

**Government of India
Ministry of Railways**



**SUMMARY OF
RECOMMENDATIONS
MADE DURING
WORKSHOP ON
6th PAY COMMISSION**

6th October 2006

**Indian Railways Institute of Civil Engineering
Pune**

Summary of Recommendations made during the Workshop on 6th Pay Commission held at IRICEN on 6.10.2006.

Present:

Zonal Railways

1. Shri Gopal Khairwar, CGE, Eastern Railway, Kolkata
2. Shri S.K. Arora, CGE, East Central Railway, Hajipur
3. Shri Vijay Kr. Singh, Dy.CE/TMs/East Coast Railway, Bhubaneswar
4. Shri Dharam Singh, CGE/Northern Railway, New Delhi
5. Shri Ashok Kumar,CE(G) /North Central Railway, Allahabad
6. Shri Ashwani Saxena, CGE/North Western Railway, Jaipur
7. Shri S.K. Srivaastava, CGE/Southern Railway, Chennai
8. Shri Anil Kumar Malik, CE/TP/South Central Railway, Secunderabad
9. Shri Neeraj Jain, CTE/South Eastern Railway, Kolkata
10. Shri S.B. Ninawe, CGE/South East Central Railway, Bilaspur
11. Shri D.K. Garg, CGE/South Western Railway, Hubli
12. Shri K.M. Tripathi, CE/Wks/Western Railway, Mumbai
13. Shri B.S. Chittoria, CE(G)/West Central Railway, Jabalpur

IRICEN

1. Shri Shiv Kumar, Director
2. Shri Suresh Gupta, Dean

Director IRICEN welcomed the participants of the Workshop on 6th Pay Commission and presided over the brain storming session regarding suggestions to be made to 6th Pay Commission.

Summary of the recommendations made during the workshop is as follows:

1. Group 'C' & 'D'

1.1 Discussions:

1.1.1 Trackmen – At present there are three scales for trackman as given below:

- (i) Junior Trackman – Rs. 2610 –3540
- (ii) Senior Trackman – Rs. 2650 – 4000
- (iii) Head Trackman – Rs. 2750 – 4400

It was very strongly recommended by all the participants that the working condition for trackmen are the hardest as compared to any other categories of Group 'D' employees. They have to work in rain, extreme cold and hot weather. Also in the course of patrolling, they have to work during hottest & coldest part of the year. Eventhough at present lowest scale of trackman (2610 – 3540) is little more than that of Khalasi (2550 – 3200). But this is hardly sufficient. The grade of trackman should be substantially higher than that of Khalasi.

- 1.1.2 The present system of Trackman in 3 categories (i.e. Jr. Trackman, Sr. Trackman & Hd. Trackman) should be done away with and there should be only 2 categories i.e. Trackman and Track Fitter.
- 1.1.3 The track laying & maintenance is gradually being mechanized & Indian Rlys have already embarked upon its goal of complete mechanization of relaying & mechanization by 2012, which will necessitate utilization of a number of small track machines which the present trackman will not be able to handle and therefore it was very strongly recommended that the 50% of the trackman's posts as calculated as per the MCMTM formula should be upgraded to Group 'C' and designated as Track Fitter. Remaining 50% can be retained in Group 'D' and called as Trackman. It was also suggested that the 50% of the posts of Track Fitter may be filled by direct recruitment from ITI and 50% from posts of Trackman.
- 1.1.4 During the deliberations, it was felt that there are so many tiers of inspectors and it will be better if we merge posts of Junior Engineer-II in the scale of 5000 – 8000 & Junior Engineer-I in the scale of 5500 – 9000 and redesignate the post as Junior Engineer.

1.2 Recommendations:

1.2.1 Trackman

- (i) The Trackman grade should be 2750-4400. Gross emolument (Basic + DP+ DA) of the Trackman in the lowest grade should be minimum of Rs.10,000/-. It should be at least 25% higher than that of Khalasi.
 - (ii) Most of the Trackmen may not get promotion as their avenue of promotion is very limited compared to their number and therefore it is recommended that there should be running scale for Trackman so that they can continue to draw increments.
 - (iii) Owing to their hardest nature of work amongst all group 'D' employees of Railways, it is strongly recommended that Trackman may be given 30% of pay as hard duty allowance.
- 1.2.2 A 'tool maintenance allowance' is proposed for mate, keyman, gateman for maintaining their tools in good condition at any point of time.
- 1.2.3 Quarter for trackmen: Quarters for trackmen may be provided at major stations where they can keep their families so that their children can get proper education. Trackmen may be housed in barrack accommodation at gang hut locations. This will ensure availability of gangmen at ganghut locations in odd hours and will ensure proper living conditions to their families.
- 1.2.4 Uniform allowance to all Engineering staff who are entitled to uniform should be introduced instead of poor quality supply which is now in practice.

1.2.5 Track Fitter:

- (i) Track Fitter should be in grade of Rs.3050 – 4590. The total emolument of the minimum of grade of scale should be minimum of Rs. 12,000/-.

1.2.6 Gatekeeper:

- (i) Engineering Gatekeeper does same duty as that of Cabinman including exchange of Private No. & Train passing etc. Therefore, it is recommended that the scale of Engineering Gatekeeper should be same as that of Cabinman (4000 – 6000). Minimum emolument of the Engineering Gatekeeper should be increased to 14,000/- and their avenue of promotion should be to become a P.Way Supervisor.
- (ii) Generally Engineering Gates are located at remote locations which lack essential amenities unlike traffic gates which are in the vicinity of the railway stations & therefore have provision of essential facilities. Therefore, duty of the Engineering Gatekeeper is definitely much harder and as such Engineering Gatekeeper should be paid 30% of pay as hard duty allowance.

1.2.7 Keyman:

Keyman should have the same pay scale as that of Gatekeeper (i.e. Rs.4000 – 6000). The Gross emolument of the minimum of the pay scale should be Rs.14,000/-. Keyman should also have a running scale.

1.2.8 Mate:

As most of the track is being laid with concrete sleepers with LWR and many maintenance activities require the presence of P.Way Supervisor, it was agreed during the workshop that we may abolish the post of Gangmate and combined two gangs and make P.Way Supervisor as in-charge of the gang.

1.2.9 P.Way Supervisor – The scale of P.W.S. should be 5000 – 8000 and the total emolument at the minimum of scale should be Rs.16,000/-.

1.2.10 Junior Engineer – At present there are two scales of Junior Engineers as follows:

- (i) Junior Engineer-I : Gr. 5500 – 9000
- (ii) Junior Engineer-II : Gr. 5000 – 8000

These two scales of Junior Engineers should be merged and post should be called as Junior Engineer and have the scale of Rs.5500 – 9000. The total emolument at the minimum of scale should be Rs. 17,500/-.

1.2.11 Section Engineer – The present scale of 6500 – 10500, the same may be retained. However, the gross emolument at the minimum of pay scale should be Rs. 20,000 /-.

1.2.12 Senior Section Engineer – (Gr. 7450 – 11500). The gross emolument at the minimum of pay scale should be Rs. 22,000 /- .

1.2.13 Pass rules may be modified to accommodate certain categories of Gr C staff (for e.g. in Scale 5000-8000 & 5500-9000) with certain minimum basic and have completed more than 12 years service to entitle them travel by Illrd AC class.

1.2.14 Linking promotion of artisan grade to learning a new trade –

Tech (MCM) -Rs.5000-8000, Tech-I -Rs.4500-700, Tech-II – Rs.4000-6000, Tech-III –Rs.3050-4590/- - Artisans cadre is extremely inefficient due to a system of working dating back from the colonial era. These are also the feeder channel for departmental promotion to Work Supervisors where they find difficulty since their skills are limited to one trade. Also while quite a few of the works are being done through contractual agencies the supervisors still would like to maintain a cadre of at least one of each trade for emergencies / exigencies and often work really required it may kept delayed since there are few artisan of that trade. Also a particular type of work cannot be done on a war footing in section for paucity of artisans required in adequate numbers. Hence, it is proposed that whenever an artisan gets promoted the higher-grade promotion should be linked to acquiring a skill in an additional relevant trade. For acquiring a multi-trade skill the staff could be sent for training also.

1.2.15 Additional incentive for JE/SSE, P.Way for working as USFD Operators – SSE (P.Way) Rs. 7450-11500, SE(P.Way) Rs.6500-10500, JE(I) Rs.5500-9000, JE(II) Rs.5000-8000, Supervisor Rs.4500-7000 -

Presently JE/SE/SSE/P.way go as USFD operators on ex-cadre posts enjoying one ad-hoc promotion. Since the USFD posts are considered ex-cadre there are pressure from some quarters to revert them to the parent cadre after their “Tenure”. The USFD trade is very specialized one where experience and “feel” are very important. Furthermore the job of USFD operators is very arduous in that they have to be on the foot working throughout the day, maintaining close concentration on the oscilloscope screen. A suitable incentive say 30% of (basic + DP) may be given to USFD operators.

1.2.16 It is proposed to increase the LDCE quota in PWS and artisan category to 50% as adequate candidates are not qualifying LGS.

1.2.17 **Time period for ACP (Assured Career Promotion) should be 8/16 years instead of 12/24 years as of now** – In the present structure of pay scales, in a span of 12 years, normally half of the next higher scale is reached and no benefit is derived with ACP after 12 years. The limit of 12/24 years should be reduced to 8/16 years.

1.2.18 **Conveyance allowance for Works category supervisor -**

The works category supervisor has to extensively visit various places in and around the colony within 8 KMs by using their own vehicles. A lump sum conveyance allowance for this category of staff needs to be paid without submitting any supporting documents.

1.2.19 Breakdown / accident allowance should be enhanced to 5 times as of now – During break down the staff work round the clock under extreme climatic conditions and they should be suitable compensated for their hard work.

2. Group 'A' & 'B'

2.1 Junior Scale (Gr. 7500 – 12000) - The total emolument of the Assistant Engineer in the Jr. Scale (Gr. 7500 – 12000) at the minimum of pay scale should be Rs. 40,000/-.

2.2 Senior Scale (Gr.10000 – 15200) – The total emolument of the Senior Scale at the minimum of pay scale should be Rs. 55,000 /-.

2.3 Junior Administrative Grade (Gr. 12000 – 16500) – The total emolument of the Junior Administrative Grade at the minimum of pay scale should be Rs. 70,000 /-.

2.4 Selection Grade (Gr. 14300 – 18300) – The total emolument of the Selection Grade at the minimum of pay scale should be Rs. 85,000/-.

2.5 Senior Administrative Grade (Gr. 18400 – 22400) – The total emolument of the Senior Administrative Grade at the minimum of pay scale should be Rs. 1,00,000/-.

2.6 Super Senior Administrative Grade –

With the upgradation of the posts, the officers will be in Senior Administrative Grade for sufficiently long time and there is every likelihood that officers get stagnated; and therefore it is recommended that there should be one more intermediate grade(Super Senior Administrative Grade) between Senior Administrative Grade (Gr. 18400 – 22400) and Higher Administrative Grade (Gr. 22400 – 24500).

This will be the intermediate grade between SAG & HAG and may be given to officers who have completed 6 years of service in SAG. The total emolument of Super Senior Administrative Grade at the minimum of pay scale should be Rs. 1,20,000 /-. The key posts at Headquarters that of CTE/CBE can be placed in this intermediate grade with posts like CE/TSP, CE/TMC reporting to CTE and CE/Workshop etc. reporting to CBE.

- 2.7 Higher Administrative Grade (Gr. 22400 – 24500) – The total emolument of the Higher Administrative Grade at the minimum of pay scale should be Rs. 1,50,000 /-
- 2.8 There should be some significant difference between the minimum of salaries in the pay scale of Gr. C and the minimum of the Gr. B. At present it is only Rs. 50/-.
- 2.9 Number of Gr. B posts may be increased to facilitate promotion of eligible/capable employees of Gr. C into Gr. B cadre.
- 2.10 Promotion under NBR – The officers /staff are on deputation are being deprived of the benefit of promotion under NBR in case his next junior does not join his duty on promotion and next to next junior is also promoted. On promotion of next to next junior benefit of promotion under NBR to be extended to the Officers /staff i.e. ABR (Any Below Rule) instead of NBR.

3. General

- 3.1 The Pay Commission should be a multimember commission and should include the persons from various fields i.e. civil service, technocrats, scientists, etc.
- 3.2 **Retrospective implementation of VI Pay Commission recommendation:**

As per the recommendations of the 5th Pay Commission, the 6th Pay Commission should be constituted and the new pay scales should come into effect from 1-1-2006. Hence, the recommendation of 6th Pay commission should have retrospective effect from 1-1-2006. Also an interim relief equal to 10% of the pay plus D.P. or Rs. 1000 whichever is more should be given immediately w.e.f. 1.1.06.

- 3.3 **Minimum Pay** -The minimum basic salary in the lowest grade should be fixed on the criteria that this salary should be adequate for the employee with a family of average 4 persons to live with a reasonable standard of living. Thus minimum starting pay at the lowest grade should be Rs.8000/-.

- 3.4 In the present era where private sectors and MNCs are giving quite handsome salaries to technical people and people with specialized qualification, there is a strong need to effect the significant increase in the salary of the government services :
- to retain the existing personnel in the government service
 - to attract competent persons into the government service.
- Further the present disparity in the service conditions between the technocrats / scientists and civil servants should be done away.
- 3.5 Keeping in view the shortage of staff & officers in technical deptt., Rules regarding extension of service for technical Gazetted establishment should be liberalized beyond the age of superannuation.
- 3.6 While joining group 'A' services, officers are aware that they will be transferred at regular interval. In some cases, they are transferred too frequently, which causes a lot of strain – mental, physical and financial. It is therefore proposed that a transparent transfer policy should be in place. However, to compensate for the strain due to frequent transfer, transfer allowance equal to 3 times the normal transfer allowance should be paid if the Head Quarter of an employee is disturbed within 1 year of previous transfer and twice the normal transfer allowance should be paid if an employee is transferred within 2 years.
- 3.7 To encourage the induction of persons with higher qualifications particularly in technical / specialized fields, there should be incentive for additional increments or early promotion. If a person acquire additional qualifications during the service, he should be given suitable incentive.
- 3.8 To equalize the advantage of Pay commission benefits the point to point fixation in revised scales should be ensured and to avoid stagnation, the number of stages in pay scale should be increased. Further 3% of the maximum of the pay scale should be given as stagnation allowance.
- 3.9 Technical persons should be allowed to do consultancy outside the government department. A part of consultancy fee say 20% may be deposited by the concerned employee with government. This will help in keeping the technocrats more up-to-date with the latest technical advances in their respective fields or NPA should be given to engineers similar to Doctors.
- 3.10 The actual expenditure incurred on other income other than salary income is exempted from Income Tax. To do way with this disparity, the standard deduction of 30% without any limit should be allowed from salaried income at par with income from House property.
- 3.11 The parents after they acquire senior citizenship at the age of 60 years should be included in the definition of employee's family, which is very much necessary to discharge the social responsibilities of the employee towards parents.

3.12 **Group Insurance Scheme** – As per the recommendations of IV pay commission, the rates of subscription and the corresponding insurance cover under the Group Insurance Scheme was increased from 1.1.1990 and the same is continuing at present. Considering the increased cost of living, there is a justification for increasing the Insurance Cover. The Insurance cover under the Group Insurance Scheme has to be increased substantially as given below:

- (a) Group 'A' Officers – Rs. 20 lakhs
- (b) Group 'B' officers – Rs. 10 lakhs
- (c) Group 'C' - Rs. 7 lakhs
- (d) Group 'D' - Rs. 5 lakhs.

3.13 Retirement Benefits – In order to provide relief to the retired employees especially considering the increased cost of living and cost of medication, the retirement benefits required to be enhanced liberally.

- (a) Minimum Pension / family pension should be raised from Rs. 1,275/- to Rs. 3,500/-.
- (b) The existing upper ceiling of gratuity should be removed and be kept on percentage basis.
- (c) To take care of increased medical / hospitalization cost, system of medical insurance should be introduced.

3.14 (i) If rest house is not available, the railway officers shall be allowed to stay in private hotels at par with public sector undertakings like RITES, IRCON etc.

(ii) The hiring of vehicles by officers should be permitted when they go outside their headquarters on duty on line with PSU like RITES, IRCON, etc.

3.15 (i) D.A. at par with the basic pay should be admissible for all allowances to cope up with the rise in price index.

(ii) Pay Commissions are set up after 10 years and the increment once decided remains the same till next Pay Commission is set up; and therefore it was felt that the increment in any grade should not be fixed but it should also be linked to price index.

(iii) HRA should be commensurate with the lease amount being paid to PSUs..

3.16 During the entire service career an employee may be allowed to go in for private service for a period of 6 years in 2 spells. The first spell should be allowed after 10 years of service and second spell may be allowed after 25 years of service to explore alternate career option. Officers and staff should be allowed to come back and continue in the government service without loss of seniority. It is learnt that similar facilities are there for IAS & also in some State Government e.g. Rajasthan & Maharashtra.

- 3.17 If the department is paying bonus to an employee it should be paid to all from top to bottom as everybody contributes to the success of the organization.
- 3.18 As most of Railway staff is posted away from Divisional HQ & Zonal HQ, it is not possible for them to avail Railway medical facilities. It is also economically not prudent for the employee to go to Railway hospital for small problems. As is practice in some PSUs, fixed medical allowance should be paid to meet outdoor expenses. For indoor medical requirement, Railway hospital should come into picture. This will give much needed relief to staff posted at way side stations.
- 3.19 Rules regarding withdrawal from NCPF should be liberalized without any precondition.
- 3.20 Teaching Allowance should be raised to 30%. Staff working in the Training Institute should also be paid similar allowance.
- 3.21 VRS may be allowed after 15 years.
- 3.22 (i) Encashment of LAP should be permitted annually. Besides there should be no limit on accumulation of LAP.
- (ii) Benefit of encashment of LHAP is available in most of the organizations with the intention to encourage their employees not to avail LHAP. Similarly encashment of LHAP in railways should be liberalized and encashment benefit should be made available in the Railways at par with the LAP without any ceiling limit.
- 3.23 Every promotion shall result in increase of salary by at least 20%.
- 3.24 In case retention of house is permitted on transfer on administrative account an allowance for maintaining double establishment equivalent to 25% of basic pay shall be given.
- 3.25 It is learnt that officers of Defence Forces who do not go beyond the rank of Lt. Col. & they retire at an early age of 50 years or so, are being sponsored for management courses in IIMs for alternate jobs after retirement. Therefore, to tackle similar situation of back log of promotions, or the officers who are denied key posts due to age consideration or Rlys are not able to provide satisfactory carrier progression to them, then such officers should be given opportunity of joining management courses / higher degrees courses officially.

- 3.26 **Enhancement of TA/DA rates** : The present rates are grossly inadequate to cover the various expenditure likely to be incurred by the officials while on tour. The present limit should be enhanced by at least four times to cover the expenses. It should also be linked to price index.
- 3.27 Air travel on duty for SA Grade, Selection Grade and JA Grade officers to be allowed in case train journey is more than 12 hours. - At present SAG officers are allowed to travel by air for one side normally and for both the sides in special cases with the personal approval of General Manager. Air travel for both sides for SAG officers should be allowed. Facility of air travel should also be extended to Selection Grade/JA Grade officers.
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