedule each section has to undergo.

7. Re-tensioning of unregulated OHE

Re-tensioning of unregulated OHE in accordance with the tension temperature chart should be done normally at the end of 6 months from the date of erection and again at the end of 12 months thereafter once

in 2 years.

3.5.1.C **R.C. (REMOTE CONTROL)**

Staff has to maintain as per the Schedule to record the earth resistance value and to maintain earth in the stipulated time, since it involves remote controlling system. This is a vital for Power Supply installation and therefore its proper maintenance is imperative.

On Electrified Sections, batteries and battery charger are installed at following locations.

1. Traction / Sub-station - 110V, 200AH lead acid cells for Control Panel protection and indication circuits.
2. Switch Station - 110V, 40AH lead acid battery for operating circuit breakers and Interpreters, Motor operation, Isolators.
3. Remote Central Equipment - Batteries of suitable Voltage and Capacity at Remote Control Centre, Traction Sub-station and Switch Station.

3.5.2 **MAINTENANCE OF AC LOCOS**

With the introduction of New Type of Locos like inverter Loco with advanced Technological changes which have increased the hauling capacity as well as computerization of circuit indication system, the Staff should have know-how of the functioning of Locos and grasping all the working system of the Locos. This has helped the Railways to carry 56 wagons at a stretch and also in hauling of 24 to 26 Coaches.

3.5.3 **ELECTRICAL WORKSHOP**

Electrical workshop consists of Air-conditioning Coaches Wing and Train lighting Coaches Wing. Major repairs and periodical overhauling, etc. are being carried out with new Technological changes. Now-a-days the Electrical shops deals with high speed Air-conditioning Coaches, LHB Coaches, Inverter Type Coaches, etc.

The Staff have to train themselves to the know-how of the system. There should be a periodical Training imparted to the Staff on this area to learn the new techniques.

3.5.4 **EMU CAR SHEDS (TRACTION ROLLING STOCK)**

The Staff of EMU Car Shed are entrusted with maintenance and periodical overhauling of EMU Coaches, Tower Wagons/OHE Inspection Car, MEMU Coaches, MRTS/Metro Coaches, Service Coaches, etc. These Staff require high degree of skill and Technical

knowledge to perform day to day maintenance and the awareness of Technological changes in EMU Car or Energy Speed Monitoring Device, Air suspension Bogie, etc.

3.5.5 **GENERAL SERVICES (POWER AND TRAIN LIGHTING)**

The Staff working in the Power has to play a Vital role in order to ensure round the clock supply of electricity to the Administrative Offices, Workshops, Railway Quarters and Other areas. They have to maintain AC Plants, Power Generator and Distribution, Repairs and Maintenance of Pump Generator sets of all depots, with vast up to-date knowledge.

3.5.5.A **POWER SUPPLY INSTALLATIONS (PSI)**

The staff working in PSI has to be more alert in supplying power to OHE. Their assigned duties are as per AC traction manual No: 20216-20253. The PSI staff has to work round the clock to note down the voltage, current and to reset the relay indication while tripping of circuit breakers.

1. Condition monitoring of Transformers (Due to over voltage in the system resulting gas formation, which will deteriorate the dielectric properties of the oil and the flash point will come down from 145 degree centigrade to 50 degree centigrade).

2. Over haul of Transformers.

3. Circuit breakers and interrupters

- Oil, Gaskets and bushings of minimum oil circuit breakers has to be checked and maintained.
- B.SF₆ circuit breakers : Gas system, interrupting unit, operating mechanism and vacuum circuit breaking breaker has to be checked and maintained.

4. Lead Acid Batteries

Batteries should be maintained to keep the followings in order:

- General condition of battery room and cells.
- Specific gravity of electrolyte in the cells.
- Charging current.

- Cell voltage
- Condition of the plates and extent deposits.
- Inter cell connections and main battery

5. Protective Relays and Switching stations.

3.6

DUTIES & RESPONSIBILITIES OF ENGINEERS / TECHNICAL SUPERVISORS - SIGNAL & TELECOMMUNICATION AND TECHNOLOGICAL ADVANCEMENTS

- Supervisions & Management of installation, repairs and maintenance of the following systems:
 1. Telephone Exchanges & Telecommunication Systems;
 2. Passenger amenity – On-Train Mobile Telecom System;
 3. IVRS (Inter Active Voice Response System);
 4. PRS (Public Reservation System);
 5. UTS (Unreserved Ticketing System);
 6. Coach Guide System & Display Boards;
 7. CCT (Closed Circuit Televisions);
 8. Emergency Socket System;
 9. Gate Communication System;
 10. Control Communication System;
 11. Disaster Management Communication System;
 12. Point Machine System;
 13. Electric and Non-electric Signalling System;
 14. Track Circuit System;
 15. Interlocked Color Light Signalling System.
 16. Track Circuiting – Panel Inter Locking
 17. Route Relay Inter Locking / Solid State Inter Locking
 18. Automatic Block Signaling
 19. Auxiliary Warning System
 20. Axle Counter Governed Block Section.
 21. Fibre Optic Cabling for Telecommunication

22. Digital Microwave System.

3.7

DUTIES AND RESPONSIBILITIES OF DESIGN SSE & JE IN PRODUCTION UNITS

1. The Design office staff are involved in product and tool design which calls for knowledge of CAD/CAM, FEA, Vehicle Dynamics, Electrical Engineering, Electronics, mastering in certain areas of technology such as metallurgy, metrology, production technology and tool engineering etc.
2. The design work is a creative job and is not a repetitive one, which requires continuous and intensive application of mind.
3. The design cadre staff are directly related to production activity. The various activities include design calculation of various parameters of strength of components under different conditions of loading, prototype manufacturing, verification and validation of design, before approving for batch production. The output of design Engineers forms the basis for production and design office plays vital role in a production unit.
4. The design staff are analyzing on day to day basis, the customer's functional and performance requirements execute the design such that it meets all the requirements and co-ordinate and interact with shop floor, in order to finalize improvements and modifications in the design of the coach and its components. Close co-ordination with shop floor activities is required from design staff for the manufacture of prototype coach; conduct test & trials during the development stage.
5. During the development of new concepts, even process planning group are not authentic enough to decide the sequence of operations, as no validated process is known at that time. But design group shoulders the responsibility to get the prototype manufactured; supervising the complete fabrication process on shop floor and giving on the spot solutions and decisions for the problems emerged out during the actual manufacture to avoid any type of delay in execution of the project. Furthermore, when the series production starts after the prototype manufacture, design group **monitor and supervise** the online performance of newly developed products. The responsibility increases further to the tune of successfully completing the commissioning of newly built coaches in Indian Railways.

design work is a creative job and is not a repetitive one

The output of design Engg forms the basis for production and design office plays vital role in a production unit.

design group shoulders the responsibility to get the prototype manufacturing

6. Besides the above, creating the specifications for the new materials and concepts in coach building, control of all RDSO and ICF specifications, standardization of components, raw materials etc are carried out by design staff only.
7. To establish adequacy of the design, the design engineers identify the right type of raw materials to be used, decide the process to be followed, Heat treatment to be given, protective coating to be given and final process of finish. By this way design staff are involving in all processes of activities starting from evolution of basic design to the Process planning, tool planning, manufacturing, inspection, material handling, packing and delivery and preparing operating and maintenance manual and commissioning instructions for new builds.
8. Even after the dispatch of coaches, design staff are having continuous interaction with the customer railways in communicating the improvements/modifications carried out in Design for keeping the Zonal railways updating of design changes and help them to carry out the maintenance by providing all related information. A close liaison is maintained with the user Railways in trouble shooting the problems observed during the service run of these coaches. Depending upon the feedback received from user Railways and reaction from passengers, design group is making consistent effort to improve the quality of the product in terms of better passenger amenities, better passenger safety measures and also to improve revenue earning.
9. On the Jig & Tool design side, the design engineers are involved in design & development of all major assembly and sub-assembly fixtures, press tools to suit the new inventory machines, Drill jigs, other machining fixtures for mass production activity, machinery & plant drawings, handling equipment drawings etc. and also to co-ordinate with Tool room for proper manufacture of tools and provide necessary guidance to the shop floor staff for proper use of tools.
10. Pay Commission is requested to recommend for grant of Design allowance to JEs & SSEs on Railways at par with their counterparts in CPWD.
11. On the Electrical side, the design engineers are involved in creating equipment specifications, evolution of power, control and auxiliary schemes with protections, preparation of test procedures, commissioning instructions, Maintenance manual etc.

Creating Specifications & standardisation, identification of raw materials, manufacturing process are all part of Design work

Continuous interaction with customer Rlys for continual improvement in passenger safety, comfort & amenities.

3.7.1

GENERAL DUTIES OF DRAWING & DESIGN ENGINEERS

INTRODUCTION:

There are around 5000 Engineers working in the above branches of Drawing & Design contributing vital technical input to production, repair, construction, operation activities of Indian Railways. Their contribution to the Railways was well recognized during the pre-independence period. The pay scales were the highest among the technical departments prior to 1931, which eroded over the years. Now, it seems, the administration as well as the Pay Commissions have forgot the importance of this Cadre.

*the
administration
as well as the
Pay
Commissions
have forgot the
importance of
Design Cadre*

The duties and responsibilities of the employees working in the branch are sensitive in nature involving intense mental application and planning and estimating area. They have to process vital data taking guideline from RDSO, considering moving dimensions and safety related sensitive dimensions and they have to plan their work starting from designing on their own in accordance to the master plan given by the RDSO. Actually, they have to design themselves the components required for the Rolling Stock viz. coaches, locos as well as Civil Engineering areas like track laying, maintenance, inspection, bridges and also in construction activities.

Though they are small in numbers when compared to the strength of the Railway men, their contributions are in no way insignificant. This simple concept about the category may kindly be noted by 7th CPC and rendered justice in the form of suitable pay scales along with motivational Allowance like Drawing Allowance for those in Office and Incentive for those attached to Shops & Sheds.

3.7.2

SPECIFIC DUTIES OF DRAWING & DESIGN ENGINEERS

I. TECHNICAL:

1. Preparation of layout drawing for Sheds, Shops and Sick Lines for modification/extension.
2. Issue of Technical Standing Orders, Procedure Orders, Maintenance Orders, Alteration Sheets, Trail Sheets and following action on them.
3. Preparation of technical notes, graphs, charts etc., for Loco Standards Committee, Carriage & Wagon Committee, Diesel Group meetings, Corrosion Committee meetings, etc., investigation of derailment and engine failures and their remedial measures.

4. Selection of alternative material and specification for smooth and economical operation.
5. Suggestion and preparation of Drawing for anti-pilferage of Rolling Stock components.
6. Provision of safety devices for Rolling Stock to avoid accidents.
7. Fixing permissible clearances for meeting components and condemning limits thereof pertaining to Non-IRS and BESA locomotives.
8. To monitor trial of components in connection with procurement.
9. Visit Shops, Sheds, Sick Lines, etc. for collecting data to enable the issue of modification to components of Rolling stock and guide the technical staff.
10. Study & prepare report for standardization / rationalization of thousands of components of Rolling stock.
11. Discuss technical problems with officers in day to day working and difficulties faced by the Shops, Sheds and prepare drawings thereof.
12. Training of Apprentices in Drawing Sections.
13. Modification of Rolling stock components and maintain its up-to-date records.

Drawing section of Mechanical Workshops have different cells and Head Junior Engineer/ Drawings/Senior Designer supervise these different cells constituting the above nature of work and assist Chief Junior Engineer/Drawings/Designer in day to day work.

In addition, the Section Engineer/Sr.Designer performs the following duties in common with their Counter-parts in Production Units of Railway viz., Integral Coach Factory, Chittaranjan Locomotive Works and Diesel Locomotive works.

II. GENERAL DUTIES:

1. General administration of Technical & Ministerial staff and supervision in the Drawing B.C. preparing the assembly and detail part drawings for manufacture of components.
2. Developments of indigenous components for import substitution and supervision, preparation of detailed working

drawings from consulting Engineers and of Railways Design and standard Organisations Line Drawings and from samples supplied by the Shops and Sheds.

3. Co-ordination with Shops during manufacture of components and evolution of new methods for their manufacture and also handling correspondence with RDSO and Railway Board/Other Zonal Railways on Technical matters.
4. Compilation and maintenance of Technical Data/Drawings for thousands of items.
5. Supervision and supply of up to date drawings to Workshops, Sheds and to controller of stores for manufacture/procurement of material.
6. Technical scrutiny of tender papers for procurement of Rolling Stock components and inspection of materials as per specification.
7. Estimation of Railway materials and compilation of Rolling Stock components.

III. CLASSIFICATION OF DRAWING & DESIGN ENGINEERS AS TECHNICAL SUPERVISORS:

With regards to recruitment qualifications, nature of work and functionary powers, controlling Technical, Non-Technical & Managerial works, they are actually Technical Supervisors. When the Railway Ministry has recognized Staff in other Departments with similar qualifications, duties and responsibilities as Technical Supervisors, it is essential that the same should be agreed upon to for this Cadre also. This will help the administration itself in managing this sensitive section and also the staff concerned will not have any grievances. Once they are classified as Technical Supervisors, their duties and responsibilities can be streamlined accordingly.

The pay scales and other benefits for this category are brought out in the respective topics of our memorandum in the respective disciplines of Engineering. **Design & Drawing office may be granted a Design Allowance 15% considering the sensitiveness in their job** where even the slightest mistake will lead to heavies loss in the flow and more importantly their role in the safety in all departments in Rolling Stock, tracks etc., is vast.

Have the same recruitment qualifications under goes similar training, carry out similar duties & responsibility – need to be termed as Technical Supervisors for all purposes.

3.7.3

GENERAL DUTIES OF DRAWING & DESIGN CADRE

CIVIL, MECHANICAL, ELECTRICAL AND S & T DEPARTMENT

Apart from carrying out all technical works of highest precision including diagnostic study, all sundry & miscellaneous works like clerical, typing, binding, protocol etc. are being practically forced upon this unfortunate few.

It has to be noted that transforming a concept into reality is made possible only with the presence of these personnel. An idea is given final shape with the help of data, 2D & 3D sketches, simulated models, technical analysis, economic considerations, on site feasibility study and the like. All the shortfalls are eliminated and shaping into reality is made possible. Planning, Design, Development, Trial study, Analysis of failures, Review of works, incorporating regular technological advancements etc. are also being carried out.

*idea is given
final shape
with the help of
data, 2D & 3D
sketches,
simulated
models,
technical
analysis,
economic
considerations,
on site
feasibility*

The works listed / assigned requires a high level of technical acumen, forecasting ability and problem solving ability. This job requires high technical qualifications alongwith managerial skills. This point has been ignored all along and merely for convenience this Cadre has been placed with other general pay scales. A few of the jobs currently handled are as below:

- Technical Evaluation.
- Engineering Coda Provisions.
- Railway's Codal Provisions.
- Survey (*Reconnaissance, Preliminary & Final location*)
- Collection of Data.
- Planning.
- Design
- Estimation
- Works management.
- Feasibility Study.
- Economy Viability Study.
- Developmental works.
- Preparation of General arrangement & detailed drawings related to
 - New projects and proposals
 - Modification and Restoration
 - Civil & Construction works
 - Track layout.
 - Track Maintenance
 - Electrical System

- Signalling System
 - Network
 - Radio Signalling
 - Maintenance of M&P
 - Water Supply & Sanitation
 - Accident & Prevention
 - PERT & CPM charts.
 - Rain water harvesting.
 - Index section & plans.
- Interaction with Field Engineers.
 - Exploring alternative methodology.
 - Thorough study of accidents and preventive measures.
 - Conducting trials regarding technical feasibility and economic viability.
 - Liaison with accounts for vetting.
 - Track monitoring works like OMS, Amsler, Oscillograph.
 - Processing to obtain CRS's sanction for works.
 - Processing to obtain Safety certificate from CRS for running of trains.
 - Preparation of specifications for all works.
 - Preparation of Work Instructions.
 - Job Analysis.
 - Asset Management & Development.
 - Preparation of system maps.
 - Preparation of special maps.
 - Technical assistance to special Committee.
 - Looking into safety aspect.
 - Preparing of technical standing order.
 - Preparation and analysis of technical reports.
 - Providing in-house training.
 - Workshop activities.
 - Preparation of Track Machine Deployment Charts.
 - Tender related activities.
 - Mooting out new proposals.

Non-technical Duties.

- Computer programming.
- Creating & maintaining Database.
- MIS data.
- Upkeep of computers.

- Progress of Works.
- Preparation of regular and special reports and minutes of meetings.
- Assisting Hon. MLA / MP Committee & members.
- Taking part in preparation of books from data entry to Dispatch.
- All sundry works assigned by the Administration.

3.8 DUTIES, RESPONSIBILITIES AND ACCOUNTABILITY SUPERVISING ENGINEERS IN CHEMICAL AND METALLURGIC DEPARTMENT

3.8.1 RECRUITMENT, QUALIFICATIONS AND TRAINING

Designation	Grade Pay in 6 th CPC	Recruitment Qualification & mode of filling up posts	Remarks
Chemical & Metallurgical Assistant (CMA)	9300-34800+ GP4200 Entry Pay:13500/-	50% DR B.Sc.(Physics and Chemistry with 45%marks) and one year training; 50%promotion (Lab Assistant in GP-2800 having qualification of Matriculation or equivalent with Science promoted to CMA)	6 th CPC merged the two pre-revised grades of CMA-II(Rs.5000-8000) and CMA-I (5500-9000) which had different recruitment qualifications and placed them in the same Grade pay of 4200 without any solace to CMA-I.
Chemical & Metallurgical Assistant (CMA)	9300-34800+ GP4200 Entry Pay:13500/-	66.7%-DR Degree in Engineering (Metallurgy/Chemical) or M.Sc.(Chemistry); 33.3%-Promotion Entry pay for B.Tech/M.Sc. qualified in all department of Indian Railways is 17140/- (12540+4600) except CMT cadre, which is anomaly pending till date.	Recruitment with B.Tech/M.Sc. qualification in all other departments of Railways is made to GP4600 except CMT wing, which is a serious anomaly still pending.
Chemical & Metallurgical Superintendent (CMS)	PB-2(9300-34800)+GP-4600	100% promotion	

3.8.2 ROLE OF C & M (SCIENTIFIC) STAFF

1. To ensure the effective quality control and safe running of trains following important functions are performed by CMAs & CMS working in the Chemical and Metallurgical Labs on the Railways:
2. Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling

production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.

3. Formulate and carryout destructive & non-destructive techniques and testing to all the components which are critical for safety.
4. Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
5. Suggest remedial methods/process to avoid further failure of components.
6. Assess the quality of welder and welding and suggest the suitable improved welding techniques.
7. Check the quality of paints.
8. Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.
9. Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

3.8.3 **JOB DESCRIPTION**

1. Testing of materials and components for Mechanical/Metallurgical properties and Chemical compositions.
2. Testing of Paints & Coatings used for corrosion prevention on Rolling stock & other useful assets.
3. Testing of Oil, Grease, Coolants & other Lubricants in Production Units/Diesel Sheds for proper running of Locomotives.
4. Testing of Welding Consumables & Evaluation of Welders.
5. Process control of welding of Bogie frames, Under-frames, Shell etc. at Shop Floor for Conventional, Export and LHB coaches.
6. Radiographic testing of Welds (Critical joints), Castings, Forgings etc.
7. Ultrasonic Testing of Wheels & Axles during manufacture & service.

8. Magnetic Particle Inspection (MPI) of Spring Steel bars & Springs.
9. Process control of Annealing/ Normalizing of Forged Components.
10. Process control of Hardening and Tempering of Coiled Springs.
11. Inspection of components at Firm's premises
12. Failure analysis of components used in Rolling stock and advising necessary corrective and preventive action to avoid such premature failure.
13. Monitoring of environment around Work premises to comply with the Standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHSAS - BS-18001/2007).

3.8.4 **RESPONSIBILITIES**

CMSs and CMAs are responsible for the following:

1. Timely testing of Materials and effective control of Processes to achieve Production targets and schedules of Rolling Stock etc.
2. Procurement and maintenance of Stores
3. Inventory control and Material management.
4. Optimum utilization of Men and Material Resources & Safety through intensive Supervision and Quality Control.
5. Ensure Staff discipline, holding inquiries and effective house-keeping.
6. Human Resource Management and maintenance of Industrial peace through redressal of on the spot and day-to-day grievances of staff.

3.8.5 **Multifaceted Responsibilities – Attracts more punishment – Tough selection**

1. Multifaceted Duties & responsibilities combined with main Technical duties which decide the performance level & public face of Railways.
2. For any safety violation, customer complaint, accident, punctuality lapse, under utilization of resources, unsafe working condition etc CMS & CMA will be fixed invariably.
3. Will be taken up for lapses in non-technical duties like pay distribution, Stores procedure, Factories act, HOER, pass rules, etc.

4. Syllabus for selection to the next promotion covers all fields in Railways right from budgeting to scrap disposal.

3.9 **DUTIES, RESPONSIBILITIES AND ACCOUNTABILITY OF SUPERVISING ENGINEERS IN STORES DEPARTMENT**

3.9.1 **MAJOR FUNCTIONS OF STORES DEPARTMENT**

The Stores Department performs a significant and major role in all the activities of Indian Railways. These activities are directly connected with train operations and thus contribute for productivity and earnings. These activities also have interface with customers which reflect the image of Indian railways. The major functions of stores department are-

Procurement:

1. Procurement & distribution of Spare parts, Oil, Greases and Lubricants & other related general items to consignees spread over 7300 stations over all Indian Railways for day to day operation, maintenance of trains, rolling stock, etc.
2. Procurement & Supply of Components to major Mechanical, Electrical & Signaling Workshops for maintenance of Coaches, Wagons and for in-house manufacture of items.
3. Procurement and supply of sub assemblies and components to the production units for manufacture of new Diesel Locomotives, Electric Locomotives, Coaches and Wagons.
4. Supply of spare parts to major Diesel & Electric Sheds for maintenance of Diesel & Electrical Locomotive & EMU (Electrical Multiple Units).
5. Procurement and supply of Fittings and components for maintenance of AC coaches, General Coaches and Wagons over Indian Railways.
6. Procurement of Modern Machines for upgrading the old workshops of Indian Railway
7. Procurement of complete units of rolling stocks

Stocking & warehousing:

1. Stocking approximately one lakh different type of item in approximately 200 stores depots spread throughout the country.
2. Arranging inspection of these stocked items.
3. Distribution of these stocked items by multi-modal logistics to various consumption centers.
4. Inventory control of the stocked items

5. Scientific recoument of the stocked items

Planning:

1. Procurement planning of spares and sub assemblies
2. Inventory planning and budgetary forecasts
3. Planning and Formulation of Logistics for supply for items to users over all the Stations
4. Development of vendors
5. Market survey & source selection for introducing latest available items.

Disposal:

1. Identification and inspection of scrap lying at various points of Indian Railway system
2. Collection Scrap wherever feasible, segregation and making of lots from the point of view of selling.
3. Arranging public auctions and selling.
4. Selling through tenders for certain items
5. E-auctioning
6. Delivery of scrap including specialized weighments.

Supply of uniforms:

1. Procurement of cloth
2. Cloth cutting in Railways own cloth cutting factories
3. Stitching of uniforms by different means, which includes handicraft, centers.

Others:

1. Manufacture of Printed Card tickets & their distribution at various stations all over the Indian Railways. Purchase of computer Pre-printed tickets for all the Computer Reservation centers of Indian Railways.
2. Printing and supply of Time Tables & money valued books & other stationery items.

3.9.2

DUTIES OF DEPOT MATERIAL SUPERINTENDENT

Depending on the section he is placed in charge of the Depot Material Superintendent shall be responsible for the discharge of the relevant items among the list of duties shown below:—

1. All correspondence by wards with departments will pass through the Depot Storekeeper, who will put them up to the Depot Officer, if necessary.
2. The DMS has to deal with all correspondence regarding stock verification reports.

3. Has to check recouplements, figures of consumption, and maxima and minima shown on stock cards.
4. Attend to complaints regarding shortages and delay in supplies, and bring all serious complaints to the notice of the Depot Officer.
5. See that every convenience is placed at the disposal of the Accounts Stock Verifier for accurate and speedy verification of stocks and that store department witnesses attend and carry out their functions properly.
6. Has to check the figures of stock and consumption shown by wards on Annual Contract Statements.
7. Has to make surprise checks of packages by opening them and comparing the contents with the corresponding issue notes, and will initial the record copy of the issue notes so checked.
8. Has to supervise generally that material is properly handed over to the Despatch Section, and that material is properly packed, whether packed by the ward or the Despatch section.
9. Has to maintain general supervision over the wards, and see that material is properly stocked and looked after and kept in the correct bins and shelves.
10. Has to have under his direct control the registration of requisitions and their distribution to wards.
11. Has to allot the duties of the clerical relieving staff of the depot.
12. Has to see that shunting operations are properly carried out in the yard, and that wagons are put in their proper places and to time.
13. Has to maintain an Inward and Outward Wagon Register and will examine every loaded wagon to see that the contents are properly loaded, occasionally checking in detail the contents of wagons leaving the Yard.
14. Has to personally check, with the Wagon Registers, the Authority for removal of wagons and the Weekly statement sent by the Traffic Department of the wagons sent to, and received from, the Yard. In the event of any discrepancy, he will immediately report it to the Depot Officer, for investigation.
15. Has to pay surprise visits at night to the stores yard, and see that the chowkidari staff are alert and at their posts
16. Has to maintain an inventory of all articles of dead stock, viz., plant, machinery, furniture, tools, instruments etc, at each depot in Inventory Books maintained separately for each depot.
17. Has to prepare indents for consumable stores and tools and plant required by the depots, and will put them up to the Depot Officer for

signature.

18. Has to arrange to test all weigh-bridges and weighing machines in the store yard and wards once in a month in the first week of the month. He will record the results of the check in a manuscript register to be maintained specially for the purpose and will put it up to the Depot Officer whenever the results of test show any appreciable difference. The register should show the following particulars:

- (i.) Number of the weighing machine
- (ii.) Location of the machine
- (iii.) Date of last test
- (iv.) Date of test
- (v.) Result of test
- (vi.) Action taken
- (vii.) Initials of Depot Store keeper
- (viii.) Initials of Depot Officer

The tests for weighing machines other than weigh-bridges should be carried out with loads of previously ascertained weights, several tests for varying loads being taken on the same machines. Weigh-bridges should be tested by passing empty wagons over them. This testing will be done in addition to any periodical tests carried out by any other authorities.

Additional responsibilities

1. The control and supervision of all labour and chowkidari staff, if provided instead of RPF staff, including a surplus roll call of all such staff at least once a week.
2. The correct preparation of Labour Muster Rolls.
3. Witnessing the payment of labour staff and chowkidars.
4. Seeing that the Yard is kept tidy, and reporting when necessary, on the state of roads, sidings, buildings & c,
5. Seeing that the fire arrangements are kept up-to-date and that fire drills are held at least once a month.
6. Preparing requisitions for repairs to material either by railway workshops or outside firms.

3.10 **DUTIES/FUNCTIONS/RESPONSIBILITIES OF IT /EDP CENTERS AT HQ /DIVISION**

Railway Board vide its letter No. 2002/AC-II/37/8 dt 17/11/2004 has spelt out the role/responsibilities of EDP/IT centers in all zonal railways at HQ and Divisions.

3.10.1 **(A) Computer System Management**

- (a) Management and Maintenance of entire computer and IT related Hardware and Software setup in the Division/HQ.
- (b) Technical clearance to be obtained from EDP/IT centre at respective HQ/Division under Sr.EDPM /EDPM regarding final installation reports.
- (c) All computerization proposals to be directed and executed through EDP centre for high technical standards, unless otherwise specified by Board while sanctioning.
- (d) Hiring and Liasioning with external agencies/ maintenance contractors with regard to above functions and their performance evaluation.
- (e) Distribution of IT related assets at Division/HQ for optimum utilization.
- (f) Custody of Plan Head 17.

3.10.2 **(B) Database Maintenance**

- (a) Technical opinion of EDP/IT centre to be taken on:
 - (i) Creation of database structures by different departments at HQ/Divisions.
 - (ii)Storage structures for database management systems & managing security backups
 - (iii) Software maintenance
- (b) Hiring of agencies for (a), liaison with maintenance contractor, etc. and their performance evaluation.

3.10.3 **(C) Computer Network Management**

- (a) All LAN's except for FOIS and PRS or networks specifically spelt out by railway board to be under the administrative control and management of EDP/IT centre.
- (b) Web management, system security, RAILNET management and related issues.
- (c) Liaison with all external agencies including BSNL, CRIS, etc. in regard to IT Network management.

(d) Co-ordination with concerned authorities as regard to bandwidth management, up linking facilities, bandwidth utilization, etc.

(e) Investigations and rectification of data loss, data collision, etc.

(f) Hiring and co-ordination with external agencies/contractor as regard to the activities mentioned in above.

3.10.4 **(D) Application Co-ordination**

(a) All existing and new applications in RDBMS or otherwise implementation and co-ordination with user departments and framing of policies, improvements, up gradations, supervision, etc.

(b) Facilitation and execution of new applications for user departments.

(c) Hiring and Liasioning with external agencies/ contractors with regard to above and their performance evaluation.

3.10.5 **E) Training Co-ordination**

(a) Yearly/ Monthly IT related training schedule preparation for staff and Officers.

(b) Hiring of External agencies if required, Overall co-ordination with regard to it, Liasioning with maintenance agencies, etc. and their performance evaluation.

(c) Training of User Departments

(d) Managing IT learning centers

3.10.6 **(F) Software Library Centers**

(a) Planning, Procurement, maintenance of IT technical books/CD's/Software's/Periodicals, etc so as to create an IT library.

(b) Maintenance of software licenses, user licenses, source codes, operating systems, software programs, etc.

(c) Co-ordination/Hiring with external agencies/vendors with regard to above functions and their performance evaluation.

3.10.7 **(G) Management of EDP/IT cadre**

In addition to above any other work that has been assigned by the competent authority along with the existing functions being performed shall form part of duties of EDP/IT centers at the Division/HQ.

IT departments, in a nutshell, shall be responsible for deveopment, procurement, execution, maintenance, up gradation, distribution, coordination, investigation, evaluation, etc. on all IT related matters in

Division/HQ/Workshops. All sanctioning authorities and user departments need to keep in consideration above mentioned role of IT/EDP centre on proposing of IT related projects, procurements, software and hardware structures, etc. Finance must ensure that all the proposals coming up for financial concurrence must have prior compliance to the above mentioned functions.

Annexure – 3/2 (with reference to para 3.3.6)

Fifth Pay Commission addressed the problem of “Supervisors and Supervised in same scale of pay” and recommended a higher pay Scales for Technical Supervisors.

54.33 The concept of Master-Craftsman in the pay scale of Rs 1400-2300 was introduced with the basic objective of retaining skilled workers in the trade. The Railway and Defence Employees Federations have emphasised the continued need to retain the skills of experienced industrial employees particularly in view of the technical advancement and procurement of sophisticated machines in Government workshops and factories. The Federations have argued for a higher replacement pay scales and further pay scales for promotion of Master Craftsmen. The Ordnance Factory Board anticipating re-orientation in the technologies in use and induction of new technologies which use computer based programmable manufacturing operations, has predicted increasing demand for knowledge based operating skills in the ranks of industrial workers. The Board has suggested creation of two additional grades for Master Craftsmen as follows –

Existing	Proposed by Ordnance Factory Board
Master Craftsman Rs.1400-2300	Master Craftsman Grade-I Rs.2000-3200
	Master Craftsman Grade-II Rs.1600-2660
	Master Craftsman Grade-III Rs.1400-2300

54.34. We accept the contention that the 'Knowledge-Worker' is the need of the hour. However, the grant of higher pay scale (s) as proposed would disturb the existing relativities with the pay scales proposed by us for Technical supervisors in Workshops. Status quo may, therefore be maintained.

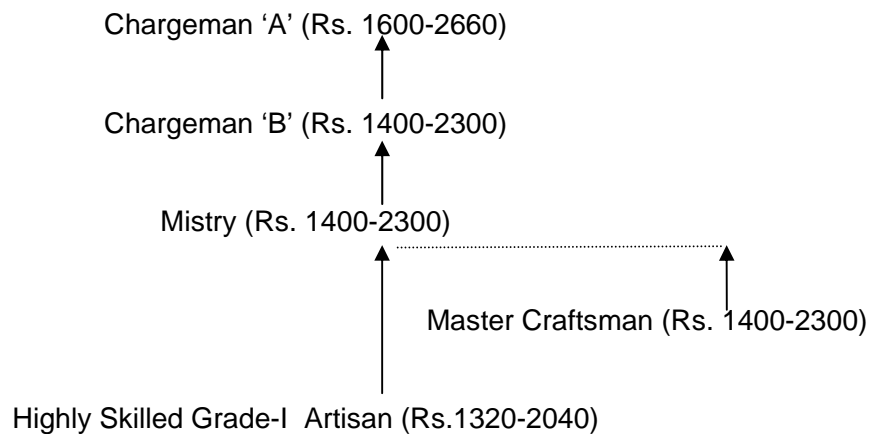
54.35 Mistries in Railway Workshops and Production Units are in the same scale of pay (Rs.1400-2300) as Chargeman 'B' which is a promotion post for them. The Federations of Railwaymen have contended that the Mistries who are promoted from ranks after long years of service and experience work like Chargemen 'B' as supervisors and technical advisors to the technicians. The Federations have, therefore, demanded that Mistry be redesignated as Chargeman 'B'. The Ministry of Railways has explained that the Mistries were in the scale of pay of Rs.330-560 which was lower than that of Chargeman 'B'

(Rs.425-700) before the 4th CPC report. We have recommended a slightly higher pay scale of Rs. 1600-2660 for the Chargeman 'B'. Accordingly, the Mistry, being lower than Chargeman 'B' cannot be redesignated as Chargeman 'B'. We recommend that the pay scale of the Mistries be retained at the present level of Rs.1400-2300. The Ministry of Railways in consultation with the recognised Federations of Railwaymen, has recently changed the designation of the 'Mistry' as 'Supervisor' without any change in duties, responsibilities and pay scale. We suggest that the Ministry may consider the revision of designation of 'Mistry' to 'Master Technician' without any change in status.

54.36 The Technical Supervisors in Defence and Railway industrial establishments are in the four standard pay scales of Rs. 1400-2300, Rs. 1600-2660, Rs.2000-3200 and Rs.2375-3500. The initial pay scale of the Technical Supervisors is the same as that of for Master Craftsmen and Mistries (in Railways). This anomalous situation has arisen due to merger of the pay scales of Rs.425-700 (Chargeman), RS.380-500 (Mistry, Highly Skilled Grade-I) and Rs.425-640,(Master Craftsman) by the 4th CPC and replacement of these scales with a common scale of pay of Rs. 1400-2300. We have been informed that the identical pay scales of Master craftsman, Mistry and Chargeman have resulted in a large number of court cases. The New Delhi Bench of the Central Administration Tribunal in a case.O.A. No. 1527/1990 has directed the Ministry of Railways to refer such cases to the 5th CPC.

54.37 The Ministry of Railways has submitted following facts for our consideration:

(i) The avenue of promotion leading to the post of Chargeman 'A' is as under:



(ii) The posts of Master Craftsmen are filled from artisans in Highly Skilled We-I by converting an equal number of posts of artisans to the Grade of Master Craftsmen. The post reverts to High Skilled Grade-I after the Master craftsman vacates the post. The promotion of artisans to the grade of Master Craftsman is thus personal in nature. The fitness as Master Craftsman does not give any advantage to the Highly Skilled Artisan in seniority for promotion as Mistry.

(iii) The Master Craftsmen have to seek promotion as Mistries who in turn get promotion to the posts of Chargeman 'B'.

(iv) The posts of Chargeman 'B' are in technical supervisory cadre and those of Mistry are specifically excluded from this cadre.

54.38 We find that the direct recruitment qualification for the initial pay scale of technical supervisors in Workshops is Diploma in Engineering of relevant discipline or Graduation in Science. We have, as a general principle decided to improve &e remuneration of Diploma Engineers in Government. In accordance with this general approach, we recommend following grade-structure for technical supervisors in Workshops:-

	Existing (Rs)	Recommended (Rs)	Revised Designation in Railways (#) Decided by the ministry in July'96	Remarks
Chargeman-B / Charegeman	1400-2300	1600-2660	Junior Engineer Gr-II (Work shop)	Higher scale due to the Engineering Diploma entry at this level.
Chargeman-A / Senior Chargeman	1600-2660	1640-2900	Junior Engineer Gr-I (Work shop)	Due to feeder grade upgraded.
Assistant Shop Superintendent / Deputy Shop superintendent / Assistant Foreman /(*)	2000-3200	2000-3500	Section Engineer (Work shop)	Higher scale due to rationalization as also the degree in engg . entry at this level.
Foreman	2375-3500	2375-3750	Senior Section Engineer (Work shop)	Due to rationalization.

(*)Part Direct Recruitment of Engineering Graduates in Railways

(#) Other Departments may revise designations, if necessary, in consultation with representatives of organised labour.

Annexure – 3/3 (with reference to para 3.3.7)

Copy of Railway Board's letter No. E(NG)/I/99/PM7/3 dated 22-2-2005 (RBE No.31/2005)

Sub: Filling up of promotion quota vacancies in the category of JE Gr. II scale Rs.5000-8000 consequent upon implementation of V Pay Commission scales of pay.

The avenue of promotion of Mistries (Redesignated as Supervisors) and Master Craftsmen (Redesignated as Sr. Technicians) to the post of JE Gr.II scale Rs. 5000-8000 has been laid down in this Ministry's letters No. E[NG]/I/87/PM7/9 dated 29-9-1987 and No. E[NG]/I/86/PM7/8 dated 17-10-1990. In terms of these instructions, the then existing Gr. I Artisans as on 29-9-1987, till such time they remain available for promotion, along with Master Craftsmen and Mistries are eligible to be considered for promotion by selection as JE Gr.II based on their integrated seniority with reference to their date of entry on regular basis in the category of Skilled Gr.I Artisans and Mistries, keeping in view the stipulations that:-

- i) by reason only of his opting for and getting fitted in as Master Craftsman, a Skilled Gr.I Artisan will not gain in seniority over others who opt to continue as Skilled Gr. I Artisans or fail to qualify as Master Craftsman; and
- ii) If a Gr. I Artisan is not found suitable for the post of Mistry in future or does not avail of the chance of promotion as Mistry he will be considered junior to a Gr. I artisan who may qualify for the post of Mistry and be promoted thereto.

1.1 The stipulation at (i) above is based on the consideration that the scheme of introduction of the category of Master Craftsman vide para 1(iii) of this Ministry's letter No. PC-III/82/PS3/10 dt. 14-02-1986 provides that the scale of pay attached to the post will be personal to the incumbent.

2. Consequent upon the implementation of V Pay Commission scales of pay in which while Senior Technicians (erstwhile MCMs) and JE-II came to be placed in the identical scales of pay though the former continued to be held as personal by Skilled Gr.I Artisans, the Mistries were placed distinctly in the lower scale of pay of Rs.4500-7000 plus Rs.100 as special allowance, the question of revision of the basis of filling up the promotion quota posts of JE-II has been under consideration of this Ministry in consultation with the recognised Federations. The federations have, however, been insisting on the question of upgradation of posts of Mistries, being decided in the first instance. The posts of Supervisors (erstwhile Mistries) have since been upgraded in all departments except P.Way Mistries in Civil Engineering Department as JE-II vide instructions contained in this Ministry's letter No. PC-III/2003/CRC/6 dt. 9-10-2003. Accordingly, the question as to what should be the basis for promotion of Master Craftsmen to the post of JE Gr.II, has been considered afresh by the Ministry of Railways.

It has now been decided as under:

- i) The post of MCM (redesignated as Sr. Technician) in the scale of pay Rs.5000-8000 will no longer be personal to Technician Gr.I but will constitute a part of the regular hierarchy in the artisan cadre thereby making it as a normal / functional channel of promotion for Technician Gr. I. Accordingly, the Railway should review the existing duties and responsibilities of Sr. Technicians and prescribe additional duties and

responsibilities which are of greater importance than those of existing Sr. Technicians / MCMs) and Artisans Gr.I,

ii) The post of Sr. Technician will be filled from amongst Technician Gr. I on the basis of seniority-cum-suitability,

iii) The post of JE-II earmarked for promotion by selection will be filled from amongst Sr. Technicians in identical grade Rs.5000-8000 subject to the condition that the existing Technician Grade I as may be senior to those fitted as Sr. Technician as per procedure in force until now will also be considered for selection for promotion as JE-II,

iv) Sr. Technicians on their promotion as JE-II though in the identical scale of pay may be allowed the benefit of fixation of pay under Rule 1313FR 22(1)a(1) R-II (erstwhile FR22C),

v) The work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.

3.1 Para 3(iv) above also disposes of Staff Side demand in the DC-JCM.

These instructions shall come into force from the date of issue of this letter

This issue in consultation with and concurrence of Finance Directorate of the Ministry of Railways.

Annexure –3/4 (with reference to para 3.4.4)

Recommendation of Pay scales by various Pay Commission and improvements done by Government there after

Pay Commission	Pay Scales available to Group-C	Pay scales available to Group-B
Second Pay Commission	450-25-575	350-25-500-30-830-35-900
Third Pay Commission	700-30-760-35-900 840-40-1040 840-40-1000-EB-40-1200 (available only for the apex scale of Technical Supervisors)	650-30-740-35-880-40-1200
Fourth Pay Commission	2000-60-2300-75-3200 (upgraded to 2000-3500 for Technical supervisors by Fifth CPC) 2375-3500 (upgraded to 2375-3750 for Technical supervisors by Fifth CPC)	2000-60-2300-75-3200-100-3500 2375-75-3050-100-100-3750 (Made applicable to all Gr-B officers w.e.f.30.7.1993.)
Fifth Pay Commission	6500-200-10500 7450-225-11500 (Pay commission had recommended scale Rs.7000-225-11500 which was raised to 7450-11500 by Govt. On demand of staff side)	6500-200-10500 \$ 7500-250-12000 \$\$ 8000-275-13500 \$\$\$ \$ (Applicable to Group-B Gaz officers in the pre-revised scale of Rs.6500-10500 not extended the benefit of upgraded scale viz those in Railway Board, RDSO & in CTIs, etc.) \$\$ (Applicable to Group-B (Gaz) officers of Zonal Railways in pre-revised scale of Rs.2375-3750) \$\$\$ (Introduced as new functional pay scale to Group-B officers of Zonal Railways & Secretariat service officers. It was also available to Group-B Gaz. Head masters of Railway schools on non-functional basis.

<p>Sixth Pay Commission</p>	<p>PB-2, GP Rs.4200 & 4600 +</p> <p>PB-2, GP Rs.4800 ++</p> <p>PB-2, GP Rs.5400 +++</p> <p>PB-3, GP Rs.5400 ++++</p> <p>PB-3, GP Rs.6600 +++++</p> <p>+ (Replacement pay structure recommended for pre-revised scales of Rs.6500-10500 & 7450-11500)</p> <p>++ (Group-C posts of SO / Sr.SO / TIA / Sr.TIA / ISA / Sr.ISA OF Accounts department, Nursing sister in pre-revised scale Rs.5500-9000, Selection grade primary teachers, Sr.Grade of TGTs, Basic grade of PGTs.)</p> <p>+++ (Would be available only under MACPS to the staff recruited with the GP of Rs.4200/4600)</p> <p>++++ (Group'C' Matron / Chief Matron in pre-revised scales Rs.6500-10500 & 7450-11500, Sel.Gr.TGTs & Sr.Gr.PGTs in the pre-revised scale Rs.7500-12000)</p> <p>+++++ (Sel. Grade PGTs in pre-revised scale Rs.8000-13500)</p>	<p>PB-2, GP Rs.4800 *</p> <p>PB-2, GP Rs.5400 **</p> <p>PB-3, GP Rs.5400 ***</p> <p>PB-3, GP Rs.6600 ****</p> <p>PB-2, GP Rs.4200 & 4600 #</p> <p>* (General recommendation by SCPC to all Group-B Gaz officers in the scale of Rs.7500-12000 including accounts and secretariat service officers in pre-revised scale Rs.6500-10500)</p> <p>** (Recommended by the commission as replacement scale for non functional scale Rs.8000-13500 available for Group-B Railway officers of organized service & secretariat services.</p> <p>Granted to Group-B officers of accounts department by modifying the recommendations of the commission.</p> <p>Also applicable as 213on-functional pay scale to Group-B Gaz stenographers on Zonal Railways.)</p> <p>*** (Granted by the Govt as revised non-functional scale to Group-B officers of organized service and secretariat services.</p> <p>Also granted to Group-B Head Master in the pre-revised scale of Rs.7500-12000 and Assistant Nursing officers in pre-revised scale Rs.7500-12000.</p> <p>**** (Head Master (Sr.Grade) in the pre-revised scale Rs.8000-13500 (Group-B)</p> <p># (Group-B Assistant Librarian & information officers of department of libraries & Miscellaneous Group-B Gaz officers of Railway Board & CTIs etc which were not extended the improved Group-B scale and for which no specific recommendations have been made by 5th & 6th CPC.)</p>
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ANNEXURE – 4/1 (with reference to the table in para 4.1)

COMPARATIVE %AGE OF GAZETTED POSTS ON RAILWAYS & OTHER DEPARTMENTS

S.N	Ministry / Department	%Group A	% Group B	% Group C	% Group D
1	Ministry of Agriculture	6.0	7.5	39.1	47.4
2	Ministry of Chemical and Fertilizers	18.2	30.8	29.8	21.2
3	Ministry of Civil Aviation	11.7	11.0	43.4	33.8
4	Ministry of Coal	10.5	19.7	45.6	24.2
5	Ministry of commerce and Industry	11.8	17.8	47.9	22.6
6	Ministry of Communication and Information Technology	1.7	3.7	76.9	17.7
7	Ministry of Consumer Affairs Food and Public Distribution	17.1	28.8	32.2	21.9
8	Ministry of Corporate Affairs	33.3	34.4	21.1	11.2
9	Ministry of Culture	1.2	2.9	60.7	35.3
10	Ministry of Defence	2.7	5.5	49.8	41.9
11	Ministry of Development of North Eastern Region	18.9	10.1	42.0	29.0
12	Ministry of Earth Sciences	6.2	30.1	38.7	25.0
13	Ministry of Environment and Forest	12.8	8.1	53.7	25.4
14	Ministry of External Affairs	16.4	32.3	35.1	16.2
15	Ministry of Finance	9.1	38.6	32.9	19.4
16	Ministry of Food Processing Industries	31.2	26.4	26.4	15.9
17	Ministry of Health and Family Welfare	11.6	7.6	41.8	39.0
18	Ministry of Industry & Public Enterprises	17.4	30.0	29.4	23.2
19	Ministry of Home Affairs	2.0	3.0	87.4	7.6
20	Ministry of Human Resource Development	15.3	33.2	31.2	20.3
21	Ministry of Information Broad casting	6.4	20.0	48.3	25.4
22	Ministry of Labour and Employment	14.4	18.7	47.1	19.8
23	Ministry of Law and Justice	13.7	28.8	33.5	24.0
24	Ministry of Micro, Small and Medium Enterprises	12.7	18.1	46.1	23.1
25	Ministry of Mines	18.5	54.9	4.4	22.2
26	Ministry of Minority Affairs	34.4	34.4	18.8	12.5
27	Ministry of New and Renewable Energy	24.6	20.6	35.2	19.6
28	Ministry of Overseas Indian Affairs	20.6	33.3	32.4	13.7
29	Ministry of Panchayati Raj	21.2	25.9	37.6	15.3
30	Ministry of Parliamentary Affairs	9.3	31.8	38.8	20.2
31	Ministry of Personnel, Public Grievances and Pension	11.9	12.4	64.3	11.5
32	Ministry of Petroleum and Natural Gas	14.5	38.2	25.3	22.0
33	Ministry of Planning	26.2	25.6	23.3	25.0
34	Ministry of Power	29.2	28.0	28.2	14.5
35	Ministry of Railways	0.6	0.5	61.9	37.0
36	Ministry of Rural Development	16.7	36.3	29.4	17.6
37	Ministry of Science and Technology	4.8	7.6	48.3	39.3
38	Ministry of Shipping, Road Transport and Highways	11.3	15.1	45.5	28.1
39	Ministry of Social Justice & Empowerment	15.8	36.8	30.0	17.4
40	Ministry of Statistics and Programme Implementation	7.3	24.3	56.4	12.0
41	Ministry of Steel	16.8	41.6	29.2	12.4
42	Ministry of Textiles	4.3	10.0	63.8	21.8

(Continued)

ANNEXURE – 4/1 (Continued)					
COMPARATIVE NUMBER OF GAZETTED POSTS ON RAILWAYS & OTHER DEPARTMENTS (CONTD.)					
43	Ministry of Tribal Affairs	26.2	38.9	23.0	11.9
44	Ministry of Urban Development	4.5	13.0	59.3	23.2
45	Ministry of Water Resources	11.9	16.1	45.9	26.1
46	Ministry of Women & Child Development	11.5	20.3	42.4	25.9
47	Ministry of Youth Affairs and Sports	9.3	27.1	44.7	18.9
48	Department of Atomic Energy	26.2	23.8	36.3	13.6
49	Department of Space	47.5	20.5	25.9	6.1
50	Cabinet Secretariat	9.2	26.5	56.5	7.8
51	Central Vigilance Commission	16.5	32.3	25.6	25.6
Central Govt. service	Total Government strength in Group-A,B,C&D	95,207	1,78,018	21,56,924	9,25,710
	All India Average (As per total strength in Group-A,B,C&D)	2.8%	5.4%	64.2%	27.6%
	All India Average <u>Excluding Group-D</u> (As per total strength in Group-A,B&C)	3.9%	7.3%	88.8%	Excluding Group-D
	Total strength of Govt. Emps. in Group-A, B & C After abolition & Up-gradation of Gr-D (As per Sixth CPC Recommendations).	95,207	1,78,018	30,82,634	With Up-graded Group D
	All India Average (Total in Group- A, B & C) After Up-gradation of Gr-D to Group C. (As per Sixth CPC Recommendations).	<u>2.8%</u>	<u>5.4%</u>	<u>91.8%</u>	
IR	<u>Railways (including Group D)</u>	<u>0.6</u>	<u>0.5</u>	<u>61.9</u>	<u>37.0</u>
	<u>Railways</u> . in Group-A, B & C After Up-gradation of Gr-D to Group C (As per Sixth CPC Recommendations).	<u>0.6</u>	<u>0.5</u>	<u>98.9%</u>	With Up-graded Group D
	<u>Ministry of Railways (Excluding Group D)</u>	<u>0.9%</u>	<u>0.8%</u>	<u>98.3%</u>	Excluding Group-D

(Ref: Sixth Central Pay Commission Report)

Among the 51 ministries mentioned above in the table only Ministry of Railways is having very meagre percentage of posts in the Group-A (0.6%) and Group-B (0.5%).

Considering the huge capital at charge, separate budget presented to the parliament, important role played by Railways in the national economy, duties and responsibilities of its employees in installation, maintenance and up-gradation of its assets & infrastructure etc number of posts available in the decision making position is very meagre.

Technical Departments of Defence Ministry which are doing the functions similar to that of Railways like installation, maintenance and up-gradation of its assets & infrastructure etc in Engineering, Mechanical, Electrical, Telecommunication and stores is also having the classification of posts and distribution thereof in line with all India average.

Annexure-4/2 (with reference to para 4.4.4.a)

No. 3265/6th CPC/IMPL/2011/A/NG
Government of India
Ministry of Defence
Ordnance Factory Board
10-A, Shaheed Kshudiram Bose Road
Kolkata – 700 001
Dated : 04-02-2011.

1. The Addl. DGOF / OEF Hqrs., Kanpur.
2. The Addl. DGOF / AV Hqrs., Avadi.
3. All Sr. General Managers / General Managers of Ordnance & Ordnance Equipment Factories
4. The Sr. Principal Director, NADP, Ambajhari, Nagpur.
5. All RMCs, RCSs & OFILs
6. The DDGOF / Co-ord, OF Cell, 'G' Block, New Delhi.
7. The DDGOF / OF Cell, Mumbai.
8. The DDGOF / Hqrs., O F Board, Kolkata.

Sub:- 6th CPC implementation – Merger of the Posts of Asstt. Foreman / Foreman / Storeholder in the Pay scale of Rs.6500-10500 and Junior Works Manager in the Pay scale of Rs.7450-11500.

Ref:- Minutes of 1st (2011) Board Meeting, held on 31.01.2011.

.....

Sanction of the competent authority is hereby conveyed for merger of the Post of Asstt. Foreman / Foreman / Storeholder in the Pay scale of Rs.6500-200-10500 (Pre-revised) and the post Junior Works Manager / Technical & Non-Technical in the Pay scale of Rs.7450-225-11500 (Pre-revised) in a single grade of Junior Works Manager / Technical & Non-Technical in the corresponding Pay Band (PB-2) of Rs.9300-34800 with the Grade Pay of Rs.4600 under the provisions of Sub Para (ii), Section I and Para XVIII (3), Section II, Part-B of CDS (RP) Rules, 2008 published vide SRO 21 (E), dated 9th September, 2008.

2. The revised pay structure, Grade pay and common nomenclature of these posts will be as under:-

TECHNICAL

Pre-revised / Before merger		Revised / After merger		
Name of the post with sanctioned strength	Pre-revised / Existing Pay scale	Pay scale recommended by 6 th CPC, as approved by the Govt.		Name of the post after merger with sanctioned strength
		Pay Band	Grade Pay	
Asstt. Foreman (Group 'B' NG) (4358)	Rs.6500-200-10500	Rs.9300-34800 (PB-2)	Rs.4600	Jr. Works Manager/ Technical (Group 'B' – Gezzted) (6911)
Jr. Works Manager/ Technical (Group 'B' - Gezzted) (2553)	Rs.7450-225-11500	Rs.9300-34800 (PB-2)		

Contd...2.

NON-TECHNICAL / STORE

Pre-revised / Before merger		Revised / After merger		Name of the post after merger with sanctioned strength
Name of the post with sanctioned strength	Pre-revised / Existing Pay scale	Pay scale recommended by 6 th CPC, as approved by the Govt.		
		Pay Band	Grade Pay	
Foreman (NT) / Storeholder (Group 'B' NG) (652)	Rs.6500-200-10500	Rs.9300-34800 (PB-2)	Rs.4600	Jr. Works Manager/ Non-Technical / Store (Group 'B' – Gezatted) (783)
Jr. Works Manager/ Non-Technical / Store (Group 'B'- Gezatted) (131)	Rs.7450-225-11500	Rs.9300-34800 (PB-2)		

3. Recruitment Rules for the subject posts will be revised accordingly. The effective date of merger will be with effect from 01.01.2006.

4. This issues with the approval of the competent authority.

(Authority : M of D ID No. PC 34 (19)/08/D (Fy-II), dated 18.01.2011)


(S S NASKAR)
Director/NG,

for Director General, Ordnance Factories.

Copy to:-

1. All Members at OFB, Kolkata.
2. Principal Controller of Accounts (Fys), Kolkata.
3. The Secretary, OF Board, Kolkata
4. PPS to DGOF / Chairman, OF Board, Kolkata
5. DDG / Admin
6. DDG / IR
7. All JCM (OFB), Staff Side Members.

Annexure-4/3 (with reference to para 4.4.4.b)

No.12/30/2009-EC.IV(SC)
Government of India
Directorate General
Central Public Works Department

Nirman Bhavan, New Delhi.
Dated 25 October, 2010.

OFFICE MEMORANDUM

Subject: Clarification for Classification of posts -

The undersigned is directed to refer to Office of SE (Coord.), Co-ordination Circle (Civil), NR, CPWD, New Delhi letter No.9(4)/2010/Coord.Circle (Civil)/EC/2239 & 2240 dated 6th September, 2010 on the subject mentioned above and to clarify the points raised by them as follows :-

S.No.	Issues involved	Clarification
1.	The Directorate have not issued any order for categorization of staff based on DOPT's order dated 09.04.2009	As the pay of all the officers/officials of CPWD have been revised based on notification issued by the Ministry of Finance, Department of Expenditure on Sixth CPC recommendation, the order regarding classification of posts based on Grade Pay as issued by the DOPT vide its Notification dated 09.04.2009 is to be implemented in toto. No separate order is required to be issued by this Directorate.
2.	As per DOPT's order dated 09.04.2009, the Central Civil post carrying the grade pays of Rs.2800/-, Rs.2400/-, Rs.1900/- and Rs.1800/- in the scale of pay of Rs.5200-20200 in Pay Band-I has been classified as Group 'C' posts. The pre-revised Group 'D' employees which are dealt with this office who have now been placed in PB-I with grade pay of Rs.1800/- but the CGEGIS contribution is being recovered @ Rs.15/-p.m. is	Attention is invited to Ministry of Finance, Department of Expenditure O.M.No.7(1)/EV/2008 dated 10.09.2010 (copy enclosed) in which the monthly subscription has been enhanced towards CGEGIS and insurance coverage to the erstwhile Group 'D' employees placed in PB-1 with Grade Pay of Rs.1800 and classified as Group 'C' @ Rs.30/- per month from 1 st January of the next calendar year i.e. January, 2011.

.....2/-

S.No.	Issues involved	Clarification
	for Group 'D' posts. Similar directions for recovery of raised contribution from pre-revised Group D employees @ Rs.30/- are also sought so that the orders of Govt. of India could be followed.	
3.	All Central Civil Posts carrying the Grade Pays of Rs.5400/-, Rs.4800/-, Rs.4600/- and Rs.4200/- in the Pay Band-2 of Rs.9300-34800 have been classified as Group 'B' post. In CPWD posts like Office Superintendent Grade-II, Head Clerk, Junior Hindi Translator, Junior Engineer (Civil), Draftsman Grade I and II, Stenographer Grade I and II are placed in the grade pay of Rs.4200/- and are required to be treated as Group 'B' as per DOPT's order dated 09.04.2009. But as on date CGEGIS contribution to these categories is being recovered @ Rs.30/- p.m. which is for Group 'C' posts. Keeping in view of this, direction is required in the matter whether all the post carrying the Grade Pay of Rs.4200/- in the Pay Band-2 to be treated as Group B as per DOPT Order and CGEGIS contribution to be recovered @ Rs.60/- p.m.. If yes, then from which date the raised contribution is to be recovered.	As per DOPT's notification dated 09.04.2009, all the posts carrying the Grade Pay of Rs.4200/- in the Pay Band-2 is to be treated as Group B. However, there is no specific instructions issued by the Ministry of Finance, Department of Expenditure about recovery of CGEGIS contribution @ Rs.60/- p.m. and the effective date of such recovery except in the case of Group D staff, as highlighted under S.No.2. The clarification is required to be obtain from Ministry of Finance, Department of Expenditure on this matter.
4.	Whether the pre-revised Group D staff (now placed in PB 1 in the pay scale of Rs.5200-20200 with grade pay of Rs.1800/-) are to be granted different kind of advances (interest free and interest bearing) and other allowances like liveries, washing, cycle or not. And APAR (Annual Performance Appraisal Report) are to be written or not since these Group 'D' employees have not been upgraded to Group 'C' by Directorate till date.	There is no requirement for issue of any order by this Directorate for upgradation of Group 'D' employees to Group 'C'. The order already issued by the DOPT/Ministry of Finance on Sixth CPC recommendation on this matter is to be implemented in toto. However, no order is available for withholding of grant of different kind of advances and

S.No.	Issues involved	Clarification
		other allowances like liveries, washing, cycle etc. The clarification is required to be obtain from Ministry of Finance, Department of Expenditure on this matter.



(Kailash Choudhary)
Deputy Director (Admn.)

Annexure-4/4 (with reference to para 4.4.4.c)

Tele : 23017819


A/92163/VICPC/DGQA/Adm-7B

9 Nov 2009

MINISTRY OF DEFENCE
(DGQA/ADM-7B)

UPGRADATION OF ASST FOREMAN, SA-I AND CHIEF D'MAN-II
AND MERGER WITH JTO/JTO(S)/JTO(D)

1. JTO, JTO(S) and JTO(D) in DGQA in the pre-revised pay scale of Rs 7450-11500 are Gp 'B' gazetted posts.
2. As per Min of Defence letter No. A/92163/Vith CPC/DGQA/Adm-7B/5023/D(QA)/2008 dated 14 Jan 2009, the post of Scientific Asstt Gde-I have been upgraded and redesignated as JTO(S). Similarly, as per Min of Def letter No. A/92163/Vith CPC/DGQA/Adm-7B/126/D(QA)/2008 dated 22 Jan 2009 the post of Asstt Foreman has been upgraded and merged with JTO and the post of Chief D'Man-II with JTO(D).
3. In view of the above all existing SA-I, Asstt Foreman and Chief D'Man-II of DGQA cadre stand redesignated as JTO(S), JTO and JTO(D) respectively. They may henceforth be issued SLIC authorized to Gp 'B' Gazetted officers as they are now Group 'B' Gazetted Officers.


(KP Thomas)
DDG(Pers)

Security Office
'H' Block
Min of Defence

Copy to :-

Dte of Standardisation

DGQA(Coord)

DGQA/Veh-I/Arm-I/L-I/EE-I/S-I

Annexure-4/4 Continued

(TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART-II, SECTION-4)

Government of India
Ministry of Defence
Department of Defence Production
Directorate General of Quality Assurance

New Delhi, the 16/11/2011

NOTIFICATION

S.R.O 69 .-In exercise of the powers conferred by the proviso to article 309 of the constitution and in supersession of the Department of Defence Production and Supplies, Director General Quality Assurance Senior Scientific Assistant and Chief Draughtsman Recruitment Rules 2000, in so far as they relate to the post of Senior Scientific Assistant, the Department of Defence Production, Director General of Quality Assurance, Group 'B' (Scientific) posts Recruitment Rules, 2005 and the Ministry of Defence, Department of Defence Production, Directorate General of Quality Assurance, Scientific Assistant Grade-II, Group 'C' post Recruitment Rules, 2008 except as respects things done or omitted to be done before such supersession, the President here by makes the following rules regulating the method of recruitment to the posts of Junior Technical Officer (Scientific) and Scientific Assistant, in the Department of Defence Production, Directorate General of Quality Assurance namely:-

1. **Short title and Commencement.-** (1) These rules may be called the Ministry of Defence, Department of Defence Production, Directorate General of Quality Assurance, Junior Technical Officer (Scientific) and Scientific Assistant Group 'B' posts Recruitment Rules, 2011.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Number of posts, classification, pay band and grade pay or scale of pay.-** The number of the said posts, their classification and the Pay Band and Grade Pay or Pay Scale attached thereto shall be as specified in columns(2) to (4) of the Schedule annexed to these rules.

3. **Method of recruitment, age limit, other qualifications etc.-** The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. **Disqualification.-** No person,-

(a) who, has entered into or contracted a marriage with a person having spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any of the said posts:

D:\SP VERMA\MATERIAL FOR WEBSITE\NEW RRS OF JTO-S AND SA - APR 09.DOC

Annexure-4/4 Continued

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. **Power to relax.-** Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing, and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.
6. **Saving.-** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post.	Number of post.	Classification.	Pay Band and Grade Pay or Pay Scale.	Whether selection post or non-selection post.
(1)	(2)	(3)	(4)	(5)
1. Junior Technical Officer (Scientific) [Erstwhile post of Senior Scientific Assistant]	379* (2011) *(Subject to variation dependent on workload)	General Central Service, Group 'B', Gazetted, Non-Ministerial.	Pay Band - 2, Rs.9300-34800 plus grade pay of Rs.4600.	Selection.

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.
(6)	(7)	(8)	(9)
Not applicable.	Not applicable.	Not applicable	Not applicable

Method of recruitment:- whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.	If a Departmental Promotion Committee exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(10)	(11)	(12)	(13)

Annexure-4/4 Continued

By promotion	<p>Promotion:</p> <p>Scientific Assistant in the Pay Band- 2, Rs.9300-34800 plus Grade Pay of Rs.4200 with five years' service in the grade rendered after appointment thereto on a regular basis and possessing Diploma in Engineering or Degree in Science from a recognized University.</p> <p>Note 1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.</p> <p>Note 2: For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1st January of 2006 or the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Commission.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion) consisting of :-</p> <ol style="list-style-type: none"> 1. Additional Director General Quality Assurance concerned - Chairman 2. Joint Director from Administration Directorate - Member 3. Director from the concerned Discipline - Member 4. Director from Discipline other than the concerned Discipline - Member 5. Deputy Director (Administration -10) - Member 	<p>Consultation with Union Public Service Commission is not necessary.</p>
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(1)	(2)	(3)	(4)	(5)
2. Scientific Assistant (Erstwhile post of Scientific Assistant Grade-II)	635* (2011) *(Subject to variation dependent on workload)	General Central Service, Group 'B', Non-Gazetted, Non-Ministerial.	Pay Band - 2, Rs.9300-34800 plus grade pay of Rs.4200.	Selection.

Annexure-4/4 Continued

(6)	(7)	(8)	(9)
<p>Not exceeding thirty years</p> <p>(Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note : The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu&Kashmir State, Lahaul and Spiti district and Pangti Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>Essential :</p> <p>(i) Bachelor's Degree in Science in relevant subject or Diploma in Engineering or Technology in relevant Discipline from a recognized University or Equivalent ; and</p> <p>(ii) Two years experience in the Quality Assurance of Armaments or Ammunition or Instrument or Explosives or Metallurgy or Mechanical Engineering or Automobile Engineering or Textile and Clothing or Pharmaceuticals or Chemicals or Petroleum Products or Paints Technology or Telecommunications or Power System or Electrical or Electronics or Computer Engineering.</p> <p>Note 1: The exact subject or discipline and area of experience shall be indicated at the time of each recruitment.</p> <p>Note 2: Qualifications are relaxable at the discretion of the Staff Selection Commission/Competent Authority for reasons to be recorded in writing in the case of candidates otherwise well qualified.</p> <p>Note 3: The qualification(s) regarding experience is / are relaxable at the discretion of the Staff Selection Commission/Competent Authority for reasons to be recorded in writing in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the Staff Selection Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	Not applicable	Two years.

(10)	(11)	(12)	(13)
By direct recruitment. (Direct recruitment through Staff Selection Commission)	Not applicable.	<p>Group 'B' Departmental Promotion Committee (for considering confirmation of direct recruits) consisting of :-</p> <ol style="list-style-type: none"> 1. Additional Director General Quality Assurance concerned – Chairman 2. Any Joint Director from Administration Directorate – Member 3. A Director or Joint Director from the Discipline concerned – Member 	Consultation with Union Public Service Commission is not necessary.

Annexure-4/4 Continued

		4. Any Director or Joint Director from Discipline other than the concerned Discipline – Member, 5. Deputy Director (Administration-10) – Member	
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[File No.A/86320/RR/Scientific/DGQA/Adm-10/2331 /D(QA) /2011]

--sd--

(Subhash Chand)

Under Secretary to the Government of India

Annexure-4/5 (with reference to para 4.4.4.d)

(TO BE PUBLISHED IN THE EMPLOYMENT NEWS / ROZGAR SAMACHAR DATED
01.01.2011)

STAFF SELECTION COMMISSION

Date of Exam: 27.03.2011

Closing Date : 31.01.2011

NOTICE

JUNIOR ENGINEERS (CIVIL & ELECTRICAL) EXAMINATION, 2011

IMPORTANT INSTRUCTIONS TO CANDIDATES

-2-

F.No. 3/11/2010-P&P . Staff Selection Commission will hold on Sunday, the 27.03.2011, an open competitive examination for recruitment to the post of Junior Engineer(Civil & Electrical) in CPWD & MES and Junior Engineer (Civil) in Department of Posts, Farakka Barrage etc., a Group 'B' Non-Gazetted, Non-Ministerial post, classified as General Central Services (Technical) in the Pay Band of Rs.9300-34800 plus Grade Pay Rs.4200, all over the country.

2. VACANCIES / RESERVATION

- (i) Firm number of vacancies will be determined in due course.
- (ii) Reservation for SC/ST/OBC/ExS/PH etc. categories is available as per extant Govt. Orders.
- (iii) The posts carry All India Service Liability (AISL) i.e. the candidate, on selection, may be asked to serve anywhere in the country.
- (iv) The posts have been identified suitable for the persons suffering from disabilities of forty percent and above of One Arm(OA),One Leg (OL), Both Legs(BL), Partially Deaf(PD) and Deaf(D).

Annexure-4/6 (with reference to para 4.4.5)

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TAMIL NADU GOVERNMENT GAZETTE

[Part III—Sec. 1(b)]

Amendment to the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 111, Personnel and Administrative Reforms (S), 9th August 2010, ஆறு 24, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-63/2010.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following amendment to the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 1st January 2006.

AMENDMENT

In the said Rules, in Part I - Preliminary, for rule 2-A, the following rule shall be substituted namely:—

'2-A. **Classification**:—Persons holding posts under the Tamil Nadu State and Subordinate Services shall be classified into the following four groups, namely:—

- Group A - Employees in posts drawing Grade Pay of Rs. 6,600/- and above.
- Group B - Employees in posts drawing Grade Pay of Rs. 4,400/- and above, but below Rs. 6,600/-.
- Group C - Employees in posts drawing Grade Pay of Rs. 1,400/- and above, but below Rs. 4,400/-.
- Group D - Employees in posts drawing Grade Pay of Rs. 1,300/-.

Amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules.

[G.O. Ms. No. 114, Personnel and Administrative Reforms (S), 11th August 2010, ஆறு 26, திருவள்ளூர் ஆண்டு-2041.]

No. SRO B-64/2010.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following amendment to the General Rules in Part II of the Tamil Nadu State and Subordinate Services Rules (Volume I of the Tamil Nadu Services Manual, 1987).

2. The amendment hereby made shall be deemed to have come into force on the 17th July 2006.

AMENDMENT

In the said Rules, after rule 54-A, the following rule shall be inserted, namely:—

'54-B. **Age concession for persons affected due to the ban on direct recruitment**—Notwithstanding anything contained in the Special rules for the various State and Subordinate Services or in any adhoc rules applicable to any temporary post, in the case of a person who have been affected due to the ban on direct recruitment that was imposed on the 29th November 2001, the upper age limit shall be raised to a maximum period of five years reckoned on and from the 17th July 2006, ending with the 16th July 2011, in computing his age for appointment to any post under the State Government except the categories of posts of Teachers, Doctors and Police Constabulary and shall be applicable in respect of notifications issued or selections made by competent recruiting authorities or appointments made by competent appointing authorities during the aforesaid period'.

KN. VENKATARAMANAN,
Secretary to Government.

Annexure-4/7 (with reference to para 4.4.8)

RECOMMENDATIONS OF THE PAY COMMISSIONS

1. **Third pay commission recommended Group 'B' (Gaz) status to posts having the maximum of the scale not less than Rs 900 but less than Rs 1300. The pay scale of Asst. Shop Supt. (SE) at that time was Rs 700-900 and that of Shop. Supt (SSE) was Rs.840-1040.**
2. **Fourth pay commission recommended Group 'B' (Gaz) status to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs.2900- but less than Rs.4000. The pay scale of Asst. Shop Supt. (SE) at that time was Rs.2000-3200 and that of Shop. Supt (SSE) was Rs 2375-3500.**
3. **Even though Fifth pay commission expressed a different view in classification of staff and clubbed the above grades of Technical Supervisors also with the group of gazetted officers, the Government issued orders for classification of staff on the basis of pay ranges, which are not implemented in Railways. Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and then vide letter no 13012/1/98 Estt 911 dt 12/06/1998 Department of personnel and Training instructed that the posts with the pay scale in which maximum of pay scale is not less than Rs.9000 and but less than Rs.13500 be classified in Group 'B'. The DOP letter also mentioned that the order should be implemented with in three months from the date of issue of the order.**
4. **Sixth Pay Commission in para 2.2.8 recommended that, ... Four distinct running pay bands are being recommended – on running band each for all categories of employees in Group 'B' and 'C' (posts in the scale of Rs.5000-8000 (Grade Pay Rs.4200) have, as a result of delaying and elongation of certain scales, been placed in Group-B) with 2 running pay bands being given for all Group-A posts**
.....

Annexure-4/8 (with reference to para 4.5.5.2)

Copy of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991

Subject: - Counting of training period for the purpose of drawing increments

Please find enclosed a copy of Department of Personnel & Training's O.M. No. 16/16/89-Estt (Pay-I) dated 22.10.90 on the above subject for information and necessary action. The instructions contained in this O.M. will be applicable to non-gazetted railway employees mutatis – mutandis w.e.f. 1.10.1990.

2. This issue with the concurrence of the Finance directorate of Ministry of Railways.

3. Please acknowledge the receipt.

Director, Establishment (N)

Railway Board

No.16/16/89-Estt (Pay-I)

Government of India

**Ministry of Personnel, Public Grievances and Training
(Department of Personnel & Training)**

New Delhi-110001, Dated the 22nd October-1990

Office Memorandum

Subject: - Counting of training period for the purpose of drawing increments – Clarification regarding.

The undersigned is directed to say that under FR 26 only duty in a post on time scale counts for increments in that time scale. As per FR 9 (6) (a) (i) the service as probationer or apprentice is treated as duty provided that service as such is followed by confirmation. As such, the training period during which a Government servant is not remunerated in the scale of pay attached to this post can not be treated as duty.

2. The staff side in the National Council (JCM) have raised a demand that the training period should be counted for the purpose of drawing increments as otherwise the concerned staff, particularly the non-gazetted in technical departments, where the training period is a long one is put to perpetual disadvantage vis-avis the staff in non-technical jobs who are recruited along with technical staff in the same scale of pay.

3. The matter has been considered in the National Council (JCM) and it has been decided that in case where a person has been selected for regular appointment and before formally taking over charge of the post for which selected, the person is required to undergo training, training period undergone by such Government servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.

4. These orders take effect from the 1st of the month in which this O.M.is issued.

5. Ministry of Finance etc, are requested to bring the above decision to the notice of all concerned.

6. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue with the concurrence of Comptroller & Auditor General of India.

--Sd--

(T.O.Thomas)

Under Secretary to Govt. of India.

Annexure-8/1 (with reference to para 8.1.2.v)

**MINISTER FOR RAILWAYS
GOVERNMENT OF INDIA
NEW DELHI**

No. 2012/F(E)III/1/4-Part

29 MAR 2014

Dear Shri P. Chidambaramji

Through this letter, I wish to draw your attention to a long standing demand raised by both Staff Federations of Railways on National Pension Scheme (NPS) for employees of Indian Railways. The Federations have been expressing resentment over operation in the Railways of the National Pension Scheme, which is perceived as a lower social security cover for Railway employees. Their contention is that there are enough grounds for Railway employees to be treated differently from other civil employees of the Government, and that Indian Railways should operate the traditional defined benefit pension scheme available to pre-01-01-2004 appointees.

You will recall that a few organizations/categories of Government employees were specifically exempted from the purview of NPS on consideration of special, riskier and more onerous nature of duties. The Federations have been drawing parallel with of nature of duties performed by most categories of Railway employees with those in the Armed Forces. They contend that during British period, Railways was conceived and operated as an auxiliary wing of the Army. It was also realized that by virtue of its complex nature, Railways required a high level of discipline and efficiency to be able to perform its role as the prime transport mode. Railways is an operational organization required to be run round the clock through the year. Railway employees have to work in inhospitable conditions, braving extreme weather, unfriendly law and order scenario, and inherent risks associated with the Railway operations itself. As in the Armed Forces, many have to stay away from their families for long periods while performing duties in areas where adequate facilities are lacking.

I feel that there is considerable merit in the contention of the Staff Federations. Besides the critical and complex nature of duties of Railway employees, the hazards involved are also high. Despite best efforts for enhanced safety measures, a large number of Railway employees lose their lives or meet with serious injuries in the course of performance of their duties each year.

During the period 2007-08 to October 2011, the number of Railway employees killed during the course of their duty has been more than number of passengers/other members of public killed in Rail related accidents including accidents at unmanned level crossings. While the nature of duties of Railway employees is inherently high risk during peace time, they also perform functions of critical importance during war time and times of natural calamities, in moving men and materials across the country to maintain supply of essential commodities and safeguard integrity of the nation.

In my view, there are adequate grounds for the Government to consider exemption for Railway employees from the purview of NPS. The Implications of this would be that Government expenditure would reduce over the next few years through discontinuance of Government Contribution under the NPS, but the long term liabilities would increase, as financial commitments in the defined benefit pension scheme would be higher. Since Railways are required to meet the pensionary outgo from their internal resources, switchover to defined benefit pension scheme would call for a more systematic provisioning under the Pension Fund through appropriate revenue generating measures. With Rail Tariff Authority on the horizon, I believe that this would be possible.

In the light of the above, I suggest that our request for exemption from operation of the NPS be considered sympathetically and necessary approvals communicated.

A copy of each demands raised by the two Federations is enclosed.

With regards,

Yours sincerely
sd/-
(Mallikarjun Kharge)

Annexure- 8/2 (with reference to introduction para of chapter-8 & para 2.9)

Disproportionate Rise in Minimum Pension of Pre-2006 Pensioners - in various scales after Sixth Pay Commission						
1	2	3	4	5	6	7
Existing Pay Scales as per 5th PC	Pay Band	Revised Pay Structure	Min basic pension	Pension drawn on 1-1-06 (BPx1.86)	Min. Revised pension (OM of 28-1-13)	Multi- plication Factor (col.6 w.r.to min. BP)
S-4(2750-4400)	PB-1	5200-20200+1800	1375	2558	3665	2.7
S-5(3050-4590)	PB-1	5200-20200+1900	1525	2837	3890	2.6
S-6(3200-4900)	PB-1	5200-20200+2000	1600	2976	4030	2.5
S-7(4000-6000)	PB-1	5200-20200+2400	2000	3720	4920	2.5
S-8(4500-7000)	PB-1	5200-20200+2800	2250	4185	5585	2.5
S-9 (5000-8000)	PB-2	9300-34800+4200	2500	4650	6750	2.7
S-10 (5500-9000)	PB-2	9300-34800+4200	2750	5115	7215	2.6
S-11(6500-6900)	PB-2	9300-34800+4200	3250	6045	8145	2.5
S12((6500-10500)	PB-2	9300-34800+4200	3250	6045	8145	2.5
S-13 (7450-11500)	PB-2	9300-34800+4600	3725	6928	9230	2.5
S-14 (7500-12000)	PB-2	9300-34800+4800	3750	6975	9375	2.5
S-15 (8000-13500)	PB-2	9300-34800+5400	4000	7440	10140	2.5
New scal- (Group A entry) (8000-13500)	PB-3	15600-39100+5400	4000	7440	10500	2.6
S-16,(9000)	PB-3	15600-39100+5400	4500	8370	11070	2.5
S-17(9000-9550)	PB-3	15600-39100+5400	4500	8370	11070	2.5
S-18(10325-10975)	PB-3	15600-39100+6600	5163	9601.32	12905	2.5
S-19 (10000-15200)	PB-3	15600-39100+6600	5000	9300	12600	2.5
S-20 10650-15850)	PB-3	15600-39100+6600	5325	9905.12	13205	2.5
S-21(12000-16500)	PB-3	15600-39100+7600	6000	11160	14960	2.5
S-22 (12750-16500)	PB-3	15600-39100+7600	6375	11858.12	15660	2.5
S-23(12000-18000)	PB-3	15600-39100+7600	6000	11160	14960	2.5
S-24 (14300-18300)	PB-4	37400-67000+8700	7150	13299	23050	3.2
S-25 (15100-18300)	PB-4	37400-67000+8700	7550	14043	24195	3.2
S-26 (16400-20000)	PB-4	37400-67000+8900	8200	15252	24295	3.0
S-27(16400-20900)	PB-4	37400-67000+8900	8200	15252	24295	3.0
S-28 (14300-22400)	PB-4	37400-67000 +10000	7150	13299	23700	3.3
S-29 (18400-22400)	PB-4	37400-67000 +10000	9200	17112	27350	3.0
S-30 (22400-24500)	HAG	67000-79000	11200	20832	33500	3.0
S-31 (22400-26000)	HAG+	75500-80000	11200	20832	37750	3.4
S-32 (24050-26000)	HAG+	75500-80000	12025	22367	38883	3.2
S-33 (26000)(fixed)	Secy.	80000 (Fixed)	13000	24180	40000	3.1
S-34 (30000)	Cab. Sec.	90000 (Fixed)	15000	27900	45000	3.0

Annexure- 9/1 (with reference to para 9.1.4)

THE HINDU, Chennai Wednesday, MAY 7, 2014

Four-fold increase in bad loans in the past four years

All India Bank Employees' Association (AIBEA), on Tuesday, released the top 406 defaulters against whom banks have initiated legal actions.

These include Kingfisher Airlines (Rs.2,673 crore), Winsome Diamond & Jewellery Co. (Rs.2,660 crore) Electrotherm India (Rs.2,211crore), Zoom Developers Pvt. Ltd. (Rs.1,810 crore), Sterling Bio Tech (Rs.1,732 crore), S. Kumars Nationwide (Rs.1,692 crore), Surya Vinayak Industries (Rs.1,446 crore), Corporate Ispat Alloys (Rs.1,360 crore), Forever Precious Jewellery & Diamonds (Rs.1,254 crore), Sterling Oil Resources (Rs.1,197 crore) and Varun Industries (Rs.1,129 crore).

AIBEA wanted the regulator to publish the list of bank loan defaulters of Rs.1 crore and above, and asked it to consider wilful default of bank loan as a criminal offence.

Further, it also demanded amendment of laws to speed up recovery of bad loans and implementation of stringent measures to recover bad loans.

"As a depositor, public have the right to know the wilful defaulters," said Vishwas Utagi, Vice President, AIBEA, here, while addressing a press conference. These 406 bad loan accounts are in 24 banks, totalling Rs.70,300 crore as on March 31, 2013.

"Why should the public be deprived of these information on defaults? ... The big corporates are getting a chance to loot money... There is a nexus between top bankers and top corporate borrowers, with the support of politicians and bureaucrats," said Mr. Utagi. He accused the Reserve Bank of India (RBI),the regulator, of not doing enough to get depositors' money back from the wilful defaulters.

Legal remedies

He said that the non-performing assets (NPAs) of banks were the money fraudulently siphoned off from the banking system.

Mr. Utagi demanded strong legal remedies by the government and the regulators to redeem these public funds. "Banks are dealing with the hard-earned savings of the people, and today the total deposits in banks in India have crossed Rs.75-lakh crore.

"This precious money of the people needs to be safeguarded and guaranteed by proper regulations in banks.... One of the main adverse impact of the de-regulation is the increase in bad loans in banks," said Mr. Utagi. As on April 18, 2014, bank deposits amounted to Rs.78,69,970 crore and advances Rs.60,36,080 crore.

Our Chennai correspondent writes:

At a press conference in Chennai, AIBEA General Secretary C. H. Venkatachalam said there was a four-fold increase in bad loans in the past four years.

From Rs.39,030 crore in March 2008, it rose to Rs.1.64 lakh crore by March 2013.

From 2001 to 2013, bad loans that were written off by banks, including private and foreign banks, amounted to Rs.2.04 lakh crore, he said, alleging that banks were compelled to write-off loans or sanction fresh loans due to political interference. As the Reserve Bank of India (RBI) and the Central government were not forthcoming in publishing the list of bank loan defaulters, the AIBEA had released the list in public interest, he said.

AIBEA's campaign that was launched nation-wide on Tuesday stressed on three key points. The RBI should periodically publish the list, Centre should amend recovery laws, and take criminal action against wilful defaulters.

The association, with five lakh members, would soon publish state-wise list of bank loan defaulters above Rs.1 crore, he said.

Annexure - 9/2 (with reference to para 9.6.A)

EXPANSION & UPGRADATION PLAN OF INDIAN RAILWAYS

9.6.A.3 Financial Projection during XII plan

Projected Gross receipts	7,36,278 cr
Projected Gross Expenditure	6,99,838 cr
le. internal resources available	36,440 cr
Internal resources required as per XII plan	2,01,805 cr
Gap in the internal resources	1,65,365 cr

In the planned measures to bridge the Gap in internal resources, except no addition of 1 lakh to staff strength no other measures materialized.

Measures to bridge the Gap

(Rs in cr)

1	Indexing fare & freight with fuel, inflation	25,000
2	Dividend relief of 1%	6,000**
3	SRSF II	55,000
4	Operating losses (uneconomic)	7,100
5	Land & Advertisement	20,000
6	Market oriented fares	20,000
7	Fuel Efficiency surcharge	10,000
8	No addition of 1 lakh to staff strength	14,000
	Total	1,57,100
** if reduced to 3% as per rly's request, it will go up to Rs 12,000 cr		

Measures to bridge Gap itself is having a deficit of Rs.8,265 Crore

Except, No addition of 1 lakh to staff strength(item no.8), no other measures materialized.

9.6.A.4 Network expansion, Railway Electrification and fixed infrastructure creation

	Physical Target (km)	Outlay Proposed (Rs Crore)
New Line	10000	1,22,300
Eastern & Western Dedicated Freight Corridor	6250	100,460
Gauge Conversion	5000	17,810
Doubling	5344	32,513
Railway Electrification	6500	7,400
MTP		14,324
Traffic Facility		14,232

9.6.A.5 Anticipated requirement of rolling stocks during XII plan year wise

Type of Rolling Stock	Year					Total
	2012-13	2013-14	2014-15	2015-16	2016-17	
Coaches	4000	4200	5000	5200	5600	24000
Diesel Loco	325	327	448	450	450	2000
Electric Loco	350	351	404	455	450	2010
Wagons	18659	22197	22020	21043	21740	105659

No. of Coaches during XII Plan

Requirement on Additional account from 2012-13 to 2016-17	25440
Requirement on replacement account from 2012-13 to 2016-17	7626
Total Requirement from 2012-13 to 2016-17	33066
Anticipated acquisition	24000

9.6.A.6 Projects and investments envisaged in the XIIth Five Year Plan

S.No.	Project	Investment expected (Rs Crore)	Value of projects to be awarded (Rs Crore)
1.	High speed corridor-Mumbai-Ahmedabad.	20,000	60,000
2.	Elevated Rail corridor in Mumbai suburban.	-	20,000
3.	Redevelopment of stations.	5,000	10,000
4.	Private freight terminals, leasing of wagons and other freight-marketing schemes.	5,000	5,000
5.	Port connectivity and SPV.	5,000	5,000
6.	Dedicated freight corridors.	10,000	10,000
	<u>Other Projects*</u>		
7.	Loco and coach manufacturing units.	5,000	6,000
8.	(a) Renewable energy projects (solar, wind, etc.)	1,000	1,000
	(b) Energy saving projects.	1,000	1,000
	(c) Captive power generation.	4,000	4,000
	Total	56,000	1,22,000

9.6.A.7 Freight Traffic Projection with 2% increase in market share

Loading	2012-13	2013-14	2014-15	2015-16	2016-17
MT (million)	1054	1151	1256	1373	1499
CAGR	9.1%				
NTKM (billion)	701	764	833	908	989
CAGR	9%				
Lead	665	664	663	661	660

Technological measures to be adopted
Proliferation of 25 t axle load running for iron ore –

- Routes have already been identified on the IR network and planned for upgradation during the XI Plan period itself. Track upgradation of many of these routes has been completed. The only drawback in this has been non-induction of 25t axle load designed wagons. These have to be inducted into the IR system on top most priority. Along with this, Feasibility of 30 tonnes axle load running and induction of 30 tonnes axle load wagon has to be planned. Certain routes like the Daitari-Banspani line and the Obulavaripalle – Krishnapatnam new line were earlier planned to cater to 30 tonnes axle load.

Raising the current axle load regime from 22.82 tonnes to 23.5 tonnes –

- It is observed that 98% of Indian Railways loading comes within a gross weight of wagons being equivalent to 94 tonnes which translates to 23.5 t axle load. The new BOXNHL wagons primarily designed for coal have sufficient volumetric capacities for loading additional 2 tonnes of coal in the existing wagon. Since coal is going to be the major commodity being carried by the Indian Railways during the XII Plan, this measure by itself will generate sufficient capacity to carry traffic during the XII Plan. Necessary track upgradation, if required, may be undertaken.
- Proliferation of Long Haul: To save on crew and on paths which would be critical on the IR system during the XII Plan, long haul trains which have been introduced during the XI Plan have not only to be proliferated but the proliferation has to be done with Distributed Power System (DPS) and EOTT so that major savings in crew requirements is made possible. To make the running of long haul trains practical and possible in large numbers, it is necessary that longer loops are planned in each section with at least four station intervals so that precedence/crossing of trains can be planned.
- Use of GPS technology and RFID technology for tracking purposes.
- Use of EOTT and Distributed Power Systems
- The Freight Strategy is to run “**HEAVIER, LONGER, FASTER**” trains.

9.6.A.8 PASSENGER TRAFFIC PROJECTIONS

Originating Passenger Traffic Projection has been made on the basis of average correlation with GDP calculated for the preceding 5 years.

YEAR	GDP Pers-ective	Average 5year Correlation Factor	Rail Growth Factor	Sub Ratio in %	Non Sub Ratio in %	Projected Passengers Originating (in Millions)		
						Sub.	Non-Sub.	Total
2010-11						4069	3815	7885
2011-12						4449	3823	8272
2012-13	9.00%	0.8	7.2	51.25	48.75	4545	4323	8868
2013-14	9.00%	0.8	7.2	51.07	48.93	4855	4651	9506
2014-15	9.00%	0.8	7.2	50.89	49.11	5186	5005	10190
2015-16	9.00%	0.8	7.2	50.71	49.29	5540	5385	10924
2016-17	9.00%	0.8	7.2	50.53	49.47	5917	5793	11711

.6.A.9 **Measures to upgrade the requirement & quality of passenger services during the 12th Plan (2012-13 to 2016-17)**

Enhancing accommodation in trains:

Augmenting the load of existing services with popular timings and on popular routes to 24/26 coaches would help generating additional capacity and availability of additional berths/seats for the travelling public.

24/26 coach formations to generate additional berths/seats

Enhancing speed of trains:

- At present, speed of trains of Mail/Express trains is below 55 kmph. These are low as per international standards. Segregation of freight and passenger traffic, enhancing the sectional speeds, and rationalization of stoppages are important measures for speed enhancement.
- The speed of especially the passenger trains is quite low at present primarily because of the coaching stock in use and due to multiplicity of stoppages enroute. There is scope for speeding up of these services by replacing trains with conventional stock by fast moving EMUs/MEMUs/DEMUs. Enhancing the sectional speeds is another enabling factor in speeding them.

speeding up services by replacing trains with conventional stock by fast moving EMUs,

MEMUs & DEMUs

Introduction of tailored services:

The travelling requirement of various sectors and various classes of passengers differ. Between major cities and metros, fast services with very limited stoppages are preferred. Introduction of non-stop services and services with higher accommodation between popular destinations would serve passenger requirement well.

Measures to improve Commuter service:

Due to increase in passenger and freight traffic, the local trains running with conventional stock need to be replaced with DEMU, MEMU and EMU stock as per the requirement to cater to enhanced quantum of traffic and also for faster and smooth operations.

conventional stock need to be replaced with DEMU, MEMU and EMU stock

Major strategies to enhance average speed of trains would be:

- **Enhancing the sectional speeds.**
- **Segregation of freight and passenger services.**
- **Enhancement of production capacity of production units so the replacement of the conventional trains by EMUs/MEMUs/DMUs which have better acceleration/deceleration is undertaken at a faster pace.**
- **Rationalization of stoppages.**

Strategies for decongesting major passenger terminals:

Terminal congestion has emerged as the single biggest constraint for running of greater number of train services. Major inputs are required for the projected introduction of over 300 trains every year in terms of expansion in the infrastructural facilities like pit-lines, platforms, stabling facilities etc.

expansion of pit-lines, platforms, stabling facilities to meet the introduction of 300 trains every year

TECHNOLOGICAL UPGRADATION AND MODERNISATION OF ROLLING STOCK

9.6.A.
10

Wagons

- TOT from USA for track-friendly bogie of higher technology capable of carrying enhanced axle loads of 25 t / 32.5 t while exerting lesser forces on track.
- Design capability for 25 T and 32.5 T axle load wagons with world-class pay to tare ratio.
- Wheel Impact Load Detectors (WILD) alongside tracks.
- Development of indigenous high-capacity CBC for high-speed heavy haul wagons.
- Development of special-purpose wagons for carrying automobile traffic and flyash.

capability for 25 T and 32.5 T axle load wagons with world-class pay to tare ratio

9.6.A.
11

Diesel locos

- CRDI system to be tried out on a small subset of ALCO design diesel locos. This promises fuel saving over the existing design.
- Proliferation of hotel load features on diesel locomotives.
- Proliferation of distributed power system in diesel locos.
- Introduction of REMMLOT for real time monitoring to reduce fuel consumption and expansion of 120 day schedule.
- Production of DEMUs for intercity traffic is being enhanced. It is proposed to turn out AC - AC DEMUs with IGBT based technology from ICF. All future DEMUs are planned to be manufactured with toilet facilities.
- Production of bio-diesel for blending with HSD oil.
- Development of gas turbine locomotive.
- Running of dual fuel DEMUs using HSD and CNG.
- Development of twin cab locomotives in diesel locos to be taken up on priority as it releases extra capacity of one wagon in the loop holding.

*Fuel saving by
CRDI system,
REMMLOT,
use of bio-
diesel*

9.6.A.
12

Electric locos

- Induction of more new generation, higher horse power, higher productivity, reliability and energy efficiency locos with feature of regenerative braking.
- Modern layout of maintenance sheds, modification of yard layout in sheds, double exit / entry with shunting signals controlled centrally.
- Use of Information Technology and Decision Support System in loco operation & maintenance.
- Large scale switch over from GTO to IGBT technology.
- Provision of Remote Monitoring & Diagnostic feature on all class of locomotives.
- Provision of Wireless MU coupler / Locotrol for electric locos.
- Provision of Hotel load converter on all passenger locos.
- Up gradation of speed potential of electric locos similar to the train operations worldwide.

*Up gradation
of speed
potential of
electric locos
similar to the
train
operations
worldwide*

9.6.A.
13

Coaches/ EMUs

manufacture of

- Complete switch over to new manufacture of only LHB design coaches by the end of XIIth 5 year Plan. *only LHB design coaches*
- Raise the crash worthy quotient of coaching stock on IR through larger deployment of LHB coaches, and incremental enhancement in ICF coaches. *Raise the crash worthy quotient of coaching stock*
- Introduction of AC/non-AC trains at speeds more than 130 kmph by induction of LHB design coaches.
- Introduction of automatic under gear and wheel profile measuring/examination system to improve efficiency of train examination at terminals and pit lines.
- Development and implementation of on-board coach diagnostic systems.
- Induction of more no. of double-decker LHB FIAT AC coaches with high speed and higher carrying capacity for inter-city travel. *Induction of more no. of double-decker LHB FIAT AC coaches*
- Induction of automatic fire alarm system in coaching trains for early detection of fire. Introduction of automatic fire detection and suppression system for power cars, pantry cars which are more vulnerable to fire accidents.
- Introduction of standard block rake concept for coaching trains.
- Design and development of under slung DG set power car for improved utilization for commercial purposes.
- Introduction of high speed high carrying capacity VPUs on LHB FIAT platform.
- Setting up of mechanized laundries on BOOT model for managing the daily volume of bed rolls with superior wash quality. *Introduction of Green toilet technology in coaches*
- Introduction of new super AC class for improved comfort and features and more exclusivity.
- Introduction of Green toilet technology in coaches.
- With new sections in BG coming on the IR network either due to gauge conversion or due to new lines ,need for branch line operations of passenger trains is increasing. This is best addressed by DEMUs since they are low cost, do not require massive infrastructural investments and they release locos for freight and passenger operations on main line. With a new factory coming up at Haldia which is slated to manufacture upto 400 DEMU coaches per annum priority to be given to large scale proliferation of DEMU services in the North East, North Bihar, Eastern and North Eastern UP, Gujarat, J&K and many other far flung areas of the country. *DEMU services in the North East, North Bihar, Eastern and North Eastern UP, Gujarat, J&K*

- Introduction of High speed bogies for Self-propelled coaches (SPART/DEMUs).
- New design of Stainless Steel DEMUs with 3 phases technology.
- Design and development of differently abled friendly coaches and enabling facilities for their travel in AC and non-AC coaches.

development of differently abled friendly coaches

9.6.A.
14

EMUs/MEMUs and Kolkata Metro

- Acquisition of light weight EMU/MEMU/Kolkata Metro stock with stainless steel car body and IGBT based 3-phase propulsion system having regenerative features.
- Each major EMU/MEMU shed to have Automatic Car Washing Plant.
- Opening of new MEMU car sheds at Bangaluru, Jhansi/Bina & Nagpur.
- After setting up of new coach factory at KPA for EMUs/MEMUs & Kolkata
- Metro coaches, new EMU/MEMU depots are also proposed to be set up by the company, land for which is to be provided by Railways. New Rail Coach Factory exclusively for EMUs/MEMUs & Kolkata Metro coaches is being set up under PPP. It is planned to go for comprehensive maintenance contract from OEMs for next 10 years for coaches to be acquired from RCF/KPA in company depots. The tentative location of EMU/MEMU car sheds are as under:
 - Shaktigarh - EMU car shed (ER)
 - Kanpur - MEMU car shed (NCR)
 - Sitarampur - MEMU car shed (ER)
 - Chennai - EMU car shed (SR)
 - Dadri - EMU/MEMUcar shedNCR)

9.6.A.
15

New Projects pending in Indian Railways

"As on 1.4.2011, there are 340 ongoing, new line, gauge conversion and doubling projects requiring about Rs 1.25 lakh crore for completion are pending. Railways had not hiked passenger fares for the past eight years to benefit the common man. As a result, the available funds get thinly spread over large number of projects resulting in slow progress as per availability of resources. Besides seeking higher gross budgetary support from the Planning Commission, efforts were being made to generate extra budgetary resources through state government participation, public-private partnership.

Railways planned to increase revenue generation by carrying higher freight and passenger volumes, rationalisation of revenue stream,

As on 1.4.2011, there are 340 ongoing, new line, gauge conversion and doubling projects requiring about Rs 1.25 lakh crore for completion

commercial exploitation of land and control over expenditure.

Minister of State for Railways K H Muniyappa's reply during Question Hour in parliament.

9.6.A.
16

New Production units announced by Railway Ministry

Railway Ministry has announced various new production facilities for Coach, Diesel loco and Electric loco manufacturing during the Railway Budget presentations over the years, but, by and large they remains non-starter.

*Many
Production
units
announced in
the Rly Budget
remains non-
starter*

S.N	Name of new production unit	Date of announcement
1.	New Electric Loco works to be set up at Madhepura.	Rly Budget 2007-08
2.	New Diesel Loco works to be set up at Marhora	
3.	A new rail coach factory to be set up in Kerala.	Rly Budget 2008-09
4.	Setting up of a new coach factory to manufacture about 500 EMU/MEMU coaches per annum in the Kanchrapara-Halisahar Railway complex.	Rly Budget 2009-10
5.	Setting up of a new coach factory to manufacture about 400 DEMU coaches per annum at Haldia	
6.	A Diesel Multiple Unit (DMU) factory to be set up at Sankrail.	Rly Budget 2010-11
7.	A new Rail Axle Factory to be set up in New Jalpaiguri	
8.	Five state-of-the-art wagon factories to set up at Secunderabad, Bardhaman, Bhubaneshwar/Kalahandi, Guwahati and Haldia	
9.	Setting up of a refrigerated container factory at Budge Budge	Rly Budget 2012-13
10.	Two additional new manufacturing units for coaches to be established in the Kutch area in Gujarat and at Kolar in Karnataka with active	

	participation of the State Governments	
11.	A plant for manufacture of traction alternators for high horse power diesel locomotives to be set up at Vidisha in Madhya Pradesh	
12.	Setting up of a factory at Shyamnagar in West Bengal to manufacture next generation technology propulsion system for use in high power electric locomotives	
13.	New Forged Wheel Factory at Rae Bareli	Rly Budget 2013-14
14.	Coach manufacturing unit in Sonapat district – in collaboration with Haryana state Government	

9.6.A.
17

Dispite of many pending projects, in every Railway Budget new projects are being announced without allocation of sufficient funds to any of the project. Huge amount of money is getting locked in these pending projects, which reflect the poor finance management.

Huge amount of money is getting locked in these pending projects

9.6.A.
18

Managing the outsourcing – Basic principles

Outsourcing has become a part of life everywhere, Indian Railway is no exemption to that, But the following basic principles on outsourcing need to be taken care of,

- i. Outsourcing should be used as a way to bring down cost.
- ii. When contractors come in to roll out a project, they have to bring in their own infrastructure, equipments and other things.
- iii. An institution that wants to outsource its activity should not have invested heavily in-house.
- iv. The problem of half of the infrastructure sitting around ideal in-house and going for outsourcing will make a situation of expenses run quit high.
- v. In outsourcing we should get an objective viewpoint from an outsider, through this we can get new ideas.
- vi. Outsourcing companies should be professionals and they have to come with their own skill sets that are in most cases expert.
- vii. If we don't have the skills in-house to perform a project.
- viii. Getting the job done faster also saves money.

9.6.A.
19

Indiscriminate outsourcing of activities of Railways

But, Indiscriminate outsourcing has only handicapped the performance of Indian Railways.

Outsourcing has resulted in dilution of quality of

Outsourcing has resulted in dilution of quality of service and safety on the Railways.

service and safety on the Railways.

Even if number of employees or salary costs goes down as a result of outsourcing, the total cost of operations for a department need not necessarily decrease. Department who outsource do not always take into account qualitative measures such as productivity and quality service but tend to focus on quantitative factors such as wages. Most departments can't accurately measure their productivity and costs prior to and after outsourcing. In Department using outsourcing several key factors are being overlooked, such as productivity and customer satisfaction.

Most departments can't accurately measure their productivity and costs prior to and after outsourcing.

For example outsourcing of linen management, catering and coach interior cleaning & pest control have brought lot of customer dissatisfaction to Indian Railways.

Outsourcing discourages

In outsourcing, the issues involved more than just saving money. Outsourcing discourages future in-house developments, by doing so, Government risk total reliance on outsourcing.

future in-house developments

Quality is not ensured in outsourcing. Rather, it is seen that outsourced jobs are regularly reworked in-house for making them suitable for fitment, which consumes both manpower and time.

workers often do not share the same corporate vision

Employees of organisations which receive the outsourcing work from Government are compelled to jump ship and voluntarily seek new employment opportunities for better prospects. Worker morale degrades even more as previously loyal workers are replaced with contracted employees having little personal connection to the organisation. These workers often do not share the same corporate vision and drive to excel as the original employees, and the quality of service is bound to suffer.

Annexure - 9/3 (with reference to para 9.6.B)

9.6.B.1

SAFETY BETTER CONTROLLED IN RAILWAYS

Safety performance of Indian Railways

Consequential train accidents have come down from 473 in 2000-01 to 141 in 2010-11 and train accidents per million train kilometres have also come down from 0.65 in 2000-01 to the order of 0.15 in 2010-2011. The trend of consequential train accidents on Indian Railways since 1990-91 is given below.

*train accidents
per million
train
kilometres
have come
down from
0.65 in 2000-
01 to 0.15 in
2010-2011*

Consequential Train Accidents on Indian Railways								
Year	Collisions	Derailments	Level Crossing Accdts.	Fire in trains	Misc.	Total	Million Train Kms.	Accidents/ Million Train Kms.
1990-91	41	446	36	9		532	617.1	0.86
1991-92	30	444	47	9		530	629.2	0.84
1992-93	50	141	51	9		524	632.3	0.83
1993-94	50	401	66	3		520	634.2	0.82
1994-95	35	388	73	5		501	641.9	0.78
1995-96	29	296	68	5		398	655.9	0.61
1996-97	26	286	65	4		381	667.1	0.57
1997-98	35	289	66	6		396	675.8	0.58
1998-99	24	300	67	6		397	686.9	0.58
1999-2000	20	329	93	21		463	717.7	0.65
2000-2001	20	350	84	17	2	473	723.8	0.65
2001-2002	30	280	88	9	8	415	756.4	0.55
2002-2003	16	218	96	14	7	351	786.2	0.44
2003-2004	9	202	95	14	5	325	790.8	0.41
2004-2005	13	138	70	10	3	234	810.1	0.29
2005-2006	9	131	75	15	4	234	825.4	0.28
2006-2007	8	96	79	4	8	195	847.8	0.23
2007-2008	8	100	77	5	4	194	890.2	0.22
2008-2009	13	85	69	3	7	177	905.2	0.20
2009-2010	9	80	70	2	4	165	997.2	0.17
2010-2011	5	80	53	2	1	141	(Tentative)	0.15

Above are inclusive of Konkan Railway and Kolkata metro.

9.6.B.2

Road Accident kills more people in India

Current Status of Road Accidents & Fatalities

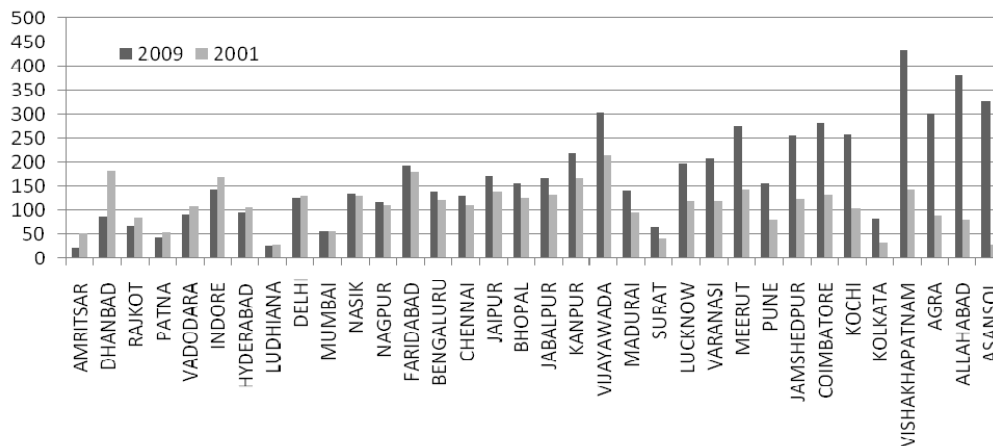
(Source: Report of working Group on Road Transport for the twelfth Five Year Plan 2012-17)

The total number of fatalities increased at an average rate of about 2% per year in the period 1997-2003 and the rate has increased to ~6.5%

per year since then. The number of fatalities per million populations remained around 79-83 during 1997-2003 and has since increased to 108.

Road user category

Official road traffic crash data do not include fatalities by road user category in India. Traffic fatalities by category of road users in Delhi (capital city of India) and selected locations on national highways show that car occupants were a small proportion of the total fatalities, 3% in Delhi and 15% on rural highways. Vulnerable road users (pedestrians, bicyclists, and motorized two-wheeler riders) accounted for 84% deaths in Delhi and 67% on highways. This pattern is very different from that obtained in all high-income countries. The low proportion of car occupants can be explained by the low level of car ownership at 7 per 100 persons as compared to more than 50 per 100 persons in most high income countries. **Fatalities in cities with population greater than 1 million persons**



9.6.B.3 Road Accidents in India

Over 1.38 lakh people were killed in around 4.9 lakh road accidents reported in the year 2012.

In the past decade (2003-2012), a total number of 11,54,553 persons were killed and 49,61,970 persons were injured in road accidents in India.

The Working Group on Road Accidents, Injury Prevention and Control set up by the Planning Commission in the year 2000 had assessed the social cost of road accidents in India at Rs. 55,000 crore which constituted about 3% of the Gross Domestic

In the past decade 11,54,553 persons were killed and 49,61,970 persons were injured in road accidents in India. *..social cost of road in India*

Product(GDP) of the country in the year 1999-2000.

*constituted
about 3% of
GDP*

1.6.B.4 **Projections and Road Fatalities in India**

Road traffic fatalities have been increasing and show no signs of decreasing. Two modelling exercises have attempted to predict the time period when we might expect fatality rates to start to decline in a range of countries. Cropper and Kopits predicted that fatalities in India would reach a total of about 198,000 before starting to decline in 2042 and Koornstra predicted an earlier date of 2030 for the peak traffic fatalities in India. If we assume that the present growth rate of 8% per year declines in a linear manner to 0% by 2030, then we can expect about 260,000 fatalities by 2030. Neither of these projected dates (2042 and 2030) can be accepted as road safety goals for the country.

*Road
accidents are
growing at the
rate of 8% per
year*

It is clear that crash rates on intercity roads are high. The construction of four-lane divided highways (without access control) does not seem to have reduced fatality rates, and vulnerable road users still account for a large proportion of fatalities.

*2,60,000
fatalities are
expected in
Road
accidents by
2030*

1.6.B.5 **Despite of fast increasing Road accidents and exemplary safety performance by Indian Railways, Government has not taken up the massive expansion of Railways as done in China.**

Annexure-10/1 (with reference to para 10.4)

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/7th CPC/IR

Date:

**CHAIRMAN,
SEVENTH CENTRAL PAY COMMISSION,
NEW DELHI.**

Sir,

Subject:- GRANT OF INTERIM RELIEF & MERGER OF DA (Dearness Allowance) TO CENTRAL GOVERNMENT EMPLOYEES.

Reference:- Terms of Reference para "5" of the Pay Commission - Gazette Notification of Government of India No.1/1/2013-E.III(A) Dated 28.2.2014.

We submit as under, for the kind consideration of the Pay Commission in regard to Para '5'- of Terms of Reference of the Seventh Pay Commission which inter-alia states that - *"The Commission may consider, if necessary, sending interim report on any of matters as and when recommendations are finalized."*

1. URGENT NEED FOR GRANT OF INTERIM RELIEF & MERGER OF DA:

1.1 There is an urgent need for grant of Interim Relief and Merger of DA (Dearness Allowance) to the Central Government Employees & Pensioners to mitigate the serious hardship suffered by them over the last few years because of:

- i) Serious Impact of heavy inflation and price rise and consequential erosion of real wages since the implementation of the Sixth Pay Commission;**
- ii) Unrealistic and erroneous compilation of Price Index (for Industrial Workers) on which calculation of DA is based;**
- iii) Non-Merger of DA on crossing 50% DA since 1st January, 2011 and 100% DA since 1st January, 2014 – which is unprecedented & unjust;**
- iv) Changes in the Economic scenario since Sixth CPC;**
- v) More frequent revision in the Wages in PSUs & elsewhere in the country;**
- vi) Other related factors.**

1.1.1 Serious impact of heavy inflation and price rise and consequential erosion of real wages:

i) Cost of living had increased in “back-breaking” proportions. Inflation had touched new heights in recent years but the DA granted does not adequately compensate for the same as many factors which cause inflation are not adequately reflected in the compilation of Consumer Price Index etc.

ii) Lot of changes have taken place all around. High inflation has eroded the real value of money. The Pay & Allowances fixed after the Sixth Pay Commission, had lost their real value which has seriously eroded over the years due to fast changes happening around the world as well as within the Country. In fact, major Changes in the Economic scenario have all added to the burden of the common man whose priorities and requirements have also changed. What used to be a luxury in the yesteryears, has become essential today. Major changes in the pattern & requirement of Education, Housing & Health system in the country and changes in the diet and food requirements have all added to the financial needs of a common man– especially at the Lower and Middle levels. Need for attracting talent to Government employment in the Global scenario has vastly increased but this cannot be effectively done without offering attractive wages and careers.

1.1.2.a) Unrealistic and erroneous compilation of Price Index (for Industrial Workers) on which calculation of DA is based;

i) Compilation of Consumer Price Index for Industrial Workers (CPI – IR) (on which payment of DA is based) –is totally unrealistic and not in accordance with the actual Market rates prevailing all over the Country for all the Consumer items.

ii) Weightage given to various items for compilation of Consumer Price Index, are disproportionate and not in accordance to the existing pattern of consumption by the working class due to changed economic and social requirements, especially in respect of Housing, Education and Other elements due to following reasons:

- i.* Food has been given more (percentage) weightage than its actual contribution in the consumer’s basket due to changed economic scenario.
- ii.* Pan, Supari, tobacco and intoxicants which are being banned in public interest, continue to be reflected in the compilation of the CPI (IW) and given weightage in compilation thereof.
- iii.* Indices of high inflation like Education, Medical care and Transport are not given adequate weight in the compilation of Price Index.
- iv.* The percentage of weightage given to various items in compilation of Consumer Price Index for Industrial Workers is not justified and not keeping in line with the present day requirements of the salaried class and, as such, it requires a revision as proposed in the table below,

1.1.2 b) Proposed/Projected percentage Weightage for Various Items of Consumption by the Salaried/working Class:

Considering the existing pattern of consumption by the working class due to changed economic and social requirements, we propose that the following percentage of wages should be given to various items of consumption, while compiling the Consumer Price Index:

Proposed/Projected percentage Weightage to various items of consumption in CPI

SI No	Groups	Existing %age Weight-age in CPI-IW (Percent) Base 2001	Proposed %age Weight-age in CPI for Salaried Class (Percent)
1	Food a) Cereals & Cereal Products b) Pulses and Pulse Products c) Oils and Fats d) Meat, Fish and Eggs e) Milk and Milk Products f) Condiments & Spices g) Vegetables & Fruits h) Other Food	46.19	25.00
2	Pan, Supari, tobacco and intoxicants	2.27	NIL
3	Fuel and light	6.43	7.00
4	Housing	15.27	25.00
5	Clothing, bedding and footwear	6.58	8.00
6	Miscellaneous a) Medical Care b) Education, Recreation & Amusement c) Transport & Communication d) Personal Care & Effects e) Others	23.26	35.00
Grand Total		100.00	100.00

1.1.3 Non-Merger of DA on crossing 50% DA since 1st January, 2011 and 100% DA since 1st January, 2014

DA had crossed 50% mark in January 2011, and the 100% mark in January 2014. But unlike in the past, it had not been merged with Pay on the grounds that it had not been recommended by the Sixth Pay Commission. This was one of the most retrograde part of the Sixth Pay Commission. Employees have become very restless and frustrated – both on account of erosion of wages due to inflation and refusal of the Government to merge the Dearness Allowance. Sixth Pay Commission (*vide Para 4.1.18*) had mentioned as under:

“4.1.18. The corollary to this merger should necessarily have been a revision in the existing reference base of price index of 306.33. The new reference base, therefore, should have been the 12 monthly average index when the index increased by 50 percent. The reference base index would have, therefore, been higher than 306.33, given the uptrend in price levels, which would translate to a lower DA rate compared to the extant rates. Logically, therefore, conversion of dearness allowance as dearness pay should invariably be accompanied with simultaneous revision of the base index. This conversion, however, is not necessary in the

revised structure being recommended where increments are payable as a percentage of the pay in the pay band and grade pay thereon and provision has been made for all allowances/benefits to be revised periodically linked to the increase in the price index. The Commission is, therefore, not recommending merger of dearness allowance with basic pay at any stage.”

This was most unjustified and against the practice and recommendations of all the previous three Pay Commissions (from 3rd CPC to 5th CPC) all of whom had recommended for automatic Merger of DA with Basic Pay/Pension whenever it crosses 50%. **Fifth CPC In the Chapter on Dearness Allowance had recommended that “each time the CPI increases by 50% over the basic index used by the last Pay Commission it should be converted into Dearness Pay. Such DP should be counted for all purposes, including retirement benefits.”**

The main justification for merger of DA is on account of inadequate compensation against the inflation provided by DA. As stated heretofore - many of the factors leading to inflation; do not get reflected in the Consumer Price Index (CPI). Many unwanted items are included which reduces the weightage of vital items in compilation of CPI – as they are not given due weightage while compiling the CPI (for Industrial Workers) – on which the DA is Based. Consequently, **Cost of living as per actual cost of prices has gone up by over 200% but the DA being paid is only 100% from January, 2014.**

1.1.4.1 CHANGES IN ECONOMIC SCENARIO SINCE SIXTH CPC:- Major changes have taken place in the economic scenario especially in India, during the last 8 years – after the implementation of Sixth Central Pay Commission recommendations effective from 01.01.2006 – as apparent from the **VITAL STATISTICS** given below:

S.N	Description	2005-06	2011-12	%age Variation
1. a	Per capita NNP at factor cost (Base year 2004-05)			
	i. Current Price *	Rs.27,13,100 Cr	Rs. 61,56,400 Cr	(+)126.9%
	ii. Constant Price **	Rs. 26,01,500 Cr	Rs. 38,03,700 Cr	(+) 46.2%
1.b	National Product (N.N.P.) at constant price (Base year 2004-05)			
	i. at factor price	Rs. 28,77,280 Cr	Rs. 45,72,080 Cr	(+) 58.9%
	ii. at market price	Rs. 31,67,450 Cr	Rs. 49,59,870 Cr	(+) 56.6%
1.c	GDP (Gross Domestic Product)	Rs.32,53,073 Cr	Rs.5,243,582 Cr	(+) 61.2%
2.	Total Revenue Receipts	Rs.4,30,940 Cr	Rs.9,10,556 Cr	(+) 111.3%
3.	Total Revenue Expenditure	Rs.5,40,637 Cr	Rs.13,05,195 Cr	(+) 141.4%
4. a)	Total Pay & Allowances (Incl. Traveling Allowance)	Rs. 40,418 Cr.	Rs. 95,291 Cr	(+)135.8%
b)	Pay & Allowances as percentage of total Expenditure	7.48%	7.3%	(-) 2.4%
5.	Total Strength of Employees	31,09,274 (as on 1.3.2006)	30,84,530 (as on 1.3.2012)	(-) 0.8%

* - Column 22 of table -1 Macro Economic Aggregates – Statistics of Indian Economy, RBI 2012-13

** - Column 18 of table -2 Macro Economic Aggregates – Statistics of Indian Economy, RBI 2012-13

1.1.4.2 Following facts emerge from the foregoing table:

- i) **Per Capita Net National Product (NNP) had grown by 126.9% between the financial year 2005-06 and 2011-12 as per Current Prices and by 46.2% between the financial year 2005-06 and 2011-12 as per Constant Prices.**
- ii) **Major increase in Revenue Receipts:-** Total Revenue Receipts of Central Government have increased from Rs. 4,30,940 crores in 2005-06 to Rs. 9,10,556 crores in 2011-12 i.e. by (+) **111.3%**.
- iii) **Revenue Expenditure** has also grown by 141.4% and **GDP** (Gross Domestic Product) has also grown by 61.2%.
- iv) **DECLINE IN PERCENTAGE OF EXPENDITURE ON PAY & ALLOWANCES:** Expenditure on Pay & Allowances – as percentage of Total Expenditure has gone down by **2.4%**.

1.1.5 MORE FREQUENT REVISION IN THE WAGES IN PSUs & ELSEWHERE IN THE COUNTRY:

i). Public Sector Enterprises owned by Central Government revise the Pay of their employees once in five years. Pay and allowances of Central Government employees are revised after 10 years. Wages in Public undertakings were revised thrice in recent years i.e. from varied dates in 1997, 2002 and 2007. Fourth revision thereof is due from 2012 and may soon be effected – as per ongoing negotiations thereon.

ii) In case of employees of MNCs and in Private Corporate Sectors the pay revision happens at much shorter intervals, say almost every year.

iii) All this is one of the main reasons for large and ever-increasing Pay disparities in the country. This had a crushing impact on the Government employees – both in the shape of demoralization and deprivation. Heightened disparities have added to their woes and frustration, especially due to their low purchasing power - which has eroded, over the years.

iv) Disparity of wages with Public Sector Undertaking is not only on account of higher Pay Scales but also on account of other benefits – including much higher HRA, C.C.A. and other allowances. It becomes even more enormous on account of Ex-gratia payment in lieu of Bonus – ranging from Rs.25,000 to Rs.50,000 or even more P.A. In comparison Railway-men are paid less than Rs.9000 P.A. as P.L.B. Thus the gap or disparity of wages is actually much higher.

1.1.6 Other related factors.

1.1.6.1 Dearth of talent in Govt. Service due to brain drain to Private & Corporate Sectors:

Talented and meritorious personnel are no more attracted to Government jobs due to low wages & perks. They are all seeking employment in Private and Corporate Sectors – both in the initial and intermediate levels – for greener pastures. There is an urgent need to check this trend by improving the wages and motivation package in the Government jobs at all levels – particularly in Technical Departments of Government & Railways.

1.1.6.2 Impact of Globalization:-

Globalization and market economy has changed entire economic scenario in the country. Multinationals, Corporate Sector and Private Companies – have come up in a big way –in the existing and entirely new sectors, thereby offering numerous job opportunities with attractive salaries and wage packages etc. Globalization has also affected everyday life in another way. Philosophy of ‘plain living high thinking’ of yesteryears has been discarded. Govt. itself has urged people gradually to adapt consumerism. This is not reflected in the CPI (IR).

1.1.6.3 Urgent need for “Fair Comparison” of Wages – to compete and Survive:-

Previous Pay Commissions have not done the Fair Comparison of Wages, due to varied reasons, even though they agreed on principle for the need for Fair Comparison of wages of Government employees and those working in other sectors in the country. But the **need for Fair Comparison of wages was never before more strong and urgent as at present**, on account of the reasons mentioned in the foregoing paras as well as to ensure proper efficiency, survival and competitiveness of the Government Sector with the Corporate and Private Sectors etc. as essentially required in the present liberalized system of economy.

Methodologies adopted by Fifth & Sixth Pay Commissions for arriving at the Minimum & Maximum wages have not reflected the real situation of the living standards of Government employees. This has created high inequality and disparity between the Government employees and the employees of PSUs & Private / Corporate sectors.

1.1.6.4 Need for permanent Pay Body:-

i) The Fifth Pay Commission had recommended as under in its report vide Chapter 171 of its report (as per Para 99 of Summary of Recommendations):-

Para.99(of Summary of Recommendations of V CPC) Need for continuing machinery for pay revision: The Commission has recommended that pay revision should, in future, be entrusted to a permanent Pay Commission drawing its authority from a Constitutional provision, whose recommendations should have a binding character. Pay should be revised annually as in other countries. As an alternative, it has been suggested that dearness allowance should be converted into dearness pay every time the cost of living rises by 50% over the base level. This would imply a revision of pay every 4 to 5 years. The final option is to have a decennial exercise as at present, but with fixed dates. The Commission has suggested that the date of constitution of the next Pay Commission should not be later than 01.01.2003, and the date of implementation of its recommendations should be 01.01.2006, irrespective of when its report is submitted.

ii) The above said recommendations of the Fifth Pay Commission were unfortunately not accepted by the Government. Consequently the gap between the two Pay Commissions and the consequent periodicity of wage revision of Central Government employees continues to be 10 years – as against only 5 years in PSUs and even lesser in the Private and Corporate Sectors, thereby increasing the disparity between them.

iii) Grant of Interim relief therefore, becomes all the more imperative and essential to make good for the larger gap between the wage revision of the Central Government employees.

1.2. CONCLUSION & DETERMINATION OF QUANTUM OF INTERIM RELIEF:-

- i. All the forgoing facts fully justify the need and desirability for grant of Interim Relief to the Central Government employees, forthwith, pending final recommendations of the Seventh Pay Commission.
- ii. The criteria adopted by the Fifth Pay Commission to determine the Minimum Pay of each Pay Scale could be adopted by the Seventh Pay Commission to determine the quantum of Interim relief to be granted forthwith.
- iii. The quantum of Interim relief may therefore, be 50% of the Basic Pay as per calculation shown in the Table placed in this memorandum on para - .

2. APPEAL:- It is, therefore, requested that:-

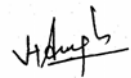
i) **50% of basic pay (Pay in Pay Band + Grade Pay) based on rise of per capita NNP on constant prices may please be granted as Interim Relief w.e.f. 1.1.2014, to all serving employees.**

ii) **50% of Pension & family pension may please be granted as Interim Relief to all Pensioners w.e.f. 1.1.2014.**

iii) **100% DA may please be merged with basic pay & pension for all purposes w.e.f. 1.1.2014.**

Thanking you. With kind regards,

Yours faithfully,



**(Harchandan Singh)
General Secretary, IRTSA**

SUMMARY OF THE MEMORANDUM BY IRTSA TO 7TH CPC BY IRTSA

➤ CHAPTER 1 - PRINCIPLES OF DETERMINATION OF PAY

1. Government should play the role of the “Model Employer” and pay a “Fair Wage” to keep employees efficient for their term of service and to adequately meet their personal and social needs.
2. Recommendation of Third CPC for adoption of Job evaluation technique on experimental basis is still not tried.
3. The criteria adopted by the Fifth Pay Commission to determine the Minimum Pay be adopted by the Seventh Pay Commission to determine the pay at all levels – based on the percentage rise in NNP at constant prices for the last 10 years.
4. Common Multiple Factor (CMF) be decided based on Pay in Pay Band + Grade Pay + % DA (including anticipated DA increase) + Compensation factor based on rise in NNP at factor Cost on constant prices.
5. The intermediate grades be also decided based on the said CMF.
6. Pay Band & Grade Pay of each category be decided by Job evaluation based on Classification Method (as in vogue in USA & some other countries) as per qualifications, training, experience, workload and responsibilities etc. shouldered by each group of Employees and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector.
7. The wages of the technocrats, especially those on the Railways, should be fixed separately from those of the Non-technocrat employees.
8. Rate of annual increment should be equal to 5% of basic pay (PB + GP).

➤ CHAPTER 2 - DETERMINATION OF MINIMUM & MAXIMUM WAGES, OVERALL WAGE STRUCTURE AND OTHER SERVICE CONDITIONS

9. Dynamic minimum wage and social security measures which systematically take account of economic growth and rising living cost.
10. Determination of Minimum & maximum Pay.

**TABLE SHOWING DETERMINATION OF MINIMUM & MAXIMUM PAY
BASED ON %AGE RISE OF NNP AT FACTOR COST AT CONSTANT PRICES
AS FOLLOWED BY V CPC FOR DECIDING COMMON MULTIPLE FACTOR**

Proposed Minimum Salary w.e.f. 1.1.2016 on %age increase of NNP At factor cost at Constant Price between 1.1.2006 to 1.1.2016 (As per formula adopted by Fifth Pay Commission)	
Minimum Basic Pay + DA 140%+ Compensation factor 65% of BP + DA	
Minimum Basic pay after VI CPC	Rs.7000
Projected DA 140% (as on 1.1.2016)	Rs.9800
BP+DA	Rs.16800
Compensation factor (65%)	Rs.10920
Proposed Minimum Pay	Rs.27720
Proposed Number of times increase of BP or Compensation Factor	3.96

11. The intermediate grades be decided based on the said CMF with a rise of 3.96 times over the existing pay scales implemented after Sixth Pay Commission.
12. Pay Band & Grade Pay of each category be decided by Job evaluation based on Classification Method (as in vogue in USA & some other countries) as per qualifications, training, experience, workload and responsibilities etc. shouldered by each group of Employees and these should bear parity with similar jobs in Government Undertakings and organized Private / Corporate Sector as well as the vertical relativities and horizontal parities etc.
13. Grade Pay of Rs.4800 PB 2 and Rs.5400 PB 2 and Rs.5400 PB 3 need to be merged and upgraded to GP Rs.5400 PB 3 - as per doctrine of "equal pay for equal work" – since they are doing strictly the same job by rotation, but are unjustly placed in different Pay Bands and Grade Pay.
14. Uniform increase for all the Pay Scales / Pay Bands & Grade Pay – as proposed in the Table below – Based on the Common Multiple Factor (CMF) of 3.96 as per Rise of NNP (National Net Product) in 10 years 2005-06 to 2015-16.

15. PROPOSED PAY SCALES - PAY BAND & GRADE PAY

Sixth Pay Commission					Proposed to Seventh Pay Commission @ 3.96 times (figures rounded off)				
Pay Band in VI CPC Pay		Entry Pay in VI CPC Scale			Proposed Pay Band		Proposed Minimum/Entry Pay		
		Grade Pay	Pay in Pay Band	Total			Grade Pay	Pay in Pay Band	Total
PB-1	5200- 20200	1800	5200	7000	PB-1	20800– 80800	7200	20800	28000
		1900	5830	7730			7600	23320	30920
		2000	6460	8460			8000	25840	33840
		2400	7510	9910			9600	30040	39640
		2800	8560	11360			11200	34240	45440
PB-2	9300 - 34800	4200	9300	13500	PB-2	37200- 139200	16800	37200	54000
		4600	12540	17140			18400	50160	68560
		4800	13350	18150			Proposed to be upgraded & merged with GP Rs.5400 in PB-3		
PB-3	15600 - 39100	5400	15600	21000	PB-3	62400- 156400	21600	62400	84000
		6600	18750	25350			26400	75000	101400
		7600	21900	29500			30400	87600	118000
PB-4	37400 - 67000	8700	37400	46100	PB-4	149600- 268000	34800	149600	184400
		8900	40200	49100			35600	160800	196400
		10000	43000	53000			40000	172000	212000
		12000	47100	59100			48000	188400	236400
	HAG + Scale			75500					302000
	Apex scale			75500					302000
	Cab. Secy.			80000					320000
				90000					356400

16. Higher upgraded Pay scales / Pay Band & Grade Pay may please be recommended for specific categories with functional justifications particularly for Technocrats in Government Service.

➤ **CHAPTER 3 - DETERMINATION OF PAY SCALES OF TECHNICAL SUPERVISORS / SUPERVISING ENGINEERS ON THE RAILWAYS (JE/SSE AND CMA/CMS, DMS/CDMS, JE/Sr.Er(IT)) - AS PER DUTIES & RESPONSIBILITIES**

17. Higher duties, responsibility and accountability that are directly linked to the safe operation of trains & performance of Railways were not considered while deciding their pay scales.
18. Technical Supervisors / Supervising Engineers have constructed the Indian Railways which offer one of the cheapest and safest transport system.
19. Technical Supervisors / Supervising Engineers shoulder the direct responsibility of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Loco, P-Way, Bridges, S&T, OHE and other assets and equipment on the Railways.
20. Humiliation of continuous erosion of real wages of Technical Supervisors / Supervising Engineers - (especially after 3rd & 4th CPC) and lack of adequate avenues of promotion have caused much frustration and discontentment. Redressal of their genuine problems need to be effectively addressed
21. Higher recruitment qualification, longer initial training, higher responsibility of Technical Supervisors / Supervising Engineers need to be compensated.
22. Horizontal parity and vertical relativity need to be maintained in respect to categories working under the Technical Supervisors / Supervising Engineers on Railways.
23. Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) in spite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of the Railways.
24. Fifth CPC had denied application of multiple factor of 3.25 only to S-13 scale. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay Scale of Rs.8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs.5400 after the Sixth CPC.
25. Ratio between Minimum Pay of Group "D" to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after 6th CPC.
26. Junior Engineers have at present unjustly been given the same Grade Pay of Rs.4200 at par with Master Craftsman / Senior Technicians – even though they supervise Senior Technicians/MCM.
27. Multifaceted duties & responsibilities of Technical Supervisors, and their accountability, tough selection procedure - which requires knowledge in all the fields of Railways - were not considered by the last two Pay Commissions.
28. While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.
29. a) Railway Board violated Sixth Pay Commissions recommendations on the Pay Scale for JEs (Junior Engineers on Railways by placing the MCM/ Senior Technician in the same Grade Pay as that of JE i.e. Rs.4200 – without upgrading the JEs, even though MCM work under the JEs – even though 6th CPC place JEs in higher Grade Pay.

b) Fifth Pay Commission Recommendation of Rs.4500-7000 scale to Senior Technicians and Rs.5000-8000 scale to JEs violated by Government by upgrading the scale of Senior Technician to the scale of Rs.5000-8000.

c) Junior Engineers (JEs) supervise the Senior Technicians placed in the same Grade Pay, is totally in violation on principle of natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India.

30. Many categories including Nurse, Loco Inspector, Power Controller, Police Inspector and Teacher who were in the pay scale of Rs.425-700 in the Third Pay Commission Scales were now placed in the Grade Pay of Rs.4600/4800, while the JEs who were in the Third Pay Commission Scale of Rs.425-700 / Rs.550-750 are now placed in the Grade Pay of Rs.4200 only thus seriously disturbing the Horizontal Parity.

31. a) Chief Office Superintendents working under SSE, have been placed in the Grade Pay of Rs.4600 at par with SSEs – in disregard of the settled law that an equal should not be over an equal & Supervisor should be in a scale higher than Supervised.

b) After the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors i.e. Senior Section Engineer (then Foreman). Pay scales allotted to Technical Supervisors are even higher than that of pay scales allotted to Group-B (Gazetted).

c) Teachers, Nurses and Accounts Staff who were two or three grades below SSE are now placed in the Grade Pay of Rs.4800/5400, while SSE are placed in the Grade Pay of Rs.4600 only altogether ignoring their Qualifications, Duties & responsibilities,

d) Common Multiplication Factor 3.25 adopted by V-CPC for all scales was not applied for S-13 (SSE) scale by V-CPC. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and consequently their grade pay should have been Rs 5400 after the Sixth Central Pay Commission.

e) Highest Recruitment Qualification among Group-C - Direct recruitment in the Accounts cadre is in PB-1 with the Grade pay of Rs.2800 and in the clerical & Station Master Cadre it is also the same. In the case of Junior Engineers the recruitment (Diploma + one year training) is in the Grade Pay Rs.4200. Senior Section Engineers are recruited with the educational qualification of Graduate in Engineering with a training of one year and granted PB-2 with the Grade Pay of Rs.4600.

32. Proposed Pay in Pay Band & Grade Pay for Technical Supervisors

Designation	Existing		Proposed replacement As per VI CPC PB GP		Proposed pay in VII CPC - 3.96 times (figures rounded off) of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Min Pay in Pay Band	Grade Pay	Total
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS)	PB-2 9300-34800	4200	PB-2 9300-34800	4800	53400	19200	72600
SSE(Sr Section Engineer / CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT)	PB-2 9300-34800	4600	PB-3 15600-39100	5400	62400	21600	84000

➤ **CHAPTER 4 - AVENUE OF PROMOTION, CLASSIFICATION OF POSTS & ANOMALIES IN MODIFIED ASSURED PROGRESSION SCHEME (MACPS)**

33. Career Progression should be consistent with the functional needs & responsibilities.
34. Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) on the Railways never got the benefit of cadre restructure exercise (in 1984, 1993, 2003 or 2013).
35. Railways never followed the Classification of posts (Group-B gazetted status to SSE, CMS, CDMS & Sr.Er(IT) recommended by all previous Pay Commissions and the orders of DoPT issued after each ay Commission.
36. Better Career prospects be granted by adopting following methods on the Railways:
 - i) Number of Gazetted posts in Group A & B should be increased – at par with other Department or rather more on the Railways – in view of higher nature of work and responsibilities.
 - ii) Combined cadre restructure of Group-A, B & C.
 - iii) All posts of Senior Technical Supervisors - presently in the Grade pay of Rs.4600 - *including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Stores Engineers Chief Depot Material Superintendents (CDMS) & Senior Engineer/IT of all technical departments* - be classified in Group B (Gazetted) as per orders of DOP&T and at par with their counterparts in other Departments;
 - iv) All posts of Junior Engineers (JE), CMA and DMS - in the Grade Pay of Rs.4200 be classified in Group B (Non-Gazetted).
37. Grant of financial up-gradation under MACP scheme on promotional hierarchy - (*instead of Grade Pay hierarchy*) – as per judgment of various Courts and The Supreme Court of India.
38. Three financial upgradations under MACPS may be granted after 8, 16 and 24 years of regular service (instead of 10,20 & 30 years at present).
39. Counting of Training Period of JEs as regular service for MACPS – as it is counted for Increment and seniority for LGS etc.
40. Junior Engineers, CMAs & DMAs on the Railways be granted the 3rd Financial up-gradation under MACPS to the Grade Pay of Rs.6600 after 30 years of regular service – at par with their counterparts in CPWD etc.
41. Direct Recruit Senior Section Engineers, CMS & CDMS on the Railways be granted the 3rd Financial up-gradation under MACPS to Grade Pay of Rs.7600 after 30 years of regular service at par with their counterparts in CPWD etc..
42. Three time bound promotions after 4, 8 & 12 years of service to all Government employees.
43. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.

➤ **CHAPTER 5 - CONDITIONS OF SERVICE – INCLUDING HOURS OF WORK, LEAVE, HOLIDAYS AND HEALTH CARE ETC.**

44. **45 hours per week working may be adopted for all Industrial Workers on the Railways to remove discrimination in various Workshops & Production Units.**
45. **Government should be asked to reduce the working hours for the Industrial Workers to 40 hours a week (*in about a period of say 10 years*) as recommended by the National Commission on Labour.**
46. **Lunch Break should be counted for computing maximum number of working hours in a week, as provided in the Factories Act.**
47. **Additional weightage for additional working hours required to be put in for the exigency of work, by the Technical Supervisors - while deciding the pay scale /Grade Pay & Pay Band etc.**
48. **Technical Supervisors / Technical Staff be also granted at least two Restricted Holidays at par with Ministerial / Secretarial Staff, to attend the Religious Functions / Festivals etc.**
49. **“5-Days a Week” be implemented for the Industrial Workers / Technical Staff and Technical Supervisors.**
50. **Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sunset to Sunrise (i.e. *from 6 PM to 6 AM*) instead of from 10 pm to 6 am at present.**
51. **Additional Transport Allowance for Night Duties may please be granted to the concerned staff who have to attend the night duty or the same be added in the NDA.**
52. **All the staff contributing directly for train operation & industrial employees may please be made eligible for Over Time Allowance (OTA) in the interest of work.**
53. **Senior Section Engineers (SSE) who work have to put in extra hours in the interest of work, may please be made eligible for Over Time Allowance.**
54. **Employees may please be allowed to encash at least 50% of leave available to their credit, subject to the minimum credit availability of 30 days after the encashment.**
55. **Cash equivalent for leave encashment may please be calculated based on actual emoluments (Basic Pay + DA)/30 X number of days of leave encashed.**
56. **Leave Encashment may please be allowed once in a year instead of once in 2 years.**
57. **Conditions like availing Pass / P.T.O/LTC and availing equal duration of LAP may please be removed for encashment of leave.**
58. **Grant of Half Day earned leave.**
59. **Commutation of Half Pay Leave without production of Medical Certificate.**
60. **Restoration of Casual Leaves to 12 days every year – as in many States & PSUs.**
61. **Crediting un-availed Casual Leave in Earned Leave Account.**
62. **CL may be permitted to be prefixed or suffixed with any other type of Leave.**
63. **Child Care Leave may be allowed on continuous half days equivalent to 730 full days.**
64. **Enhancement of paternity Leave & Extension of Child Care Leave to male Employees.**
65. **cashless Specialized Advice and Treatment in Super Specialty Hospitals**
66. **Supply of uniforms or grant of “Uniform Allowance”**

67. Amount of Insurance Cover be enhanced at least Rs.15 lakhs
68. Classification of JEs, & SSEs on Railways in Group 'B' for G.I.S as per orders of DOP on Classification of Posts.
69. Inclusion of both father & mother as dependant parents on privilege pass of Railways – as in the case of LTC.

➤ **CHAPTER 6 - BOUNS & INCENTIVE SCHEME TO REWARD EXCELLENCE IN PRODUCTIVITY, PERFORMANCE AND INTEGRITY**

70. PLB be made more meaningful and realistic by paying it based on real wages (including Pay plus DA).
71. Wage ceiling of Rs.3500 pm for payment of Bonus / PLB may please be removed.
72. a) Suitable Group Incentive Scheme be adopted for different areas of Indian Railways like Open Lines, Sheds, Depots to meet with additional workload and to improve productivity as exiting in some Workshops & Production Units.
- b) Special conditions of Service in the Railways, Safety involved, ever increasing workload, seasonal rush and emergencies, conditions of work including factors related to nature etc. should be kept in mind while finalising the Scheme.
73. All Group C employee upto the level of SSEs be included in the Incentive Scheme.

➤ **CHAPTER 7 - ALLOWANCES & OTHER FACILITIES**

74. In Dearness Allowance calculation weightage given to various items for compilation of Consumer Price Index, are disproportionate and not in accordance to the existing pattern of consumption – need to be made realistic.
75. DA (Dearness Allowance) be counted as Pay/Pension whenever the Cost of Living Index exceeds 25%.
76. **House Rent Allowance:** HRA may please be revised as under:

Sl. No.	Class of City	Existing Population criteria	Existing rates as percentage of Basic Pay	Proposed Population criteria	Proposed Rates of H.R.A.
a	"x" Class	50 Lakhs & above	30%	"A1" 25 Lakhs & above	40% of Pay + D.A.
b	'y" Class	50 -5 Lakhs	20%	"A " 5 to 25 Lakhs	30% of Pay + D.A.
c	"Z" Class	Below 5 lakhs	10%	"C" & Unclassified Below 5 Lakhs	20% of Pay + D.A.

77. Restoration of CCA: It is requested that CCA may be restored at the folloing rates

Sl. No.	Class of City	Proposed Rates of C.C.A.
a	"x" Class	15% of Pay + D.A
b	"y" Class	10% of Pay + D.A
c	"Z" Class	8% of Pay + D.A

78. Transport Allowance may please be revised as under

Employees drawing Grade Pay of	Existing Rate of Transport Allowance per month		Proposed Rate of Transport Allowance per month	
	In 13 cities classified as A-1/A earlier	Other places	Cities classified as A-1/A earlier	Other places
Grade pay of Rs.5400 & above	Rs.3200 + DA thereon	Rs.1600 + DA thereon		
[i] Grade pay of Rs.4200, 4600 and Rs.4800 [ii] those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above	Rs.1600 + DA thereon	Rs.800+ DA thereon	10% of Pay + DA	10% of Pay + DA
Grade pay below 4200 and pay in the pay band below Rs.7440	Rs.600+ DA thereon	Rs.400+ DA thereon		

79. Travelling Allowance / Daily Allowance (TA/DA) - Since TA/DA is basically linked with the cost of living, it is requested to increase the TA/DA at the rate equal to the increase given to the Basic Pay. (Example – For employees in the Grade Pay of Rs.4200, Rs.4600 & Rs.4800 the new rate of TA/DA shall be Rs.750 X number of times increase given from VI CPC pay to VII CPC Pay.
80. In addition to the above, actual expenses incurred for journey by road or by other means may please be granted.
81. T.A. on transfer may please be granted equal to two months' Basic Pay + Dearness Allowance along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
82. T.A. on retirement may be granted equal to two months' Basic Pay + Dearness Pay along with actual fares for self & family as per the entitled class and cost of transportation of personal effects and conveyance possessed by the employee.
83. T.A on transfer be granted without any distance restriction
84. 10% of basic pay as arduous duty allowance to all Open line staff and supervisors
85. Risk Allowance at the rate of 10% of Basic Pay and it may be extended to Semi-skilled, skilled, supervisors and officers working in situation where the risk is inherent and continuous in the occupational itself with adverse effects on health.
86. Technical Supervisors / Supervising Engineers shall also be granted uniform allowance & washing allowance.
87. Grant of Design Allowance to the JEs & SSEs in the Drawing & Design Office on the Railways – at par with their counterparts in the CPWD.
88. 25% of Basic Pay be granted as Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.
89. To attract intelligent and knowledgeable persons to the training institutions, the Training allowance should be restored to 30 % of basic pay.
90. Non-Practicing Allowance of 10% of Pay for Engineers.
91. The system of 2+4=6 advance increments respectively after Section 'A' and Section 'B' of AMIE etc be restored.

92. **Grant of Children Education Assistance and Reimbursement of Tuition Fee – Extension of the scheme**
93. **Actual expenses incurred towards Children Education shall be reimbursed.**
94. **The scheme may please be extended to college education also.**
95. **Children Education Allowance & Hostel Subsidy shall be allowed to avail concurrently.**
96. **Technical Supervisors / Supervising Engineers of Railways may please be provided with CUG SIM cards & Mobile phones to have effective communications within the department and outside or they may be provided with suitable communication Allowance**
97. **Family Planning Allowance at least equal to one increment in the revised scale.**
98. **All the Allowances may please be made inflation proof - the rates shall automatically increased by 25% whenever the Dearness Allowance goes up by 25%.**
99. **Limit of House Building Advance should be increased to 100 Months of Pay + DA or Rs. 50 Lakhs whichever is less.**
100. **Government may enter into agreement with leading PSU Banks to extend the loans to Government employees. Interest rates being charged by Banks over and above 5% may be subsidised by Government.**

➤ **CHAPTER 8 - PENSIONERY BENEFITS**

101. **New Pension Scheme (NPS) should be withdrawn for Post 2004 appointee Central Government / Railway employees and they should be covered under the existing Pension Scheme.**
102. **Post 2004 appointees should be given the option to continue with the NPS as an additional Pensionery Benefit to supplement their post retirement income.**
103. **As for the amount already on the credit of the Post 2004 appointees, if they opt out of the NPS, they should be given the option to either withdraw the same or to deposit it in their Provident Fund Account.**
104. **Minimum Pension may please be fixed as per Ratio of 1:9 between Minimum and Maximum of Pay & Pension - to uphold the Directive Principles of Social justice enshrined in Indian Constitution of India**
105. **Full Pension may please be fixed as 65 % and Family Pension may please be fixed as 45% of last Pay Drawn or 10 months average Pay whichever is higher.**
106. **Qualifying service for pension - Full Pension on pay plus D.A. last drawn or average of last 10 months – whichever is higher – after 20 years service – with proportionate Pension for less than 20 years of service for both Pre & Post 2006 Pensioners**
107. **Additional Pension / Family Pension**
 - i. **10% additional Pension/Family Pension after 65 years of age**
 - ii. **20% Additional Pension/Family Pension after 70 years of age**
 - iii. **30 % additional Pension/Family Pension after 75 years of age**
 - iv. **50% additional Pension/Family Pension after 80 years of age**
 - v. **70% additional Pension/Family Pension after 85 years of age**

vi. **100% additional Pension/Family Pension after 90 years of age**

108. **Alternatively, Additional Pension be given in the shape of an Annual rise of 3% (like the Increment to the employees) to meet with ever rising requirements of Medicines and other similar exigencies which increase with every day of ageing**
109. **Full Parity of Pension to Pre 2006, Pre 2016 Pensioners with Post 2016 Pensioners – retiring from the same post.**
110. **Notional Fixation of pay of every retired person as if he had not retired and then his pension be computed under the revised rules. This alone will protect the value of pension of a retired person.**
111. **Application of principle of “One Rank One Pension” to both Civilian and Defence Personnel - i.e. persons retired from same rank, same seniority & equal length of service should get equal pension irrespective of date of retirement.**
112. **Additional Increment to employees retiring on 30th June to compensate for loss of increment falling due on 1st July.**
113. **Pension of Existing Pensioners be refixed on the same pattern and formula as for the serving employees - at 3.9.6 times of Basic Pension**
114. **Restoration of commuted value of Pension after 12 years**
115. **Rates of Family Pension**

Proposed Amount of Family Pension Per Month		
On death in Harness	On death between 60 to 67 years of age.	After limits indicated in columns 2 and 3
80% of last pay drawn as Family Pension for 10 years (if the Employee had survived)	Full Pension as Family Pension for 10 years (if the Employee had survived)	80% of Normal Pension if the Employee had survived

116. **Gratuity: One month’s pay plus D.A. last drawn or average of last 10 months – whichever is higher as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund**
117. **Ex-gratia Pension of at least Minimum Pension to the surviving PF Optees be granted.**
118. **Pensioners may please be granted House Rent Allowance as granted to serving employees.**

➤ **MEDICAL FACILITIES & HEALTH CARE OF PENSIONERS**

119. **Grant of adequate FMA (Fixed Medical Allowance) and periodical revision thereof for day-to-day Medical Treatment to employees & Pensioners residing in far flung areas – away from CGHS Dispensaries & Railway Hospitals.**
120. **Fixed Medical Allowance (FMA) to Pensioners and Family Pensioners be increased to at least Rs.2500 per month (with periodic revision thereof) for outdoor treatment – where no such facility is available nearby.**
121. **Waiver of Contribution for CGHS & RELHS**
122. **Free / Cashless Treatment of Central Government / Railway Employees**

123. **Empanelment of more specialised Private Hospitals.**

➤ **CHAPTER 10 - MISCELLANIOUS ISSUES – INCOME TAX, INTERIM RELIEF & PERIODICITY OF PAY REVISION**

124. **All the Allowances including DA/ DR i.e. Dearness Allowance / Dearness Relief, HRA,, CCA, and other Compensatory Allowances may be Exempted from the Income Tax to avoid erosion of Real Wages**

125. **Continued machinery for Pay Revision.**

126. **The recommendations of the Pay Commission in respect of Pay Scales, Service Conditions, and Retirement Benefits etc, may be made 01.01.2016, to mitigate the sufferings of the Employees concerned as well as to give some relief to the Retired / Retiring Employees.**

127. **Grant of Interim Relief**

128. **50% of basic pay (Pay in Pay Band + Grade Pay) based on rise of per capita NNP on constant prices may please be granted as Interim Relief w.e.f. 1.1.2014, to all serving employees.**

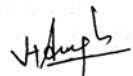
129. **50% of Pension & family pension may please be granted as Interim Relief to all Pensioners w.e.f. 1.1.2014.**

130. **100% DA may please be merged with basic pay & pension for all purposes w.e.f. 1.1.2014.**

131. **We request the Seventh Pay Commission to kindly grant a hearing to our Association so that we may further elucidate our point of view and submit necessary justification / data on the same, as required.**

Thanking you. With kind regards,

Yours faithfully,



**(Harchandan Singh)
General Secretary, IRTSA**