

**MEMORANDUM
ON THE REPORT OF SIXTH PAY COMMISSION**

**ON THE PLIGHT OF ENGINEERS /
TECHNICAL SUPERVISORS ON RAILWAYS**

**SUBMITTED JOINTLY BY
IRTSA & AIREF**

**ON THE OCCASION OF
DHARNA AT JANTAR MANTAR, NEW DELHI
ON 21.4.08**

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

{Estd. 1965, Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926 }

C.H.Q. 32, Phase 6, Mohali (Pb.), Chandigarh-160 055 (Phone : 0172-2228306 , 09316131598)

ALL INDIA RAILWAY ENGINEERS FEDERATION (AIREF)

HQ –Dutt Bhawn, New Ashok Nagar, Near Chilla Regulator, Vasundhara Enclave, Delhi-110096

Camp Office - 1090, ESAI TOLA, KHATI BABA, JHANSI-284003

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No. IRTSA / GS / AIREF/SG

Dated 21. 04. 08

1. SARDAR MANMOHAN SINGH, HONOURABLE PRIME MINISTER OF INDIA, SOUTH BLOCK NEW DELHI.
2. SHRI P. CHIDAMBRAM, HONOURABLE MINISTER FOR FINANCE NORTH BLOCK NEW DELHI.
3. SHRI LALU PRASAD YADAV, HONOURABLE MINISTER FOR RAILWAYS, RAIL BHAVAN NEW DELHI.
4. SHRI PAWAN KUMAR BANSAL, HONOURABLE MINISTER OF STATE FOR FINANCE NEW DELHI.
5. SHRI R. VELU, HONOURABLE MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
6. SHRI NARAIN BHAI J. RATHWA HON. MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
7. SHRI K.C. JENA CHAIRMAN RAILWAY BOARD RAIL BHAVAN NEW DELHI.
8. SHRI J.P. CHAUBEY GENERAL SECRETARY AIRF 4 STATE ENTRY ROAD NEW DELHI
9. SHRI M. RAGHAVIAH GENERAL SECRETARY NFIR 3 CHELMSFORD ROAD NEW DELHI

Sir,

**Subject: - MEMORANDUM ON THE REPORT OF SIXTH PAY COMMISSION
- ON THE PLIGHT OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS
- SUBMITTED BY IRTSA & AIREF ON THE OCCASION OF DHARNA AT DELHI ON 21.4.08**
Reference:- Our Telegram dated 11. 04. 08 (copy attached as Annexure IV)

We would like to draw your kind attention to the sad plight of the over 50,000 Engineers / Technical Supervisors on the Indian Railways and the raw deal meted out to them by the Sixth Pay Commission – compelling hundreds of Engineers / Technical Supervisors from all over India to give a Dharna at Jantar Mantar today.

As mentioned in our detailed telegram, dated April 11, 08, the report of Sixth Pay Commission has completely disillusioned Engineers / Technical Supervisors on railways

- = Nominal hike of wages by only 15 to 28 % is totally unjust and insignificant as compared to over 300 percent wage hike in corporate & private Sectors in the last ten years.
- = Non-counting of merger of dearness pay for Fixation of Pay, is totally unjustified.
- = Minimum Pay of Rs 5740 in scale -1S and Rs 6790 in PB-1, are too low- being violative of the decision of the Hon'ble Supreme Court of India, as accepted by the Fifth CPC.
- = Engineers / Technical Supervisors on Railways especially aggrieved to be placed in pay band = PB-2 - of Rupees 8700-34800; and for being treated worst than even the non-technical staff.
- = Senior Section Engineers unjustly singled out to have not been given any upgrading by SCPC.
- = Rates of Increments @ 2.5 % are too low and even lesser than existing annual rise and much less than annual pay hike in other sectors.
- = Grade pays are too low and their differentials do not reflect higher job requirements from lower post to the next.
- = Grade pays also do not provide even the existing pay rise from one pay scale to the next.
- = Proposed Corporatisation of railways will jeopardise safety efficiency and productivity on the Railways.

We therefore earnestly request you to kindly intervene and advise the Government to accept the following genuine demands, detailed justification for which is attached herewith:-

- 1.A) Minimum pay of Rs 13000 for Technical Staff with One Pay Band of Rs.13,000 – 1,50,000 for Technical Staff, instead of 4 Pay Bands.
- B) Minimum pay of Rs. 28000 for JUNIOR ENGINEERS & Rs. 45000 for SECTION ENGINEERS and SENIOR SECTION ENGINEERS on Railways.
- C) Placing all SEs, SSEs and Group 'B' in PB-3.
- D) Up-grading of SENIOR SECTION ENGINEERS to equivalent of pre-revised scale of Rs. 10000-15200.
- AS this grade has already been granted to JEs with 15 to 20 years service on time scale basis in State Government service in UP, BIHAR, Uttaranchal, Jharkhand / CPWD & MES etc.

Continued - 2

2. Counting of DP for fixation of Pay.
3. Minimum Annual Increment of 5 % PA (*instead of 2.5 %*).
- 4.A) Adequate rise of pay from one scale to the next.
 - B) Grant of at least 4 increments on promotion.
 - C) Merger of Grade Pay with Pay Scale after fitment in Revised scales of Pay.
5. Group 'B' Gazetted status to all JEs., SEs. & SSEs.
6. A) 2 AC Class Pass to all JEs. (JUNIOR ENGINEERS) – at par with other Departments and as recommended by Sixth CPC
 - B) Inclusion of both dependent father & mother in privilege Pass - as for LTC in other Departments.
7. Time Bound & Time scale promotions from JE to JA grade (*as in MES, Telecom & CPWD*)
8. A) Incentive / Arduous Duty Allowance to J.Es, SEs, SSEs, CMT Staff, other Technical Staff.
 - B) Design / PCO / Planning Allowance to all Drawing & Design Office Staff.
9. No Corporatisation of Railways.
10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX – as recommended by Fifth CPC.

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Encl. One Memorandum - 12 Pages
(With Annexures as referred to)

Copy for information & favourable action to:-

1. Member Staff, Railway Board Rail Bhavan New Delhi.
2. Member Mechanical, Railway Board, Rail Bhavan New Delhi.
3. Advisor (Industrial Relations), Railway Board, Rail Bhavan, New Delhi.
4. Executive Director (Pay Commission), Railway Board, Rail Bhavan, New Delhi.

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No. IRTSA / GS / AIREF/SG

Dated 21. 04. 08

MEMORANDUM ON THE REPORT OF SIXTH PAY COMMISSION

- ON THE PLIGHT OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS

- JOINTLY SUBMITTED BY IRTSA & AIREF ON 21 / 22.4.08

ON THE OCCASION OF JOINT DHARNA AT JANTAR MANTAR, NEW DELHI

1.A) i) MINIMUM PAY OF RS 13000 FOR TECHNICAL STAFF

ii) ONE PAY BAND OF RS.13,000 – 1,50,000 FOR TECHNICAL STAFF – INSTEAD OF 4 PAY BANDS.

a) While computing the Minimum Wages, Sixth Pay Commission has ignored the actual market conditions, retail prices as well as the factors of Social obligations upheld by the Supreme Court of India and accepted by the Fifth CPC. It also ignored a reliable formula of % age Rise of Net National Product adopted by the Fifth Pay Commission.

Fifth Pay Commission worked out and adopted the Multiple Factor of 3.25 % based on % age rise of NNP (Net National Product). But it also erred by calculating the rise of NNP over 9 years instead of 10 years since Fourth CPC, for fixing up the Pay Scales at all levels.

The Sixth Pay Commission did not adopt any norms or formula nor did it adopt any scientific criteria for Fixing the salaries at various levels. Consequent the the rise given at various levels is also very erratic and widely different at each level – as would be apparent from **Annexure I A & I B.**

The ratio corresponding to minimum of scales is widely varying from 1.61 to 3.37 which is a too major a variation and not only reflects partial treatment but also an erratic approach which is bound to cause great resentment and heart burning.

The % age rise of NNP over the last 11 years since 1994-95, the Compensation Factor works out to be 164.62 % on Current Prices as on 1.1.06 (as per details in **Annexure II.** Accordingly the Minimum salary should be Rs 12500 and the Maximum salary should be Rs 1,50,000, based on rise of 164.62% of NNP.

Minimum wage as per above stated norms, works out to be Rs 12500 for the Non-Technical Staff as per detailed justification placed at Annexure II, instead of Rs 6660 proposed by Sixth CPC. Accordingly the Minimum wage for Technical Staff should be at least one grade higher i.e. Rs !3,000, keeping in view their higher and more onerous job requirements and more onerous work environments etc.

ii) It further requested that there should be only one Pay Band of Rs.13,000 – 1,50,000 for Technical Staff – instead of 4 Pay Bands. Since the Maximum Salary as proposed above, works out to be above Rs 1,00,000 (as per details in **ANNEXURE – II (PAGE -2)**, it is proposed that the Pay of the President of India and other Constitutional heads, be also revised to over Rs 1.5 lakhs.

1.B) MINIMUM PAY OF RS. 28000 FOR JUNIOR ENGINEERS & RS. 45000 FOR SECTION ENGINEERS & SENIOR SECTION ENGINEERS ON RAILWAYS.

i) Fifth CPC had wrongly applied the multiple factor of 3.25 (on Fourth CPC Pay Scales) based on rise of NNP by 30.9% for 9 years, instead of 38.6 % for 10 years, and wrongly calculated the multiple factor as 3.25 instead of 4.05.

ii) Multiple Factor of 4.92 should be applied as ratio between Proposed & Existing Fifth CPC Minimum Pay, as per details mentioned in **Annexure II.**

iii) Higher duties, responsibilities & job requirements of Technical Staff, especially on Railways;

iv) Comparative Pay Scales and emoluments of the counterparts in P.S.Us. with similar duties, responsibilities and job requirements.

v) Additional training after recruitment of Diploma Holders as JEs

vi) Additional training after recruitment of BEs - Degree Holders as SEs.

vii) SCPC has recommended up-gradation of SE to SSE scale In chapter 3.8, page 221 and Para 7.36.77 Page 530 & 531 of its report.

1.C) (i) UP-GRADING OF JEs TO EQUIVALENT OF PRE- REVISED SCALE OF RS.7450- 11500

(ii) UP-GRADING OF SENIOR SECTION ENGINEERS TO EQUIVALENT OF PRE-REVISED SCALE OF RS. 10000-15200.

No consideration has been given by the Sixth CPC to the onerous nature of Duties and Responsibilities of Engineers / Technical Supervisor - which have increased manifold and become more onerous over the years especially due to modernization on the Railways, indiscriminate shrinking of staff strength and numerous other factors.

Staff Nurse in grade of Rs 5000-8000 are proposed to be placed in pre-revised scale of Rs.7450-11500. Similarly, Nursing Sisters in Scale Rs 5500-9000 are proposed to be placed in the pre-revised Scale of Rs 7500-12000.

Entry qualification for both the Nursing Staff and JEs are 3 Years Diploma in their respective disciplines and both also have to undergo a training of one and a half year followed by examination before absorption. Job requirements of J.Es. S.Es. and SSEs. are equally onerous and demanding to ensure safety and efficiency on the Railways, where one single mistake can endanger not one, but thousand lives.

If the proposals of SixthCPC are implemented, then there would be a negative growth of salary of Senior Section Engineers in scale S-13 (as apparent from Annexure I C

It is, therefore, requested that:-

(i) JEs (Junior Engineers) in existing scales of Rs 5000-8000 and 5500-9000 may be allotted pay scale equivalent to the pre-revised scale of Rs 7450-11500 in view of their qualification and job requirements.

(ii) Senior Section Engineers in scale Rs 7450-11500, may please be upgraded and placed in the equivalent scale of Rs 10000-15200 in consideration of their job requirements and long experience – both of which have not been considered by the SCPC, particularly in view of the fact that the Pay scale of Rs 10000-15200 has already been granted to JEs with 15 to 24 years service on time scale basis in state government service in UP, Bihar, Uttaranchal, Jharkhand / C.P.W.D. / M.E.S. etc.

1.D) PLACING SECTION ENGINEERS (SEs) & SENIOR SECTION ENGINEERS (SSEs)& GROUP 'B' IN PB-3.

Sixth CPC has greatly erred in placing the Section Engineers & Senior Section Engineers in PB-2. Section Engineers (SEs) (scale Rs 6500-10500) are recruited on the Railways with Engineering Degree as qualifications and one year on the job training or are promoted to that post after long years of service experience as Junior Engineers who are themselves having Engineering Diploma as qualification and one & half years of on the job training. Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) are 'Spot' or "Field" Managers - directly managing production, planning, quality control, safety, efficiency and effective execution of administrative polices and targets in the field and on the shop floor, shed or depot, being directly responsible for round the clock management of the system against all odds, constrains, shortages of staff and material resources as well as vagaries of nature.

Assistant Nursing Superintendents (scale Rs 6500-10500), Deputy Nursing Superintends (scale Rs 7500-12000) have all been placed in PB-3. There is no justification for placing the SE, SSE and Group B officers in PB-2. It is requested that either the proposal of having 4 Pay Bands be totally scrapped or else Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) and Group B Officers on the Railways be placed in PB-3.

2. COUNTING OF DP FOR FIXATION OF PAY

Dearness Pay has all along been counted for all purposes including fixation of Pay in the Revised scales of pay after every Pay Commission. The Sixth Pay Commission could not be an exception for any reason whatsoever as it would not be justified to ignore this element for fixation of pay. It is therefore requested that DP (Dearness Pay) may please be counted for all purposes including fixation of Pay etc.

3. MINIMUM ANNUAL INCREMENT OF 5 % PA (INSTEAD OF 2.5 %).

Rate of increment is much higher in most of the PSU and private sector. The rate of Increment should be such so as to provide adequate motivation and incentive for maintaining the level of efficiency and commitment. It should be atleast 5 % of Pay to adequately meet the increasing monetary requirements and growing family and social liabilities as well as to compensate for improved skill and efficiency on account of experience.

4a) ADEQUATE RISE OF PAY FROM ONE SCALE TO THE NEXT.

4b) GRANT OF AT LEAST 4 INCREMENTS ON PROMOTION.

4c) MERGER OF GRADE PAY WITH PAY SCALE AFTER FITMENT IN THE REVISED SCALES.

Sixth Pay Commission has killed all charm & incentive on promotion from one scale or post to the next by reducing the margin between the minimum of two subsequent grade to just Rs 400 in PB-2 (in the shape of so called Grade Pay) from the existing level of Rs 500 of JE-II (Rs 5000-8000) & JE-I (Rs 5500-9000) and of Rs 1000 between the subsequent existing scales of Rs 6500-10500 and above.

This is totally unjustified, illogical and irrational and bound to cause much frustration. It is therefore requested that concept of Grade Pay should be rejected and proper rational Pay scales be formed with adequate rise from the minimum of one to that of the next which should not be less than at least thrice the existing level or the existing differential be multiplied with the compensatory factor based on the rise of NNP (Net National Product) as was done by the Fifth Pay Commission.

5. GROUP 'B' GAZETTED STATUS TO ALL J.Es., SEs. & SSEs.

All the previous three Pay Commissions had recommended for classification of the Pay Scales of senior Technical Supervisors to be classified in Group B and the Government had also accepted the recommendations in this regard, except in case of Fifth Pay Commission where in the Government had modified the recommendations (as per details in **Annexure III**). But the Railways did not implement any of the orders issued after any of the 3 Pay Commissions.

Sixth Pay Commission has clubbed all the existing scales of Technical Supervisors (JEs, SEs, SSEs / CMS/ DMS) in existing scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500, Rs 7450-11500, and Group B in existing scales of Rs 7500-12000 and 8000- 13500, in PB-2. Since the nature of job in all these scales requires supervision and management, it is requested that these posts be classified in Group B gazetted . as has already been done in other Central Government Departments as well as in most other State Government services (as per details in **Annexure III**).

6a) FIRST CLASS PASS TO ALL JUNIOR ENGINEERS – AT PAR WITH OTHER DEPARTMENTS,

SCPC (vide Para- 4.2.30 page 236) has recommended that the travel entitlement of posts carrying Grade Pay from Rs.4200 to 4800 should be in AC-II tier by train while on Tour and Transfer. It is requested that this recommendation of the SCPC be implemented on the Railways as already existing in other Central Government Departments.

6b) INCLUSION OF BOTH FATHER & MOTHER IN PRIVILEGE PASS

It is requested that in view of the social obligations and bonding in India, both the Parents (Father and Mother) where ever dependent on a Railway employee – due to their old age and low level of income, be allowed to be included in the Privilege Pass and the definition of dependent be amended accordingly.

7. TIME BOUND / TIME SCALE PROMOTIONS FROM JE TO JA GRADE – AS IN THE CASE OF MES, TELECOM & CPWD:-

Regular promotions at fixed and specified intervals are very essential for effective motivation and efficiency with sustained growth. Time bound and Time Scale Promotions are there not only in the Defence Services but also in the Officers Cadres in civil Services and the Railways.

These have also been adopted for the Junior Engineers in CPWD, MES and Telecom Department.

These have also been implanted for JEs in most of the States (as per details in Annexure III). But the JEs, SEs and SSEs continue to rot in these scales throughout their careers and get highly demoralized and frustrated with ACP providing no real relief as per their job requirements. It is requested that Time Bound and Time Scale Promotions be granted to Engineers Technical Supervisors on Railways.

8. A) INCENTIVE / ARDUOUS DUTY ALLOWANCE TO J.Es, SEs, SSEs, CMT & DMS STAFF ETC.

All these staff are required to work in hazardous environments and arduous environments – exposed to vagaries of nature and constant threat to their personal safety, ensure time bound execution of work and punctual running of trains/ maintaining out turn targets, without respite from exposures. It is therefore requested that **J.Es, SEs, SSEs, CMT & DMS STAFF** may please be granted Arduous Duty Allowance.

8.B) PCO / Design / Planning Allowance for Drawing / Design Engineers

Drawing is the language of Engineers and design has main role in execution of any work. No engineering project can be imagined without Drawing /Design. Design and planning allowance denied by SCPC on one part, for the Subordinate Engineers and recommended doubling of the same for the officer attached to design organization, on other part. Drawing / Design Engineers are having vital role in planning and designing and have same justification. It is requested that PCO/ Planning / Designing Allowances be extended to JEs, SEs, SSEs & AEs of Drawing / Design cadre as for the technical officers in these sections / offices.

9. NO CORPORATISATION OF RAILWAYS.

The Pay Commission, while recommending Corporatisation of the Railways (vide Para 7.36.99 to 103), has not taken a note of the fact that while most of the central PSUs like Air India etc. are sinking deeper in losses, a profitable Government entity like Indian Railways is improving its financial performance year after year. It is requested that the Railways should not be Corporatised. On the other hand a separate Wage Board be set up to review and decide the Wage structure of Railway men in view of special working conditions, separate Budgetary provision and special role the Railways play in the development of the Nation.

10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX

Allowances (like DA, CCA, HRA etc) are not exactly income but only compensations for maintaining the real income. Fifth Pay Commission had strongly recommended for exempting all such Allowances from Income Tax (*vide Para 167.8 & 167.9 of its Report*) to exempt these Allowances from Income Tax, to avoid erosion of the wages recommended by it. But the Government had so far not accepted this recommendation of Fifth CPC. Sixth CPC has not reflected on this issue. It is requested that the recommendations of Fifth CPC be implemented and all allowances be exempted under section 195 of the Income Tax Act.

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COMPARISON OF 5 TH CPC SCALES & 6 TH CPC PAY BANDS & THEIR RATIO						
A	B	C	D	E	F	G
Existing Pay Scales as per 5th CPC	Equivalent Pay Band & Grade Pay (6 th CPC)	Max.of 5th CPC Scales	Max. of 6th CPC Scales	Min. pay - 6th CPC	Min. pay - 5th PC	Ratio between MIN. 5th & 6th CPC Scales
			P B-2			
S-9 (5000-8000)	8700-34800+4200	8000	39000	12900	5000	2.58
S-10 (5500-9000)	8700-34800+4200	9000	39000	12900	5500	2.35
S-11(6500-6900)	8700-34800+4200	6900	39000	12900	6500	1.98
S12((6500-10500)	do	10500	39000	12900	6500	1.98
S-13 (7450-11500)	8700-34800+4600	11500	39400	13300	7450	1.78
S-14 (7500-12000)	8700-34800+4800	12000	39600	13500	7500	1.80
S-15 (8000-13500)	8700-34800+5400	13500	40200	14100	8000	1.76
			P B-3			
New scale- (Group A entry) (8000-13500)(JS)	15600-39100+5400	13500	44500	21000	8000	2.63
S-16,(9000)	15600-39100+5400	9000	44500	21000	9000	2.33
S-17(9000-9550)	do	9550	44500	21000	9000	2.33
S-18 (10325-10975) (SS)	15600-39100+6100	10975	45200	21700	10325	2.10
S-19 (10000-15200)	15600-39100+6100	15200	45200	21700	10000	2.17
S-20 10650-15850)	15600-39100+6500	15850	45600	22100	10650	2.08
S-21 12000-16500 JAG)	15600-39100+6600	16500	45700	22200	12000	1.85
S-22 (12750-16500)	15600-39100+7500	16500	46600	23100	12750	1.81
S-23(12000-18000)	15600-39100+7600	18000	46700	23200	12000	1.93
S-24 (14300-18300) (SG)	15600-39100+7600	18300	46700	23200	14300	1.62
S-25 (15100-18300)	15600-39100+8300	18300	47400	23900	15100	1.58
S-26 (16400-20000)	15600-39100+8400	20000	47500	24000	16400	1.46
S-27(16400-20900)	do	20900	47500	24000	16400	1.46
			P B-4			
S-28 (14300-22400)	39200-67000+9000	22400	76000	48200	14300	3.37
S-29 (18400-22400) (SAG)	39200-67000+9000	22400	76000	48200	18400	2.62
S-30 (22400-24500) (PHOD)	39200-67000+11000	24500	78000	50200	22400	2.24
S-31 (22400-26000)	39200-67000+13000	24500	80000	52200	22400	2.33
S-32 (24050-26000)	39200-67000+13000	26000	80000	52200	24050	2.17
S-33 (26000))(Secy)	80000	26000	80000	80000	26000	3.08
S-34 (30000)(Cab.Secy)	90000	30000	90000	90000	30000	3.00

1. The ratio corresponding to min. of scales is varying from 0.15 to 3.37 which is a wide variation and reflects partial treatment. Out of 26 scales considered in the table above, the ratio is less than 2.0 in 12 cases. This ratio is 3.0 and more in the top 3 scales S-28, S-33, and S-34. (Underlined).
2. This ratio between pay scales of 4th and 5th PC was 3.25 or quite close to it in all the scales.

**WIDE VARIATION OF % AGE INCREASE OF MINIMUM OF
EXISTING AND PROPOSED PAY SCALES & PAY FIXATION
RECOMMENDED BY SIXTH CPC**

AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT

(%age Rise of Total Emoluments – Calculated as on 01.01.2006)

Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min of Exist. Scale	Max of Exist. Scale	Min. Emolument BP+DP+ 24%DA On 1.1.06	Max Emolu- ments	Pay Band	Corres- ponding pay bands	Grade pay	Total Min. Pay On 1.1.06	Increase/ decrease in Min. Pay	% age increase
S-1	2550	2660	4743	4948	1S	4440	1300	5740	997	21.02
S-2	2610	3150	4855	5859	1S	4550	1400	5950	1095	22.56
S-3	2650	3300	4929	6138	1S	4620	1650	6270	1341	27.21
S-4	2750	3800	5115	7068	PB-1	4990	1800	6790	1675	32.75
S-5	3050	3950	5673	7347	PB-1	5310	1900	7210	1537	27.09
S-6	3200	4900	5952	9114	PB-1	5570	2000	7570	1618	27.18
S-7	4000	6000	7440	11160	PB-1	6960	2400	9360	1920	25.81
S-8	4500	7000	8370	13020	PB-1	7830	2800	10630	2260	27.00
S-9	5000	8000	9300	14880	PB-2	8700	4200	12900	3600	38.71
S-10	5500	9000	10230	16740	PB-2	9570	4200	13770	3540	34.60
S-11	6500	6900	12090	12834	PB-2	11310	4200	15510	3420	28.29
S-12	6500	10500	12090	19530	PB-2	11310	4200	15510	3420	28.29
S-13	7450	11500	13857	21390	PB-2	12970	4600	17570	3713	26.80
S-14	7500	12000	13950	22320	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New	8000	13500	14880	25110	PB-3	15990	5400	21390	6510	43.75
S-16	9000	(Fixed)	16740	25110	PB-3	15600	5400	21000	4260	25.45
S-17	9000	9550	16740	17763	PB-3	15990	5400	21390	4650	27.78
S-18	10325	12575	19205	23390	PB-3	17970	6100	24070	4866	25.34
S-19	10000	15200	18600	28272	PB-3	17400	6100	23500	4900	26.34
S-20	10650	15850	19809	29481	PB-3	18540	6500	25040	5231	26.41
S-21	12000	16500	22320	30690	PB-3	20880	6600	27480	5160	23.12
S-22	12750	16500	23715	30690	PB-3	22190	7500	29690	5975	25.20
S-23	12000	18000	22320	33480	PB-3	20880	7600	28480	6160	27.60
S-24	14300	18300	26598	34038	PB-3	24890	7600	32490	5892	22.15
S-25	15100	18300	28086	34038	PB-3	26280	8300	34580	6494	23.12
S-26	16400	20000	30504	37200	PB-3	28540	8400	36940	6436	21.10
S-27	16400	20900	30504	38874	PB-3	28540	8400	36940	6436	21.10
S-28	14300	22400	26598	41664	PB-4	39200	9000	48200	21602	81.22
S-29	18400	22400	34224	41664	PB-4	43280	9000	52280	18056	52.76
S-30	22400	24500	41664	45570	PB-4	48990	11000	59990	18326	43.99
S-31	22400	26000	41664	48360	PB-4	48990	13000	61990	20326	48.79
S-32	24050	25000	44733	46500	PB-4	52770	13000	65770	21037	47.03
S-33	26000	(Fixed)	46500	-	-	80000	(Fixed)	-	33500	72.04
S-34	30000	(Fixed)	55800	-	-	90000	(Fixed)	-	34200	61.29

REDUCTION OF GROWTH LEVEL OF SALARY OF SSEs IN SCALE S-13
A CASE STUDY OF AN SSE IN S-13 WHOSE BASIC PAY WAS RS. 8575/- ON 1.1.2006

1	2	3	4	5	6	7	8	9	10
MONTH		OLD D.A.	OLD BASIC	TOTAL	NEW/ BASIC	NEW. DA.	TOTAL	GROWTH	% INCR- EASE
JAN	2006	0.24	8575	15950	19530	0	19530	3581	22
FEB	2006	0.24	8575	15950	19530	0	19530	3581	22
MAR	2006	0.24	8575	15950	19530	0	19530	3581	22
APR	2006	0.24	8575	15950	19530	0	19530	3581	22
MAY	2006	0.24	8800	16368	19530	0	19530	3162	19
JUN	2006	0.24	8800	16368	19530	0	19530	3162	19
JUL	2006	0.29	8800	17028	20018	2	20419	3391	20
AUG	2006	0.29	8800	17028	20018	2	20419	3391	20
SEP	2006	0.29	8800	17028	20018	2	20419	3391	20
OCT	2006	0.29	8800	17028	20018	2	20419	3391	20
NOV	2006	0.29	8800	17028	20018	2	20419	3391	20
DEC	2006	0.29	8800	17028	20018	2	20419	3391	20
JAN	2007	0.35	8800	17820	20018	6	21219	3399	19
FEB	2007	0.35	8800	17820	20018	6	21219	3399	19
MAR	2007	0.35	8800	17820	20018	6	21219	3399	19
APR	2007	0.35	8800	17820	20018	6	21219	3399	19
MAY	2007	0.35	9025	18276	20018	6	21219	2944	16
JUN	2007	0.35	9025	18276	20018	6	21219	2944	16
JUL	2007	0.41	9025	19088	20507	9	22352	3264	17
AUG	2007	0.41	9025	19088	20507	9	22352	3264	17
SEP	2007	0.41	9025	19088	20507	9	22352	3264	17
OCT	2007	0.41	9025	19088	20507	9	22352	3264	17
NOV	2007	0.41	9025	19088	20507	9	22352	3264	17
DEC	2007	0.41	9025	19088	20507	9	22352	3264	17
JAN	2008	0.47	9025	19900	20507	12	22967	3067	15
FEB	2008	0.47	9025	19900	20507	12	22967	3067	15
MAR	2008	0.47	9025	19900	20507	12	22967	3067	15
APR	2008	0.47	9025	19900	20507	12	22967	3067	15
MAY	2008	0.47	9250	20396	20507	12	22967	2571	13
JUN	2008	0.47	9250	20396	20507	12	22967	2571	13

It is but a well-acknowledged fact that rise in salary is always on positive side with span of service. But, unfortunately, this would not be the case if the recommendations of the 6th CPC are implemented without appropriate modifications.

As column 10 of the Table above clearly shows, the percentage of salary, instead of increasing, will decline!

As it is, the salary in all the scales would be decreasing with reference to seniority level with the span of service, which cannot be allowed as it is bound to create gross frustration amongst the senior & experienced staff.

This serious drawback in the proposed pay-fixation as per SCPC requires to be addressed to by the Empowered Committee set up to screen its recommendations.

JUSTIFICATION FOR MINIMUM SALARY

1.A) Minimum pay of Rs 13000 for Technical Staff with one Pay Band of Rs.13,000 – 1,50,000 for Technical Staff - instead of 4 Pay Bands.

**Percentage increase in Per Capita Net National Product (NNP) - 1986-87 to 1994-96
(As per calculations of Fifth Pay Commission)**

S.No.	Year	Per Capita Net National Product (NNP) (at factor cost)
1	1986-87	1871
2	1987-88	1901
3	1988-89	2059
4	1989-90	2157
5	1990-91	2222
6	1991-92	2175
7	1992-93	2239
8	1993-94	2292
9	1994-95	2449
Percent increase in 1994-95 over 1986-87 or Compensation Factor		30.9%

Compensation factor
<ul style="list-style-type: none"> ● Factor of 30.9% (Pl. see Table) - being increase in the Per Capital Net National Product during the period 1986-1995. ● 30.9% of (Existing minimum basic pay Rs.750+DA Rs.1110) =574.74
Minimum Salary
Existing minimum basic pay Rs.750 +DA Rs.1110+Rs.574.74 = 2434.75 Rounded to 2440
Number of times increase (Given by V CPC) = 2440 ÷ 750 = 3.25 times

DETERMINATION OF MINIMUM SALARY BASED ON % RISE OF NNP ON CURRENT PRICES

PER CAPITA NET NATIONAL PRODUCT		
PERIOD	PER CAPITA NET NATIONAL PRODUCT	% INCREASE OVER PREVIOUS YEAR
1994-95 (Period up-to which 5 th CPC considered the rise of NNP for calculating the Multiplication Factor of 3.25)	8856.9	
1995-96	10149.4	14.59
01.01.96*	9825.0	
1996-97	11564.1	13.94
1997-98	12706.9	9.88
1998-99	14395.7	13.29
1999-00	15624.9	8.54
2000-01	16555.4	5.96
2001-02	17822.8	7.66
2002-03	19040.5	6.83
2003-04	20988.5	10.23
2004-05*	22388.5	6.67
2005-06*	23788.5	6.25
01.01.06*	23438.0	
% Increase of NNP at Current Prices	1994-95 to 1.1.06	164.62%

PROPOSED MINIMUM SALARY W.E.F. 1.1.96	
On %age increase of NNP between 1.1.96 to 1.1.06 (at Current Price)	
Minimum Basic Pay+ DP+ DA 24%+ Compensation factor 138.51% of BP+ DP+ DA	
Min. Revised Basic pay after V CPC	Rs. 2550
50 % DA as DP	Rs. 1275
BP+50 % DA as DP	Rs. 3825
DA at 24% (on 1.1.06)	Rs. 918
BP+DP+DA	Rs. 4743
Compensation factor (164.62%)	Rs. 7807.92
Proposed Minimum Pay (at Current Prices)	Rs.12550
Proposed Number of times increase of BP or Compensation Factor	4.92Times

DETERMINATION OF MAXIMUM SALARY *

V CPC retained the pre tax disparity ratio between the Minimum and Maximum salary
At IV CPC level of 10.7. By adopting the same strategy following will be the maximum salary on
01.01.2006

Description	On %age Rise of NNP (BP+DP+DA) + 164.62	On Compensation Factor @ 4.92 times rise of B.P	On Min : Max Ratio
Proposed Maximum Salary on %age increase of NNP at Current Price between 1995-96 and 2005-06 on compensatory Factor of 138.5%	Rs.(26000+13000+9360) + 79, 610) = Rs 1, 27970 or say Rs 1, 2,800 *	Rs. 1, 27, 920 Or say Rs 1, 28, 000*	As per 5th CPC ratio of 1:10.7 12550 x 10.7 =1, 34, 285 or On ratio of 1:12 proposed by SCPC Rs 1,50,600 *

* Since the Maximum Salary as proposed above, works out to be above Rs 1,00,000, it is proposed that the Pay of the President of India and other Constitutional heads, be also revised to over Rs 1.5 lakhs.

JUSTIFICATION FOR GRANT OF GROUP – B STATUS

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 Assistant Shop Superintendent (SE) at that time was Rs 700-900 and that of Shop Superintendent (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 Assistant Shop Superintendent (SE) at that time was Rs 2000-3200 and that of Shop Superintendent (SSE) was Rs 2375-3500.
3. **Fifth pay commission expressed a different view** in classification of staff but clubbed the above grades of Assistant Shop Superintendent (SE) and Shop Superintendent (SSE) with Group B of Gazetted officers, but the **Government issued orders** for classification of staff **on the basis of pay ranges**, 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 within three months from the date of issue of the order. But all these orders were not implemented on the Railways.
4. **The departments similarly placed with Railways like Ordnance factory and other departments had already placed all those in the above grade in Group 'B' (Gaz).**
5. **In order to increase the level of accountability and to carry on the duties with dignity the above claim becomes justified.**
6. **There is no appreciable financial loss to Railways due to the acceptance of the above demand and in fact there will be appreciable gain for Railways except grant of three additional set of passes whose value may be notional.**
7. When the pay scales of the above category which was higher than even Group 'B' & Group 'A' scales since 1933 was reduced by Fifth pay commission, the staff were subjected to shock and humiliation. The board took stock of this reasonable sentiment and accepted to reconsider the demand and hence the subject was deliberated in detail in almost 7 to 8 full Board meetings as part of subject in memoranda. Almost all the apprehensions raised by the establishment section and our reaction to those observations were dealt with a fair look and it **appeared that full Board had almost decided in favour of the demand** except that the Board **wished for the reduction of streams to the maximum extent**, so that the selection procedure becomes easier.
8. In the month of September 2002, the full Board directed the Establishment Directorate to get **opinion of each department at the level of Additional Members for reduction of number of streams**. The Board also instructed in clear terms to expedite with Quick revision and directed the Establishment Directorate to place the subject again as memoranda for further discussion by the full Board.
9. Unfortunately the **Establishment Directorate failed to bring the issue without understanding the inherent desire of the full Board** and, it let this sensible issue to be debated even up to the last management category by which the entire matter has been totally diluted and **it is understood the subject was closed abruptly**. This erroneous decision is the main cause of panic, dejection and frustration of the entire staff in the above grades whose promotion channels in the present pattern is very bleak.
10. **Sixth Central Pay commission's Recommendation**
Four distinct running pay bands have been recommended – one running band each for all categories of employees in groups 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group 'B') with 2 running pay bands being given for all Group A posts.

CONTINUED

11. Supervising Engineers of Indian Railways are recruited In the Grade Rs. 5000-8000 and after 30 to 35 years arduous service day & night shouldering huge direct responsibility of Crores of Rupees worth Stores, Heavy Establishment of hundreds of staff and ensuring safe and smooth running of trains retire in the Group 'C' Grade of Rs. 7450-11500, where as in CPWD and State Governments, the Subordinate Engineers progress very fast. A Comparative Table is given below for proper appreciation:-

Department/ State	Designation	Initial	Time Bound pay scale/ Promotion
C.P.W.D.	Junior Engineer	5000-8000	After 12 years 6500-10500 After 24 years 10000-15200
Arunachal Pradesh.	Junior Engineer	5500-9000	After 12 years 6500-10500 After 24 years 10000-15200
Goa.	Asstt.Jr Engineer	6200-11000	After 15 years 8000-13500
UP/UTTRANCHAL	Junior Engineer	5000-8000	After 8 year Special increment After 14 years 8000-13500 After 19 years 1 Special Increment After 24 years 10000-15200
MP/CHATTISGARH	Subordinate Engineer	5000-8000	After 12 years 6500-10500 After 20 years 8000-13500
BIHAR/JHARKHAND	Junior Engineer	5000-8000	After 12 years 6500-10500 After 20 years 10000-15200
MAHARASHTRA	Junior Engineer	5500-8000	After 5 years 6500-10500 After 12 years 8000-13500
RAJASTHAN	Junior Engineer	5000-8000	After 9 years 6500-10500 After 18 years 8000-13500
HARYANA	Junior Engineer	5500-8000	After 10 years 6500-10500 After 20 years 8000-13500
TAMILNADU	Junior Engineer	5500-8000	After 10 years 6500-10500 After 20 years 8000-13500

It may be worth noting that while the scale of recruitment of Diploma / Graduation qualified perssonnel in Indian Railways and State Governments is on par, yet the career of Railwaymen ends at a scale which others reach almost near about mid point of their career. Thus Supervising Engineers in Railways perpetually lag behind their similarly qualified counterparts.

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Camp Office - 1090, ESAI TOLA, KHATI BABA, JHANSI-284003 (Ph. 09450079541)

No. IRTSA / GS / CEC / AIREF / SG / 08

Dated 11. 4. 08

COPY OF TELEGRAM

1. SARDAR MANMOHAN SINGH, HONOURABLE PRIME MINISTER OF INDIA, SOUTH BLOCK NEW DELHI.
2. SHRI P. CHIDAMBRAM, HONOURABLE MINISTER FOR FINANCE NORTH BLOCK NEW DELHI.
3. SHRI LALU PRASAD YADAV, HONOURABLE MINISTER FOR RAILWAYS, RAIL BHAVAN NEW DELHI.
4. SHRI PAWAN KUMAR BANSAL, HONOURABLE MINISTER OF STATE FOR FINANCE NEW DELHI.
5. SHRI R. VELU, HONOURABLE MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
6. SHRI NARAIN BHAI J. RATHWA HON. MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
7. SHRI K.C. JENA CHAIRMAN RAILWAY BOARD RAIL BHAVAN NEW DELHI.
8. SHRI J.P. CHAUBEY GENERAL SECRETARY AIRF 4 STATE ENTRY ROAD NEW DELHI
9. SHRI M. RAGHAVIAH GENERAL SECRETARY NFIR 3 CHELMSFORD ROAD NEW DELHI

ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS EXTREMELY AGGRIEVED AND DISILLUSIONED BY SIXTH PAY COMMISSION REPORT. THEY WILL GIVE DHARNA AT JANTAR MANTAR AND MIDNIGHT CANDLE LIGHT DEMONSTRATION AT NEW DELHI RILWAY STATION ON 21ST APRIL, 2008.

NOMINAL HIKE OF WAGES BY ONLY 15 TO 28 % IS TOTALLY UNJUST AND INSIGNIFICANT AS COMPARED TO OVER 300 PERCENT WAGE HIKE IN CORPORATE & PRIVATE SECTORS IN THE LAST TEN YEARS.

NON-COUNTING OF MERGER OF DEARNESS PAY TOTALLY UNJUSTIFIED.

MINIMUM PAY OF RS 5740 IN SCALE -1S AND RS 6790 IN PB-1, ARE TOO LOW.

ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS ESPECIALLY AGGRIEVED TO BE PLACED IN PAY BAND PB-2 - OF RUPEES 8700-34800; AND FOR BEING TREATED WORST THAN EVEN THE NON-TECHNICAL STAFF.

SENIOR SECTION ENGINEERS UNJUSTLY SINGLED OUT TO HAVE NOT BEEN GIVEN ANY UPGRADING BY SCPC.

RATES OF INCREMENTS @ 2.5 % ARE TOO LOW AND EVEN LESSER THAN EXISTING ANNUAL RISE AND MUCH LESS THAN ANNUAL PAY HIKE IN OTHER SECTORS.

GRADE PAYS ARE TOO LOW AND THEIR DIFFERENTIALS DO NOT REFLECT HIGHER JOB REQUIREMENTS FROM LOWER POST TO THE NEXT.

GRADE PAYS ALSO DO NOT PROVIDE EVEN THE EXISTING PAY RISE FROM ONE PAY SCALE TO THE NEXT.

PROPOSED CORPORATISATION OF RAILWAYS WILL JEOPARDISE SAFETY EFFICIENCY AND PRODUCTIVITY ON THE RAILWAYS.

WE THEREFORE EARNESTLY REQUEST YOU TO KINDLY INTERVENE AND ADVISE THE GOVERNMENT TO ACCEPT THE FOLLOWING GENUINE DEMANDS:-

- 1.A) MINIMUM PAY OF RS 13000 FOR TECHNICAL STAFF WITH ONE PAY BAND OF RS.13,000 – 1,50,000 FOR TECHNICAL STAFF, INSTEAD OF 4 PAY BANDS.
 - B) MINIMUM PAY OF Rs. 28000 FOR JUNIOR ENGINEERS & Rs. 45000 FOR SECTION ENGINEERS AND SENIOR SECTION ENGINEERS ON RAILWAYS.
 - C) PLACING ALL JEs, SEs, SSEs AND GROUP 'B' IN PB-3.
 - D) UP-GRADING OF SENIOR SECTION ENGINEERS TO EQUIVALENT OF PREREVISED SCALE OF Rs. 10000-15200.
- AS THIS GRADE HAS ALREADY BEEN GRANTED TO JEs WITH 15 TO 20 YEARS SERVICE ON TIME SCALE BASIS IN STATE GOVERNMENT SERVICE IN UP, BIHAR, UTTARANCHAL, JHARKHAND) / C.P.W.D. / M.E.S. ETC.
2. COUNTING OF DP FOR FIXATION OF PAY.
 3. MINIMUM ANNUAL INCREMENT OF 5 % PA (INSTEAD OF 2.5 %).

CONTINUED

- 4.A) ADEQUATE RISE OF PAY FROM ONE SCALE TO THE NEXT.
- B) GRANT OF AT LEAST 4 INCREMENTS ON PROMOTION.
- C) MERGER OF GRADE PAY WITH PAY SCALE AFTER FITMENT IN REVISED PAY SCALES.
5. GROUP 'B' GAZETTED STATUS TO ALL J.Es., SEs. & SSEs.
6. A) FIRST CLASS PASS TO ALL J.ES. (JUNIOR ENGINEERS) – AT PAR WITH OTHER DEPARTMENTS,
B) INCLUSION OF BOTH FATHER & MOTHER IN PRIVILEGE PASS - AS FOR LTC IN OTHER DEPARTMENTS.
7. TIME BOUND & TIME SCALE PROMOTIONS FROM JE TO JA GRADE (AS IN MES, TELECOM & CPWD)
8. A) INCENTIVE / ARDUOUS DUTY ALLOWANCE TO J.ES, SES, SSES, CMT STAFF, OTHER TECH.STAFF.
B) DESIGN / PCO / PLANNING ALLOWANCE TO ALL DRAWING & DESIGN OFFICE STAFF.
9. NO CORPORATISATION OF RAILWAYS.
10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX.

HARCHANDAN SINGH GENERAL SECRETARY IRTSA, 32, Phase 6, Mohali Phone 01722228306, 09316131598
A K TYAGI SECRETARY GENERAL AIREF 1090, ESAI TOLA, KHATI BABA, JHANSI-284003 Phone 09450079541

COPY FOR CONFIRMATION (BY SPEED POST) FOR EARLY FAVOURABLE ACTION TO:

1. SARDAR MANMOHAN SINGH, HONOURABLE PRIME MINISTER OF INDIA, SOUTH BLOCK NEW DELHI.
2. SHRI P. CHIDAMBRAM, HONOURABLE MINISTER FOR FINANCE NORTH BLOCK NEW DELHI.
3. SHRI LALU PRASAD YADHAV, HONOURABLE MINISTER FOR RAILWAYS, RAIL BHAVAN NEW DELHI.
4. SHRI PAWAN KUMAR BANSAL, HONOURABLE MINISTER OF STATE FOR FINANCE NEW DELHI.
5. SHRI R. VELU, HONOURABLE MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
6. SHRI NARAIN BHAI J. RATHWA HON. MINISTER OF STATE FOR RAILWAYS, RAIL BHAVAN, NEW DELHI.
7. SHRI K.C. JENA CHAIRMAN RAILWAY BOARD RAIL BHAVAN NEW DELHI.
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9. SHRI M. RAGHAVAIAH GENERAL SECRETARY NFIR 3 CHELMSFORD ROAD NEW DELHI

COPY FOR INFORMATION & FAVOURABLE ACTION TO:-

1. MEMBER STAFF, RAILWAY BOARD RAIL BHAVAN NEW DELHI.
2. MEMBER MECHANICAL, RAILWAY BOARD RAIL BHAVAN NEW DELHI.
3. ADVISOR (INDUSTRIAL RELATIOS), RAILWAY BOARD RAIL BHAVAN NEW DELHI.
4. EXECUTIVE DIRECTOR (PAY COMMISSION), RAILWAY BOARD RAIL BHAVAN NEW DELHI.