

Learned Chairman and Members of 7th Central Pay Commission

We, the Group C subordinate Engineers of Indian Railways plead to submit few realities before the benevolent Pay Commission with a strong faith that justice will meet its ends in your presence. Though it is bitter, it is a fact that the technical supervisors are under gross negligence from the side of administration and the recognized trade unions of Indian Railways.

Supervisory engineers of Indian Railways are the cutting edge in the operations of Railways huge network and its assets. The fact was enlightened by various Safety review committees like Justice Khanna Committee, Justice Wanchoo Committee etc.

We would like to present the following para wise submissions on the questionnaire offered by the esteemed 7th Central Pay Commission in their web site:

1. SALARIES:

1.1. The consideration on which the minimum salary in case of the lowest Group C functionary and the maximum salary in case of a secretary level officer may be determined and what should be the reasonable ratio between the two.

The pay structure of an employee in the organization shall be decided based on the responsibilities shouldered by the employee apart from the entry level education qualification. While considering the academic qualification, the training imparted before inducing into the organization.

We would like to put forth the following facts before the knowledgeable Pay Commission regarding the Academic Qualification and the responsibilities shouldering by Subordinate Engineers of Railways.

- a. **Entry level academic Qualification:** Minimum entry level qualification for a subordinate engineer is a **Technical Diploma** (3 years duration) **in the relevant discipline**. Further, One to two years of rigorous training will be given before allowing into the mainstream of operations, thus constituting 4 years of technical education in the relevant discipline. Unfortunately, this fact is not taken into cognizance while proposing the pay scales of the supervisory engineers or this period of training is not considered any career benefits.
- b. **Responsibilities** : The nature of duties and responsibilities shouldered by Supervisory engineers of Indian Railways are much different from the duties of any other similarly qualified and higher paid engineers of other organizations like Central Public Works Department, National Highways, State Public Works Departments etc.

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Rail Engineers are maintaining the age old assets which are not undergoing periodical renewals those causes' hazardous conditions. It is not uncommon in the system that the failure of assets is being attributed to the Supervisory Engineers by the administration.

Failure of railway tracks, signal systems, tractions, machineries, etc. generally occur during worst weathering conditions i.e. hottest days or coldest nights. The difficulty of situation in a midnight of coldest day during maintenance of track or accident is beyond imagination, when others take warmth under the blankets.

- i. **Civil Engineers** are responsible for planning, designing, construction and maintenance of railway assets viz., Railway Tracks and allied chattels such as Level Crossings, Bridges, Stations etc. Maintenance of Water supply systems, sewerage and drainage grids, and protection of land boundaries is also to be maintained by engineers.

Track maintenance engineers are responsible for the safety of the track over a stretch of approximately 50km on double line track and 100km on single line tracks. They shall work day and night in view of the increased traffic density and non-availability of maintenance slots during train operations. They are also responsible for inspections, preparation of proposals with justifications, replacement of aged assets, and disposal of unwanted material to raise the revenue etc. Ultrasonic testing shall be done by track engineers by walking hundreds of kilometers over the track in scorching sun with entire concentration on the digital monitor and at the risk of unwarned trains approaching.

The engineers in works cadre are creating new assets and laying new lines to connect the railway network to reach every corner of the country. In the course, they are sacrificing their health and forfeiting the family comforts.

Bridge engineers are negotiating the great barriers with their endless efforts over crests and troughs.

Engineers from the track machine organization are roaming over the zones to keep the track at its best shape to run the trains safely.

Design engineers are playing pivotal role in Rail Economy through their cost effective designs.

- ii. **Mechanical Engineers** are the creators of Rolling Stock, Locomotives, Carriage and Wagons. They maintain the entire freight and passenger carrying coaches to obtain optimum out of minimum. They shoulder the responsibility of train safety by doing intensive inspection on the under gear of the rolling stock. Sustained efforts of Mechanical engineers could able to run the trains at increasing speeds with the time.

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Besides the trains, mechanical engineers are responsible for maintenance of large numbers of plant and machinery in workshops, sheds and other allied structures.

- iii. **Electrical Engineers:** All electrical assets including locomotives, traction and distribution, power supply installations, captive power management, train lighting and air conditioning etc.
 - iv. **Signal and Telecom Engineers:** Signal gear and Telecommunication network is the pivotal in safe running of train operations. S&T engineers are maintaining the most unreliable infrastructure to most dependable standards.
- o The responsibilities mentioned are in broad. The detailed duties are codified by the Railway Administration very elaborative in respective Codes and Manuals. **(The duties specified by Railway administration against each Engineer is Annexed and the soft copy will be submitted to the Hon'ble Pay Commission please)**
 - o Hitherto every field engineer was given clerical assistance in discharging his duties with devotion. In the name of the downsizing of staff, ministerial assistance was curbed and these responsibilities also were added to the regular duties codified. They are responsible for preparation of wage bills of the subordinates, maintain leave and pass records etc. Same can be verified from the staff structure at the field level.

We submit a small comparison how the pay structure of subordinate engineers was depleted during past pay commissions ignoring the above facts.

CP C	Staff Nurse	Qualification	Diploma Engineer	Qualification	Graduate Engineer	Qualification
3 rd	425-700	3 years Diploma in Nursing	425-700	3 years Engineering Diploma + 1 or 2 years rigorous training in respective discipline	700-900	4 years Engineering Degree + 1/2 years rigorous training in respective discipline
4 th	1400-2300		1400-2300		2000-3200	
5 th	5000-8000		5000-8000		6500-10500	
6 th	PB-2 GP4600		PB-2 GP4200		PB-2 GP4600	

Further it is also not out of place to mention that the duties of Staff nurse are time bound and that of an Engineer are 24x7 the entire calendar.

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It is evident that the educational qualifications as well as the roles are not given proper focus while fixing the pay scales during the previous pay commissions.

We pray the esteemed 7th CPC to render justification while channelizing the pay scales.

Post	3 rd CPC	4 th CPC	5 th CPC	Upgraded by 6 th CPC	6 th CPC GP
Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600,PB-2
Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800,PB-2
Asst. Nursing Supt. (Matron)	425-700	1600-2660	6500-10500	8000-13500	5400,PB-3
Trained Gr.Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600,PB-2
Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800,PB-2
Trained Gr.Teacher – Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800,PB-2
Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800,PB-2
Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400,PB-3
Trained Gr.Teacher – Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400,PB-2
Asst. Accounts / Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800,PB-2
Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400,PB-2
Senior Section Engineer	840-1040	2375-3500	7450-11500	7450-11500	4600,PB-2

It is evident from the above tabulation that an Engineer who was in the highest pay scale during 3rd CPC was made equivalent to a Staff Nurse who was in the lowest pay scale during the same period. A Section officer and a teacher who were also below are brought up multifold duly keeping aside the technical supervisors. This obviously has a bearing on the working system and social disparity.

1.2. What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level of functionaries?

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In the society, Engineers and Doctors are considered as parallel citizens. Unfortunately, in the Railways, Engineers are compelled to compare with the Nurses to seek justification.

No subordinate railway engineer is less than any business manager with an MBA. Every railway engineer is undertaking several managerial tasks in his daily duties. He is a material manager, manpower manager, and an interface manager apart from good event planner and executor for safe running of trains. In other professions, employee will undertake one job at a time. But, a Rail Engineer will handle multidisciplinary tasks at a time under immense stress and successfully completes the mission with great precision.

While deciding the pay structure, we plead the scholarly Pay Commission to take a note of this.

2. COMPARISONS:

2.1. Should there be any comparison/parity between pay scales and perquisites between Government and Private Sector? If so, why? If not, why not?

In our view point, definitely there should be a comparison between the Pay Scales and Perquisites between Government and Private Sectors.

It is a known fact that the younger generation is not inclining towards the opportunities in the government sector but aiming towards private sector. Though the policies are unquestionable from the social angles, the career progression in the Government sector is very low. This is further worsened in the Railways.

- a) **In terms of career growth:** An Engineering Diploma Holder who joins the Railway services as Junior Engineer is retiring, nearly after 30 years of service, with a single promotion as Sr.Section Engineer. Whereas, a Graduate Engineer who is joining as SSE is retiring in the same grade without any promotion in his entire career. This could be seen only in the Railway Services.

Further, it is often noticed in the Government sector that sliding of promotions takes place on the basis of period of entry but not on the quantum of contribution through productivity to the organization.

Meritorious employees ascend the rungs of the ladder in the private sector much faster.

A small illustration will be submitted hereunder for your sympathetic consideration please.

Qualification	PB-2 GP 4200	PB-2 GP 4600	PB-2 GP 4800	PB-2 GP 5400	PB-3 GP 5400
3 Yrs Diploma in Nursing	-	Entry Grade	Promotion Grade-1	-	Promotion Grade-2

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3 Yrs Dip. in Engg + 1(or)2 years intensive training	Entry Grade	Promotion Grade-1	No further promotion
4 Yrs Degree in Engg + 1(or)2 years intensive training	-	Entry Grade	No further promotion

For a Diploma Engineer, after completion of 10/20/30 years of service, only formal monetary benefit of Rs.200/400 is being given under MACP scheme. Whereas, his counterpart in similar engineering sectors are getting time bound promotions and treated as Group B officials. This barbarous system of promotions are de-moralizing the Engineers of Indian Railways.

Below table would address the system of promotions in Railways vis-à-vis other Government sectors.

State/Dept	Post	Entry GP	Period to reach Exe.Engg Scale	PB/GP in SCPC
UP/Uttarakhand	JE	PB-2/ Rs.4200	On 24 Yrs of Service	PB-3/ Rs.6600
Bihar/Jarkhand	JE	PB-2/ Rs.4200	On 24 Yrs of service	PB-3/ Rs.6600
Madhya Pradesh	JE	PB-2/ 4200	On 28 Yrs of service	PB-3/6600
Chattisgarh	JE	PB-2/4200	On 25 Yrs of service	PB-3/6600
Punjab	JE	PB-2/4800	On 20 years of service	PB-3/6600
Railways	JE	PB-2/4200	Not assured	???

- b) **Monitory Benefits:** Now a days there is a lot brain drain from the technical cadres of the Railway towards private sector. Several projects like Metro Railways and expansion of Railways network through PPP projects are being allotted to private agencies. The said companies are looking towards Railways to execute these projects and offering pocket full of packages. It is undeniable fact that every Government servant is working for 50% of the salary once he crosses the barrier of pensionable service. The fact can be verified not only from the Group C employees, but also Class I officers of UPSC recruit joining the MNC companies like L&T, GMR etc.

A subordinate engineer who is drawing a salary of around Rs.40,000/- with 10 years experience in the execution of Railway works is being offered a minimum of 80,000/- in the private sector. This is creating huge vacancy bank in the organization.

We appeal the Pay Commission to lay a glance on the statistics of Recruitment and rise of immediate vacancies in the Technical Departments of Railways and to analyze the cause before recommending pay packages of technical cadres.

2.2. Should there at all be any comparison/parity between pay scales and perquisites between Government and the Public Sector? If so, why? If not, why not?

We opine that there should be comparison between Pay Scales and Perquisites between Government and Public Sector.

In the Government sector, there is no differentiation between the hard working employee and hardly working employee. The perquisites are similar for both. It can be seen only in the government sector that some of the cadres will get salary for signing their attendance register and receive perquisites for discharging their nominated duties.

We apologize the pay commission for referring few of the cadres to substantiate the version we mentioned above.

The duty of a driver is to run the vehicle. But, for running the vehicle he is being paid with a running allowance. The duty of a nurse is to do nursing to the patients. But, for doing so they get Nursing allowance. A teacher will get Teaching allowance, a doctor will get non-practicing allowance.... So on and so forth.

Meanwhile, engineers who are working in adverse weather conditions against nature; facing professional hazards involved in work environment are totally ignored from any sort of additional benefits. **Pathetic point is; the ex-gratia payment made by the Railway administration to an Engineer who deceases while and in course of discharging duty is not even equivalent to the one pays to an unauthorized ticketless traveler. The technical Supervisory engineers are not even covered by Workman Compensation Act.**

These kinds of dissimilarities are mostly wiped off from the Public Sectors. Hence, it is sensible to compare the pay scales and perquisites with public sectors.

2.3. The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of Government is there merit in introducing a variable component of Pay? Can such variable pay be linked to performance.

To some extent this may yield good result and at the contrary becomes a tool in the hierarchy to harass the subordinate staff. However, if proper mechanism is introduced to monitor the performance in terms of pre-defined bench marks, there will be definitely meritorious benefits.

3. ATTRACTING TALENT

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3.1. Does the present compensation package attract suitable talent?

The answer would be a flat 'NO' if Railway Engineering services are considered at Group 'C' level. The reason is simple. No Career Progression....No financial Benefits....No recognition to the dedication.

This fact can be verified through the statistics of Rail Engineers joining through various RRBs. Engineers who are initially joining the organization are quitting within few years after watching the working system with respect to the benefits and social status of the engineers in parallel organizations.

The supervisory engineers are categorically and strategically placed under **EXCLUDED CATEGORY** in the Hours of Employment and Periods of rest rules. It can be well seen from the leave records of these engineers that utilization of leave is quite meager not because they don't need leave but getting leave is a herculean task. The lame reason for non-sanctioning of leave from the competent authority is shouldered responsibility on the employee and being accumulated work. These kind of heinous rules not only deteriorate the health of the organization but also devolve devotion to duty by the employees.

3.2. To what extent should government compensation be structured to attract special talent?

Time Bound promotions Appreciations on achievements....Scrupulous follow up on Calendar of Selections....Appropriate allowances to compensate the arduous natured work may attract special talents.

As appreciated in former paras, a JE joining in the Railway service is getting retired with a single promotion and a SSE joining is retiring without promotion. In fact, there is huge vacancy bank left unfilled in every cadre. If an employee has hope of getting promotion, his talents will be flourished.

The injustice done to the technical cadres may kindly be noted from the comparison shown below:

S I	POST	CATEGORY	QUALIFICATION	AS PER PAY COMMISSION			
				III	IV	V	VI
1	Chief MATRON	NON-SAFETY	Diploma in Nursing, promoted from Staff Nurse	Not available	Not available	7450 -1150 0	5400 in PB-3
2	Senior SO (Accounts)	NON-SAFETY	Promoted from Jr. Accounts Asst.	Not available	Not available	7450 -1150 0	4800 in PB-2
3	Senior Section Engineer (SSE)	SAFETY	# Degree in Engg at present & also promotion from	840 - 1040	2375 - 3500	7450 -1150 0	4600 in PB-2 WHY ?

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			JE (Diploma in Engg)				
1	Matron	NON – SAFETY	Diploma in Nursing, promoted from Staff Nurse	700 – 900	2000 – 3200	6500 – 10500	5400 in PB-3
2	Section Officer (Accounts)	NON – SAFETY	Promoted from Jr. Accounts Asst.	700 – 900	2000 – 3200	6500 – 10500	4800 in PB-2
3	Section Engineer (merged with SSE)	SAFETY	Degree in Engg (20%) & also promotion (80%) from JE (Diploma in Engg)	700 – 900	2000 – 3200	6500 – 10500	4600 in PB-2 WHY ?
1	Staff Nurse	NON – SAFETY	Diploma in Nursing	425-700	1400 – 2300	5000 – 8000	4600 in PB-2
2	Teacher	NON – SAFETY	+12th Std. with D.Ed	425-700	1200-2040	5000 – 8000	4600 in PB-2
3	Junior Engineer (JE)	SAFETY	Diploma in Engg	425-700	1400 – 2300	5000 – 8000	4200 in PB-2 WHY ?

Following kinds of allowances will encourage the dedication of working:

- a) Risk Allowance
- b) Multifarious duty allowance
- c) Breach of rest allowance
- d) Overtime allowance
- e) Project Allowance
- f) Arduous Duty allowance

4. PAY SCALES

4.1. The 6th CPC introduced the system of Pay Bands and Grade Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC.

During the merger of previous pay scales and introduction of Pay Bands, lot of disparity is taken place. Some of the pay scales hitherto existing were not given weightage and Grade pay similarity was not shown.

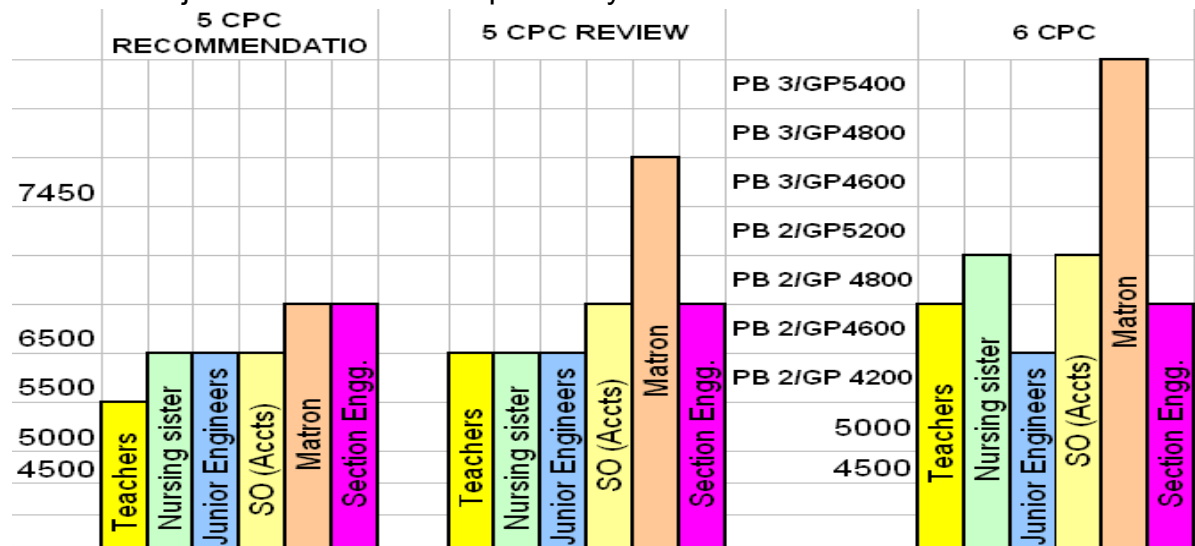
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(An apex body representing all group 'c' engineers of s.c.railway)

CP C	SSE	Group officer	B	Group Officer	A
3 rd	840-1040	650-1200		700-1300	
4 th	2375-3500	200-3200		2200-4000	
5 th	7450-11500	7500-12000		8000-13500	
6 th	PB-2 GP4600	PB-2 GP 4800		PB-3 GB 5400	

It is astonishing to note whether the responsibilities are reduced? Whether train services are reduced? Whether assistance is increased? Though shouldering higher responsibilities against increased traffic density, there is a great injustice done during 6th CPC to the apex cadre of Technical supervisors. These anomalies were represented several times before the anomalies committee and also before recognized trade unions of Railways. But, justice was not met its ends.

The injustice can be shown pictorially in a nutshell



5. INCREMENT

5.2. What should be the reasonable quantum of annual increment?

The present increment of 3% of the basic pay is not adequate. Same may be increased considerably to encourage the working cult.

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We, the Group C Engineers of Indian Railways would also bring the following few facts to your kind notice with a faith that your focus will definitely create a moral boost in the cadres of Group C Rail Engineers.

1.0 Recommendations of Pay Commissions & orders of DoPT ignored by the Railways: As per orders of the Government / DOP&T, issued after the 3rd, 4th, 5th and 6th CPC to Classify all posts in 'Group 'B' - in the pay scales above Rs.700-900 (after 3rd CPC), Rs.2000-3200 (after 4th CPC), Rs.5500-9000 (after 5th CPC) and GP of Rs 4200 and above (after 6th CPC vide OM Dated 9-4-2009). Accordingly, the posts of the said Senior Technical Supervisors should have been classified in Group B Gazetted on the Railways since 3rdCPC. But this was not done by the Railways in spite of repeated representations even though the same was fully implemented in all other Departments (including CPWD, MES, P&T/ DOT, Ordnance Factories etc.).

2.0 Recommendations of Railway Accident Inquiry Committees & Railway Reforms Committee ignored by the Railways:

- a. 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.
- b. 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. It is unfortunate that the Railways did not accept the above said recommendations of either of the Committees.

3.0 Promotional prospects for subordinate Engineers are too thin to become group B and group 'A'. Status of Group B post in Railway is very less compared to any other Central Govt Deptt.

A Comparison of employees ratio as per Vth CPC from group C to group A is given below-

Organisation	Group "A"	Group "B"	Group "C"	Group "D"
Central Govt. Departments (All India Average)	2.8 %	5.3%	64.2%	27.6%
Railways	0.6%	0.5%	61.9%	37%

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After 6th CPC, PB-2 has been upgraded to group-B in all other central Govt depts except Railways. Whereas, all group D posts have been upgraded to group C. When the ratio of Group C to Group B is as above in other central government organizations, in the Railways it is still 0.5%. Hon'ble MR may only guide to Railway Board to rectify the situation in Railway.

FINAL PLEA:

We strongly believe that a genuine appeal submitted before an affirmative bench will deliver justice to the suppressed through their recommendations.

We believe that the cadres of Group C subordinate engineers met the prejudice and it is appropriate to put forth to your benevolent front with an optimistic anticipate for the justification.

We shall ever be grateful for giving us this opportunity.

(RAJKUMAR JAKKULA)

PRESIDENT

SOUTH CENTRAL RAILWAY ENGINEERS ASSOCIATION

Hyderabad

19th November 2014