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**A.I.R.F.**

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**All India Railwaymen's Federation**

(Estd, 1924)

4, STATE ENTRY ROAD,  
NEW DELHI-110055  
INDIA

No.AIRF/PNM/26/2011

Dated: August 10, 2013

The Member Staff,  
Railway Board,  
Rail Bhawan,  
New Delhi.

Sir,

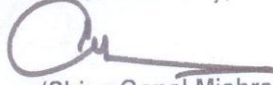
**Sub: Grant of parity to the Stenographers working in Zonal Railways with those in the Rail Bhawan**

Kindly refer to the minutes, recorded against AIRF's **PNM Item No.26/2011**, in the last PNM Meeting of the AIRF held on 6-7 February, 2013, wherein it has been mentioned that the matter is under examination in consultation with Ministry of Finance, and Ministry of Finance has raised certain queried which are being examined by the Pay Commission Directorate, Railway Board. On the request of AIRF, Official Side agreed to expedite the matter.

It is a matter of serious concern that despite elapsing a period of more than six months, nothing has been heard in the matter, as a result of which serious resentment and dissatisfaction is prevailing among the staff over the Indian Railways.

You are, therefore, requested to kindly get expedited the matter.

An early action in the matter shall be highly appreciated.

Yours faithfully,  
  
(Shiva Gopal Mishra)  
General Secretary

Copy to: Addl. Member Staff, Railway Board, New Delhi. He is also requested to do the needful.

Copy to: Executive Director Estt.(IR), Railway Board, New Delhi. She is also requested to do the needful.

Copy to: General Secretaries, all affiliated unions – for information.

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**All India Railwaymen's Federation**

(Estd, 1924)

4, STATE ENTRY ROAD,  
NEW DELHI-110055  
INDIA

No.AIRF/405(VI CPC)(13)

Dated: August 10, 2013

The Chairman,  
Railway Board,  
Rail Bhawan,  
New Delhi.

Sir,

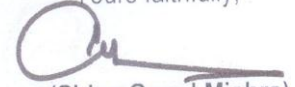
**Sub: Grievances of the Stenographers**

In continuation of our earlier letters dated 6<sup>th</sup> October, 2010 and 14<sup>th</sup> August, 2012(photocopies enclosed for ready reference), we send herewith a copy of the representation, received from the Stenographers working on South Western Railway, Hubli, containing their grievances.

We earnestly do hope that the grievances of the Stenographers, working over the Indian Railways, would be addressed positively.

An early action in the matter shall be highly appreciated.

Yours faithfully,

  
(Shiva Gopal Mishra)  
General Secretary

DA/As above

Copy to: Member Staff, Railway Board, Ministry of Railways, New Delhi – for necessary action please.

Copy to: Financial Commissioner, Railway Board, Ministry of Railways, New Delhi for necessary action please.

Copy to: Executive Director Estt(IR), Railway Board, New Delhi - for necessary action please.

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(Estd, 1924)

4, STATE ENTRY ROAD,  
NEW DELHI-110055  
INDIA

No.AIRF/405(VI CPC)(13)

Dated: October 6, 2010

The Secretary(E),  
Railway Board,  
New Delhi

Attn: **Shri P.K. Sharma, Addl. Member Staff,**  
**Railway Board**

Dear Sir,

**Sub: Grant of parity to the Stenographers working in the Zonal Railways**

**Ref: Board's letter No.PC-VI/2009//RSRP/9 dated 14.12.2009**

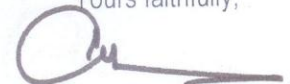
While discussing the issue in the meeting of the Departmental Anomaly Committee, it was agreed that the issue of Stenographers working in the field offices would be resolved in the manner the issue of Rajbhasha Staff was decided in-house.

Unfortunately, nevertheless three months have passed but the Railway Board have not moved an inch ahead since our discussion. Moreover, other ministries like MoHA have issued orders(copy enclosed for ready reference) granting parity to the Stenographers of Intelligence Bureau with their counterparts working in CSS/CSSS.

It is requested that as has been promised during the course of discussions, they should be given parity with the Stenographers working in RBSSS.

An early action in the matter will be highly appreciated.

Yours faithfully,

  
(Shiva Gopal Mishra)  
General Secretary

DA/As above

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**All India Railwaymen's Federation**  
(Estd, 1924)

4, STATE ENTRY ROAD,  
NEW DELHI-110055  
INDIA

No.AIRF/405(VI CPC)

Dated: August 14, 2012

The Chairman,  
Railway Board,  
Rail Bhawan,  
New Delhi.

Sir,

**Sub: Parity of Stenographers working in Zonal Railways with those in the Railway Board**

This is regarding the parity of Stenographers working in Zonal Railways with those in the Railway Board. The above issue has been hanging fire for quite long despite various representations sent to the Board. There is a perceived grievance/grudge of Field Stenographers, in that, they are being discriminated against viz-a- viz RBSSS. The latter got their cadre review/restructuring done, in house, by seeking parity with CSSS, whereas, in case of field Stenographers, all together different approach is being adopted by the Board.

1. It is worth mentioning that the concerned Directorate is required to consider the recommendations of 6<sup>th</sup> CPC, recommending full parity from Assistant Grade upward between Stenographers of Field with Secretariat Stenographers. Para 3.1.10 of the Recommendations is very pertinent, that, as ready reference, is reproduced below: -

**Amalgamation of "3.1.10 Presently, distinct Stenographers' cadres exist in Secretariat and Stenographers' Cadres**

Secretariat Stenographers cadre is identical to the CSS/analogous cadres in non-participating Ministries/Organizations with the exception that the scale of Rs.14300-18300 does not exist in the hierarchy. Keeping in view the general principle envisaging multi-skilling and de-layering that this Commission is recommending for the entire Government, ***no justification exists for maintaining a distinct Stenographers cadre in any Government office. The emphasis should be on recruiting multi-skilled personnel at Assistant level to be designated Executive Assistants who will discharge the functions of present day Assistants besides performing all the Stenographic functions. This should not be difficult as almost all the Central Government Offices now use Computers for office work. Keeping this objective in view where the Secretariat and Stenographers cadres would stand merged in future; there is a need for ensuring full parity two cadres right from this stage.***

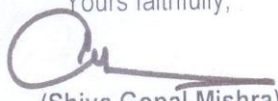
1. Quite in line with above, 6<sup>th</sup> CPC in para 3.1.14 has recommended "***In accordance with the principle established in the earlier paragraphs, parity between Field and Secretariat Offices is recommended.***

2. From the above It is evident that the parity is not to be limited up to Assistant Grade; as is being thought; rather evidently it has to be taken ahead further from this stage itself. The above is the most appropriate/relevant recommendation for Stenographers. To put reliance more on Para 3.1.3 is misplaced.
3. A close scrutiny of the Pay Commission recommendation have revealed that the Pay Scale of 8000-13500 has been shown as recommended by 6<sup>th</sup> CPC for Stenographers even though this pay scale was already available to the Stenographers in terms of 5<sup>th</sup> CPC. Apparently Pay Commission Directorate had failed to apprise the 6<sup>th</sup> CPC about the pay structure already available. A copy of the Railway Board's letter vide which pay scale of 7500-12000 and 8000-13500 were introduced in Railways is enclosed. Presumably, this lapse has resulted into non-improvement in the pay structure of the field Stenographers.
4. While making recommendations, 6<sup>th</sup> CPC has considered Railway Board as a department under Ministry of Railways. May be because of this 6<sup>th</sup> CPC has not made any separate recommendation for RBSS & RBSSS. Further, as already brought out 6<sup>th</sup> CPC has recommended parity between field Stenographers and Secretariat Stenographers. RBSSS has already got their restructuring, including a new pay scale of 14300-18300 approved in-house even though 14300-18300, was new pay scale hitherto fore not available to RBSSS. Quite analogous to this, field Stenographers, in view of the recommendation about parity, are required to be automatically given the benefit of whatever is given to RBSSS. Railway Board insistence for sending their proposal to Finance Ministry is quite contrary to whatever has been done in case of RBSS and RBSSS and RBCC. The argument that introduction of new pay scale would need Finance Ministry concurrence does not hold any water, as even all together a new structure has been introduced in house in case of RBCC, where, earlier, no structure was available. In case of RBCC all were new pay scales. It would be difficult for Ministry of Railways to defend, such stand if Finance Ministry raise such issues while considering field Stenographers' case.
5. We would, therefore, request for the sake of uniformity, equity and fair play that the benefit of parity to field Stenographers viz-a-viz Secretariat Stenographers be accorded as recommended by 6<sup>th</sup> CPC in-house. Elsewhere, Ministry of Railways has recorded that they are not planning to send the proposal of RBSSS to Finance Ministry as it would be very time consuming. Noting as extracted below. Would not, then, the same logic apply to field Stenographers?

***"In light of the situation brought out above, this proposal merits consideration. It is also clear that if the matter is referred to MoF, all such proposals are likely to be referred to the 6<sup>th</sup> CPC and thereby lead to an inordinate delay. Thus, keeping in mind the precedence, a view needs to be taken if the upgraded scale can be granted to the Assistants & PAs of Rly. Board w.e.f. 15.09.2006, as has been granted to CSS/CSSS."***

Needless to mention that the pay scales likely to be considered for field Stenographers are already available in case of RBSSS and as such it can not be viewed as new pay scales; the situation being analogous to the pay scale of 14300-18300 having been allotted to RBSSS.

In view of the foregoing, it is requested that field Stenographers' representations be expeditiously decided in house and requisite parity with RBSSS given immediately.

Yours faithfully,  
  
(Shiva Gopal Mishra)  
General Secretary

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