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ANOMALIES ARISEN CONSEQUENT UPON THE IMPLEMENTATION OF VIth CPC RECOMMENDATIONS

ISSUES

1. Trackman, Gateman/Trolleyman, Keyman, Mate (P.Way Mate)

Nature of Anomaly – Relativities have been disturbed leading to severe dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The rail transport is track bound, the staff belonging to the above categories maintain various prescribed parameters of railway track for safe and efficient running of trains.

The trackman is an entry post, he is promoted as Sr.Trackman after putting about 10 years of service, thereafter he has to wait for another ten years for promotion to the post of Keyman that too after passing suitability test. As per the recommendation of 5th Central Pay Commission the pay scales position was as under –

Trackman (Gangman)	Rs.2610-3540
Gateman/Trolleyman	Rs. 2610-3540
Senior Trackman/ Gateman/ Trolleyman	Rs.2650-4000
Head Trackman/Keyman	Rs.2750-4400
Gangmate (also called P.Waymate)	Rs.3050-4590
Senior P.Way Supervisor	Rs.5000-8000

Now the Trackman, Gateman, Sr.Trackman etc. and Keyman have been placed in one pay band with same grade pay. Whereas promotion from Sr.Trackman/Sr.Trolleyman/ Sr.Gateman to Keyman was promotion and benefit of FR22C was given by considering the fact that the duties and responsibilities of Keyman was of greater importance. There is severe dissatisfaction amongst Sr.Trackmen/Sr.Gateman and Keyman because their services of about 20 years have been over-looked and placed them equivalent to new entrant to the post of Trackman. In fact with the present position no one is willing to accept promotion of Keyman. Similarly there is dissatisfaction amongst P.Way Mate because their duties and responsibilities have not been appreciated thereby they have been allotted replacement grade pay of pre-revised pay scale Rs.3050-4590 with grade pay Rs.1900.

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The Grade Pays of Sr.Trackman/Sr.Gateman/Sr.Trolleyman/Keyman and P.Way Mate are required to be improved appropriately.

2. TECHNICIANS –

Nature of Anomaly – Relativities have been disturbed leading to severe dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The Technicians Gr.III are recruited with matriculation qualification + ITI passed or Act Apprentice who are given additional pre-induction training before they are absorbed as such. The Technicians employee in Workshops, Open line, EMU/Electric/Diesel Sheds, Production Units have to carry out jobs assigned to them independently. The Khalasi/Khalasi Helpers assist them in carrying out jobs. The 5th Central Pay Commission considered the Khalasi Helpers and provided pay scale Rs.3050-4590 which disturbed the age old relativities causing severe dissatisfaction to the category of Technicians. This situation created justification to provide one grade higher i.e. Rs.4000-6000 to Technicians at the entry stage. It was expected that the 6th Central Pay Commission would remove the anomalous position by providing higher grade pay to Technicians but they have been placed in the identical grade of Clerk who is recruited with matriculation qualification and work under better working conditions. The duty hours and the number of working days of the Technicians are more than the Ministerial staff.

Keeping in view their qualification, training and job requirements they should be provided Grade pay Rs.2400 at the entry grade and further Rs.2800, Rs.4200 & Rs. 4600 to Gr.I and Master Craftsman.

3. TECHNICAL SUPERVISORS -

Nature of Anomaly – Relativities have been disturbed leading to severe dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The 6th Central Pay Commission has not done justice to the Technical supervisors as their recruitments conditions, duties and multifarious responsibilities to ensure out-turn targets, optimum productivity, quality control, safety, material management, optimum utilization of man-power machinery, equipment, rolling stock and other resources for efficient train operations. The pay commission has allotted them Pay Band – 2 with Grade Pay Rs.4200/- and Rs.4600/- to those who were pre-revised pay scale Rs.6500-10500 and Rs.7450-11500. Whereas the Acts, teachers and Nursing staff who work under better working conditions and comparatively with no tension, have been allotted better pay.

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There is severe dissatisfaction amongst the Technical Supervisors because they feel that they have been insulted by the 6th CPC. In order to impart justice to the Technical Supervisors it would be proper to allot grade Pay Rs.5400 to all those who have been given grade Pay Rs.4600 i.e. at par with Nursing staff.

4. STATION MASTERS –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The Station Masters are recruited with minimum qualification graduate degree and passing tough written examination conducted by Railway Recruitment Board, psychological test, medical examination of high standard and initial training course of six months. They are posted at remote places and perform multifarious duties and are responsible for safe and efficient train operations and work under difficult working conditions.

Their recruitment qualification, physical fitness, duties and responsibilities are much higher than the nursing and teaching staff. Therefore, they should be placed in the grade pay atleast identical to nursing staff.

5. ASSISTANT LOCO PILOTS –

Nature of Anomaly – Relativities have been disturbed leading to severe dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

Assistant Loco Pilots are recruited with qualification matriculation + ITI and after passing physical fitness of high medical standard, psychological test and training of long duration.

They perform hard duties under difficult working conditions; have been allotted Pay Band – 1 with grade Pay Rs.1900 i.e. equivalent to pay scale Rs.3050-4590 (5th CPC) which is also allotted to up-graded Khalasi in Diesel, Electric Loco, EMU Car Sheds and Office clerks.

The Office clerks are recruited with matriculation qualification and allotted the same grade pay Rs.1900. Whereas the recruitment qualification to the post of Assistant Loco Pilot is required higher than that of Office Clerk i.e. Matriculation + ITI + Psychological test and higher physical fitness of A1 standard which is to be maintained during entire service period. As such there is anomaly which should be rectified by allotting grade Pay Rs.2800 to the Assistant Loco Pilots.

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6. LOCO PILOTS –

Nature of Anomaly – Relativities have been disturbed leading to severe dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The 6th Central pay Commission has placed all the Loco Pilots of 6 levels in one Pay Band Rs.9300-34800 with Grade Pay Rs.4200. It has disturbed the age old relativities as a Loco Pilot (Shunting) reaches to the post of Loco Pilot (Mail) after climbing other 5 steps that to after passing selection of different levels at long spells of time. The recommendation has generated severe discontentment amongst the seniors who are in position of Loco Pilot (Goods) II, I, Pilot Passenger I, II & Mail. In order to mitigate the severe dissatisfaction, it is necessary to revise the grade pay Rs.5400 to Loco Pilot (Mail) and Rs.4800 to Loco Pilot (Passenger).

7. GUARDS -

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The recruitment qualification for the post of Guard (Goods) is graduation. Their duties and responsibilities are higher. Therefore, the allotment of pay band I with Grade Pay 2800 to Guard (Goods) has created severe dissatisfaction. Their pay should be revised and kept at least at par with the teaching staff. The GP of Guard (Pass. & Mail) may also be upwardly revised as provided to the compared staff.

8. STENOGRAPHERS-

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The 6th Central Pay Commission has recommended (Paras 3.1.14, 3.1.15 & 7.36.95) parity between the Field and Secretariat offices. This recommendation has been accepted by the Government. But on Indian Railways, the Government's decision has not been implemented in the case of Stenographers. It is urged to ensure implementation of parity for Stenographers on Indian Railways w.e.f. 1.1.2006. Recently, the Railway Board Stenographers have been allotted Grade pay Rs. 4600/-. Indian Railways Stenographers should also be granted similar grade pays.

9. PHYSIOTHERAPIST –

Nature of Anomaly – Relativities have been disturbed leading to great

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dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

Physiotherapists were in pre-revised pay scale Rs.5500-9000 and Rs.6500-10500 have been allotted PB-2 with Grade Pay Rs.4200 keeping in view the educational qualification 10+2 and three years diploma in Physiotherapist, thereafter 6 months internship.

The entry qualification for the post of Physiotherapist on Indian Railways was revised as under by Railway Board vide DG/RHS's letter No. H-2006/H-1-1/3 dated 23.2.2007 –

Class XII Pass + BPT (Bachelor in Physiotherapy) 4½ years course from an Institution recognized by State/Central Govt. or Class XII Pass B.Sc. in Physiotherapy (4 years course) with 6 months internship from an Institution recognized by State/Central Govt. Therefore, their recruitment qualification is at par with the Engineering graduate as such they should be allotted initial grade pay Rs.4600 i.e. at par with directly recruited Engineering Graduate, alongwith further adequate promotional opportunities in higher grade pays.

10. RADIOGRAPHERS

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

Radiographers are recruited with educational qualification 10+2 with Physics and Chemistry and Diploma in Radiography/X-ray technician/Radio-diagnosis Technology (2 years Course) from recognized Institute. Science graduates with Diploma in Radiography/X-ray Technician/Radio-diagnosis Technology (2 years course) shall be preferred”.

Inherently they are exposed to radiation risk continuously in spite of taking available precautions. They are governed by the Radiation Protection Rules 1971.

6th Central Pay Commission has not properly appreciated their technical qualification, duties and responsibilities and job hazards to their health. The allotment of pay scale to them is not equivalent to the other technical supervisors with the same qualifications i.e. Grade pay Rs.4200. The Federations has also demanded enhancement in their recruitment qualification i.e. B.Sc.(Radiography) + 2 years experience or Science Graduate with diploma in Radiography (2

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years course from a recognized institution) if Railway Board accept the proposal, their pay may be revised to equivalent to pre-revised pay scale Rs.7450-11500 with further promotional opportunities.

11. LABORATORY STAFF OF MEDICAL DEPARTMENT –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The Medical Laboratory staff are presently in the following pay scales –

		5 th CPC	6 th CPC	
			Pay Band	Grade Pay
1	Lab. Technician/Asstt.	3200-4900 4000-6000	Rs.5200- 20200	2000
2	Lab. Technician/Asstt. Chemist	4500-7000		2400
3.	Asstt. Chemist/Lab. Supdt. Gr.II	5000-8000	Rs.9300- 34800	2800
4	Lab Supdt. Gr.I	5500-9000 6500-10500		4200
				4600

Lab Assistant Gr.II is recruited with qualification of matriculation with science plus 2 years diploma in Medical Lab Technology have been allotted Grade Pay Rs.2000 in PB-I where as Auxiliary Nurse – Mid Wife the similar qualification has been allotted Grade Pay Rs.2400. It has disturbed the relativities and has caused dissatisfaction amongst the Laboratory staff. The disparity is needed to be removed by allotting grade pay Rs.2400 at the entry grade.

12. LAB SUPDT. OF MEDICAL DEPARTMENT -

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The recruitment qualification of Lab Supdt. is B.Sc. plus diploma in Medical Laboratory Technology, grade pay Rs.4200 in PB-2 has been allotted to those who are in pre-revised pay

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scale Rs. 5000-8000 and 5500-9000 and Rs.4600 to those who are in pay scale Rs.6500-10500. Leading to their duties and responsibilities and Technological advancement in medical science Group 'B' post should be provided.

13. LOCO INSPECTORS –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The Loco Inspectors are drawn from the cadre of Loco Pilots category through positive act of selection. They are responsible to monitor and supervise running staff for updating their technical and trouble-shooting knowledge. Mostly they conduct foot-plate inspections on Loco Motives during day and night. They have no prescribed duty time like Loco Pilots. They have to conduct field trials, DAR enquiries and investigations of various accidents. It is inherent requirement that the Loco Inspectors must have effective control and command over running staff. In face of social structure, the salary and emoluments of Loco Inspector should not be less than the Loco Pilots.

Therefore, the existing grade pay Rs.4600 may be revised to Rs.5400 with all benefits as admissible to Loco Pilots.

14. CHEMICAL & METALLURGICAL (CMT) STAFF-

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

As per report of the 6th Central Pay Commission CMA I pre-revised pay scale Rs.5500-9000 and CMA II pay scale Rs.5000-8000 have been placed in one pay band with Grade Pay Rs.4200. It is anomalous as CMA II & CMA I have different recruitment qualifications viz.

CMA I - Degree in Metallurgy/Chemical Engineering or M. Sc. Chemistry/applied Chemistry.

CMA II – B.Sc. Chemistry

The 6th Pay Commission have deviated from their own principle and policy and disturbed the existing relativity between the Chemical and Metallurgical (CMT) staff on one hand and the teachers, Nursing staff and Accounts staff on the other hand by allotting the Grade Pay Rs.4200 and Rs.4600 to the CMT staff as against the Grade Pay Rs.4800 and Rs.5400.

The Grade pay of these staff are needed to be revised atleast at par with the Nursing staff.

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15. SR.TRAFFIC COSTING INSPECTORS

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The Sr. Traffic Costing Inspectors are drawn from supervisory cadre of accounts, traffic, commercial and Statistic departments from those having professional qualification in cost accountancy or graduate with specific background of mathematics/economics/statistics as one of the subject through a written examination. They are under professional control of FA&CAO. Traffic costing has developed into a model management techniques which are valuable of many areas in railway working e.g. rate fixation, budgeting, corporate planning, project appraisal etc. It is one of the important categories of Railway organization as they attend to computing cost of various units regarding different facets and aspects of operations. They provide data essential for a wide field of management decisions and for formulations of national policies in the field of transportation.

The Sr.Traffic Costing Inspector and Sr.Section Officer (Accounts) were at par in pay scale Rs.6500-10500. Subsequently vide Railway Board's letter No. PC-V/98/2/11/23 dated 7.3.2003, the pay scale of Sr.SO was granted higher replacement pay scale Rs.7450-11500. At that time this category was left out. However they were under expectation that the 6th central pay commission will consider their case but again they remained out of site of the pay commission. It has resulted severe dissatisfaction amongst the workers of this category. Therefore, in order to provide justice to this category their grade pay should be raised to Rs.4800 i.e.at par with the Sr.SO of Accounts department.

16. RAJBHASHA STAFF –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The 6th Central Pay Commission has written in the report in para 7.36.95 and 7.36.96 that Rajbhasha staff have been covered elsewhere in the report and shall apply in respect of the common category posts in Ministry of Railways as well.

In the subsequent, para 7.46.28, the commission has recorded recommendation granting parity between Rajbhasha staff of Secretariat and field offices but the Railway Board have not implemented the recommendation.

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It is urged that the recommendations should be implemented by providing pay scale and Grade pay to Rajbhasha staff of Railway at par with the Secretariat staff.

17. **PUBLICITY INSPECTORS** –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The recruitment qualification is Graduate with desirable qualification postgraduate diploma in Journalism and Mass Communication in advertising and Public relations.

The job of Publicity Inspector is to keep constant liaison with print and electronic media for projecting the image of Railways in a positive manner. They have also to high light the achievements and developmental activities of the Railways. They also arrange, press briefing, press conference, conduct tours etc.

However, it is ironical that Publicity Inspectors are placed in a lower grade than Personnel, Welfare and Commercial Inspectors whose recruitment qualification is just Graduation. The comparison is given below:

Category	Scale as per IV CPC	Scales as per V CPC	Present scale VI cpc
Publicity Inspector	Rs.1400-2300	Rs.4500-7000	Pay Band-I (Rs.5200-20200) Grade Pay Rs.2800/-
Inspector Grade III (Commercial, Personnel, Welfare)	Rs.1400-2300	Rs.5000-8000	Pay Band-II (Rs.9300-34800) Grade Pay – Rs.4200/-

It is evident from the above facts that great injustice has been done to Publicity Inspectors as compared to other Inspectorial category of Commercial, Personnel etc. Their job and responsibilities are of prime importance since they are projecting the image of Railways in positive manner and interacting with press and electro media.

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Therefore the pay of Publicity Inspector should be brought at par with other Inspectorial staff who are in the pay band of Rs.9300-34800 with Grade Pay of Rs.4200/- in PB-2. and the apex scale also should be at par with other Supervisory staff.

18. TYPISTS

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

**Relativities have been disturbed leading to dissatisfaction and adverse effect on efficiency.
[Anomaly under Definition 1(a)]**

The recruitment of Typist is done through Railway Recruitment Board with qualification of matriculation(min.60% or more marks) with prescribed speed/knowledge of typing. Till the recommendation of 4th CPC there was parity between Typists and Ministerial staff. The comparison of pay scales are shown as under :-

	Sr.Clerk	Sr.Typist
4 th CPC	1200-2040	1200-2040
5 th CPC	4500-7000	4000-6000
6 th CPC	5200-20200 (GP – 2800)	5200-20200 (GP – 2400)

The typists were aggrieved by disparity caused by the recommendation of 5th CPC but expecting elimination of disparity by the 6th CPC recommendations which has disappointed them by maintaining the same disparity. Therefore, the Sr.Typist is needed to be placed at par with Sr.Clerk with Grade Pay Rs.2800 and further parity with Ministerial staff in higher Pay Band/Grade Pay.

19. TECHNICIANS SIGNAL) -

Nature of anomaly – Recommendation is in contravention of the principle enunciated by the 6th CPC.

Anomaly under Definition 1(a)

In this cadre the recruitment is done at two levels i.e. Rs. 3050-4590 (Pre-revised)/Rs. 1900/- Grade Pay and Rs. 4000-6000 (Pre-revised)/Rs. 2400/- Grade pay.

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Entry qualification for Rs. 3050-4590 (Pre-revised)/Grade Pay of Rs. 1900/-

10 + 2 with Physics, Chemistry and Mathematics OR Matric + ITI, 1 year Experience + 1 year Induction Training.

Revised qualification – (i) Matriculation plus ITI/Act Apprenticeship in Electrician, Electrical Fitter, Wireman, Electronics, Information Technology, TV & Radio trades; **or** (ii) Diploma holders in Electrical, Electronics, Microprocessor, Industrial Electronics, TV Engineering, Fibre Optic Communication, Electronic Instrumentation, Communication, Sound & TV Engg. Industrial Control, Information Science/Technology, Process Control, Telecommunication, Applied Electronics, Computer Application, Computer Networking, Data Networks, Power Electronics, Digital Electronics and Radio Engineering; **or** (iii) Pass in +2 stage with Physics and Maths.

Entry qualification for Rs. 4000-6000/Rs. 2400/- Grade Pay

B.Sc. Ist year OR Diploma in Electrical/Electronic/Communication + Induction Training of 18 months.

The 6th Central Pay Commission have totally ignored the above factual scenario and treated the Technicians of Railways as part of common category and in the process the Technicians (Signal) were also subjected to injustice. The facts in regard to recruitment at the level of Rs. 4000-6000, higher entry level qualification at two stages which is peculiar to this cadre were ignored. This needs to be rectified.

20 ENQUIRY-CUM-RESERVATION STAFF -

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The recruitment qualification of Enquiry –cum- Reservation Clerk is graduate and the duties and responsibilities are not only substantially higher but also they have to work on Computer without any respite. They deserve higher pay band to Grade Pay Rs.4200 at the entry stage.

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21. NURSING STAFF -

The 6th Central Pay Commission recognized the duties and responsibilities of Nursing cadre, thereby allotted higher Pay Band and Grade Pay to the Nursing staff. The Matrons have been allotted pay band of Rs.15600-39100 with Grade Pay Rs.5400 and kept in Group 'C'. They were in the pre-revised Pay Scale Rs.7450-11500.

The Asstt. Nursing Officers on Indian Railways are gazetted Group 'B' for the last more than 15 years. According to this recommendation their future is sealed and thereby they will attain superannuation in the same Grade Pay (Group 'B' Gazetted) which is causing discontentment in the category.

The ANOs in Railways have a very important role to supervise guide and monitor the Nursing staff besides hospital management totally. They deserve to be placed in the higher Grade Pay in PB-4.

22. INFORMATION TECHNOLOGY CADRE

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The EDP Centres have been reorganized on Indian Railways and named as 'Information Technology Centre'. The work of IT Centres have been detailed time to time by Railway Board and set up cadres. This cadre was always treated at par with the Technical cadres. But after implementation of the 6th Central Pay Commission anomaly has cropped up due to non-allotment of Grade Pay Rs.4600 to the Sr.Console Operators.

This anomaly is needed to be rectified by allotting Grade Pay at par with the Technical Supervisors.

23. RATE OF KILOMETREAGE –

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

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The rates of travelling allowance have been increased by more than three times (3.42 times) of the old rate on the consideration of increase in dearness allowance and pay but the rate of Kilometrage has been increased only double of the old rate. It is demoralizing which is causing discontentment amongst the running staff.

The rate of Kilometrage allowance should be calculated on the basis of formula recommended by the Bhalla Committee.

As per Bhalla Committee's Formula the calculation should be as under:-

30% of mean of average pay of _____ + _____ amount equivalent to
Pass. Guard or Driver _____ 20 days TA

Average Kilometre of Pass. Driver/Guard per month

It is therefore urged that the kilometrage rates should be revised as per the formula w.e.f. 1.1.2006.

24. ADDITIONAL ALLOWANCE TO RUNNING STAFF -

Nature of Anomaly – Relativities have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1(a)

The 6th Central pay Commission has recommended additional allowance of Rs.500/- to Loco Pilots (Passenger) and Rs.1000/- to Loco Pilots (Mail/Express) considering the more erroneous nature of work as well as process of selection involved. Guards have also been granted this allowance.

But however, the additional allowance has not been given to Assistant Loco Pilots, Loco Pilots (Goods) and Goods Guards. Staff of these categories also facing the same working conditions and hence there is no valid ground to deny them the additional allowance.

Sr. Goods Pilot and Pass. Pilot were in the same grade of Rs. 5500-9000. Pass Driver and M/E Guards were in grade of Rs. 5500-9000 whereas Special Allowance of Rs. 500 is given to M/E Guards, Pass. Drivers and Rs. 1000 to M/E Drivers. To remove this anomaly, Sr. Pass. Guards and Sr. Goods Drivers should also be paid Allowance of Rs. 500/- and Sr. Pass. Drivers should be paid Special Allowance of Rs. 1000/- instead of Rs. 500/-.

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25. ANOMALY IN FIXATION OF PAY

The earlier Pay Commissions considered the senior employees and recommended weighages of seniority in fixation of pay which could maintain contentment amongst the seniors but the recommendations of the 6th CPC have not only ignored the services of senior employees but in the several cases the juniors who entered in service on or after 01.01.2006 have been fixed at higher pay than those seniors who are appointed prior to 01.01.2006. The few illustrations are listed below –

Employee appointed prior to 01.01.2006	Employee entered in service on or after 01.01.2006
Name of Employee – 'X' Date of Apptt. – 22.7.2005 Scale (5 th PC) – 5000-8000	Name of Employee - 'Y' Date of Apptt. :01.9.2006
Pay Band + Grade Pay - Rs.9300-34800/4600 Fixation of Pay – Rs.13900	Pay Band + Grade Pay - Rs.9300-34800/4600 Fixation of Pay – Rs.17140/-

Name of Employee – Pharmacist 'A' Date of Apptt. – 17.5.2005 Scale (5 th PC) – 4500-7000	Pharmacist 'B' Date of Apptt. ;16.4.2009
Pay Band + Grade Pay - Rs.5200-20200/2800 Fixation of Pay – Rs.11170	Pay Band + Grade Pay - Rs.9300-34800/4600 Fixation of Pay – Rs.11360

Similar anomalies have arisen in many of the categories who were promoted as such prior to 01.01.2006 have been fixed at pay less than their juniors.

It would be therefore necessary to rectify anomalous situations in all the above type of cases.

26. TICKET CHECKING STAFF

Nature of Anomaly – Relatives have been disturbed leading to great dissatisfaction and adverse effect on efficiency.

Anomaly under definition – 1 (a)

The ticket checking staffs have to shoulder a very important responsibility of checking leakage of Railway revenue by detecting ticket less travelers, un booked luggage and fraudulent use of

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traveling authority and realize revenue. The Ticket Collector is an entry post in the ticket checking category and that was always kept at par with the clerk of initial grade. Similarly, the Sr. Ticket Collector/TTE were kept at par with Sr. Clerk/Sr. Commercial Clerk upto the recommendations of 4th CPC by allotting pay scale Rs. 1200-2040, However, Sr. Commercial Clerk and Sr. Ticket Collector were given suppressed pay scale Rs. 4000-6000 by 5th CPC but parity was maintained between the two.

Now, the 6th CPC has disturbed the relativity by allotting suppressed Grade Pay Rs. 2400 to Sr. TC/TTE while in the case of Sr. Commercial Clerk the disturbed relativities got rectified by VI CPC by allotting Grade Pay Rs. 2800. It is therefore necessary to ensure grade pay of Rs. 2800/- to Sr. TC/TTE on par with Sr. Commercial Clerk..

27. HEALTH AND MALARIA INSPECTORS

The Sixth CPC has evolved new pay structure with Pay Bands and Grade Pay and allotted Rs. 4800/- Grade Pay as entry grade pay in the Nursing Cadre. Similarly, the Nursing cadre has been given the Grade Pay of Rs. 5400/-. Whereas the entry grade pay of Health and Malaria Inspectors is far lower i.e. Rs. 4200/- and the apex Grade Pay is only Rs. 4600/-. Thus 6th CPC pay structure has resulted in demoralization among the Health and Malaria Inspectors of Indian Railways who are accountable for various types of jobs. Their nature of duties are in no way inferior in comparison with Nursing category. The responsibilities of this category are given hereunder in brief.

- a) Monitoring and ensuring the potable water supply to the traveling public and the colony residents.
- b) Controlling the vector borne diseases.
- c) Various preventive measures at the time of outbreak of communicable diseases (epidemics and endemics).
- d) Ensuring the food safety to the traveling public.
- e) Organizing the health promotional activities such as Health Camps and Health Education Programmes on communicable and non-communicable diseases.
- f) Observing important health days and involving in all National Health Programmes.
- g) Possessing sufficient knowledge on cleaning machineries, sprayers, fogging machines etc.

In view of the above the entry grade pay of Health and Malaria Inspector should be revised to Rs. 4800/- and also grant grade pay Rs. 5400/- as replacement to Rs. 4600/-.

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28. VI CPC PAY STRUCTURE – DROP IN EMOLUMENTS OF LOCO SUPERVISORY STAFF INDUCTED PRIOR TO JANUARY, 2006.

1. Consequent upon the implementation of 6th CPC Pay scale and grade pay the Loco Inspectors who had joined prior to 1.1.2006 stand to lose heavily as explained below:-

- (a) The Pay fixation for Loco Pilots joined during January, 2006 to September, 2008 as Loco Inspector has been done with multiplier factor of 2.118 but in the case those L.Is who had joined prior to 1.1.2006, the fixation has been granted applying 1.86 multiplier factor.
- (b) Those Loco Pilots joined as LI after 1.1.2006 were granted pay fixation as stated
(a) above with 30% add on pay element. .

The difference of pay between L.Is of pre 1.1.2006 and post 1.1.2006 is to the time of Rs. 10000/-, thus the LIs who are senior by 10 years draw less salary of Rs. 10000/- than their juniors joined after 1.1.2006..

II. Although Railway Board have issued orders vide E(P&A)II/2008/RS-37 dated 24.7.2009 allowing stepping up of pay in terms of Note 10 below, Rule 7 of RS(RP) Rules 2008, the Loco Inspectors who were formerly Loco Pilots are not given proper motivation package. During post IV CPC period when similar anomaly had arisen, it was rectified by Board, duly allowing notional pay in the Driver's Cadre to all the seniors who had joined as LIs.

III. It would therefore be necessary to review and consider the following suggestions:-

- (a) Basic pay of those L.Is promoted from Loco Pilot cadre prior to 1.1.2006 should be re-fixed applying 2.118 multiplier factor and adding 30% element thereon, (i.e. basic pay need to be worked out as on 1.1.2006 notionally as a Loco Pilot and fixing the basic pay as L.P. on 1.1.2006 with a multiplying factor of 2.118, and then basic pay of L.I to be re-worked out duly adding 30% pay element.)
- (b) The LIs when perform counseling, DAR/HQ should be granted Kilometrage Allowance at 160 Kms.
- (c) Addl. Allowance of Rs. 1000 may be granted to LIs on par with LP/Mail for ensuring relativity.

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29. TRAIN CONTROLLER

Train Controller cadre is the nerve center of the Train operation. Controllers are the brain of the Railway Administration. They are responsible for optimum utilization of rolling staff, loco power, line capacity, manpower (crew). Their duties are very intensive and arduous in nature. The recruitment of the Controller cadre is among the Traffic Apprentice, Station Master category, CTNC category and Guard category. Since the feeder/subordinate categories are kept in Grade Pay of Rs. 4200/- same as that of Section Controller's initial Grade Pay. This create anomaly. In order to settle the anomaly and parity to be maintained with other department and the minimum recruitment qualification in the feeder category as such the initial Grade Pay of Train Controller should be Rs. 4600/-, Rs. 4800/- and Rs. 5400/- for Deputy Chief Controller and Chief Controller respectively.

30. Ex-CADRE POSTS – GRADE PAY

The 6th Central Pay Commission Grade Pay has been allotted to various categories w.e.f.1.1.2008. But in the case of Ex. Cadre posts such as Instructors of Training Institutes, Safety Counselors, Works Study Inspectors, Traffic Costing Inspectors etc., Similar Grade Pays have not been allotted. This anomaly needs to be rectified duly granting parity in Grade Pay.

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31. WELFARE INSPECTORS:

Staff Welfare Inspector who were in pre-revised pay scale of Rs. 6500-10500 and Rs. 7450-11500 be granted GP from Rs. 4600 to Rs. 4800 and Rs. 4800 to Rs. 5400 respectively.

32. HEAD PROOF READERS:

Head Proof Readers were granted Grade pay of Rs. 2800 whereas Master Craftsman who are supervised by Head Proof Readers are given the Grade pay of Rs. 4200. This anomaly should be rectified.

33. CASH OFFICE:

Higher Grade pay be allotted to Cash Office (Receipt side).

34. STAFF OF TRANSIT CELL:

On Western Railway staff were drafted from Commercial Department. When pay scales of Hd. Clerk and OS-II were upgraded from Rs. 4500-7000 and Rs. 5000-8000 to Rs. 5000-8000 and Rs. 5500-9000 respectively on implementation of 5th CPC report, the staff of Transit Cell were not granted the same benefit. This has resulted in granting lesser Grade Pay to staff of Transit Cell in comparison to their counter parts in Commercial Depot. This needs rectification.

35. TOWER WAGON DRIVERS

Tower Wagon Drivers are treated at par with Goods Drivers for the purpose of payment of Running Allowance, Kilometrage and all other benefits of Running Staff, but they are placed in PB-1 with GP Rs. 2800 when Goods Drivers are placed in PB-2 with GP Rs. 4200. Tower Wagon Drivers should also be placed in the same pay structure and Grade pay.

36. COMMON CATEGORIES

Grant of Grade Pay at par with those classified as Common Categories in other Ministries – case of Telephone Operators, Cipher Operators, Cashiers, Shroffs, Finger Print Examiners and Typists be considered.

37. SAFETY CATEGORIES:

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Special allowance of Rs. 500 and Rs. 1000 may be granted to all staff working in Safety category including Supervisors.

38. TIA/ISA:

In case of TIA/ISA, their pay scales were similar to SO and Sr.SO i.e. Rs. 6500-10500 and Rs. 7450-11500. After implementation of the 6th CPC, SO and Sr. SOs were placed in GP of Rs. 4800 whereas, TIA/ISA were placed in GP Rs. 4200 and Rs. 4600 respectively. This anomaly is required to be sorted out by providing GP of Rs. 4800 to TIA/ISA.

39. ACCOUNTS ASSISTANTS:

Accounts Assistants were in two Grades viz. Rs. 5500-9000. Now they have been placed in PB-2 with GP Rs. 4200. This anomaly is also required to be sorted out by providing them GP Rs. 4600.

40. ANOMALY DUE TO UNIFORM DATE OF ANNUAL INCREMENT

Henceforth all the staff will have a Uniform Date of Annual Increment i.e. 1st July every year. This new policy has caused loss to all those whose date of increment was between 1st February to 1st June as their benefit of increment for this period have been forfeited although they were entitled to get Annual increment after completion of one year service.

The Government of India has always been as a noble employer as such the above policy is not in consonance to their past history as one section of employee is put to loss although those staff who had date of increment between 1st August to 31st December have been granted increment from 1st July. It is necessary to consider to eliminate loss to all those whose date of increment was between 1st February to 1st June by granting increment from 1st July without any stipulation like those whose date of increment was between 1st August and December and on 1st January.

41. ANOMALY IDENTIFIED WHILE GRANTING FIXATION TO EMPLOYEES IN PAY BAND 1

Rule 10, (para 2) of RB 103/2008 dated 4.9.2008 is reproduced below:-

“10. Date of next increment in the revised pay structure – There will be a uniform date of annual increment, viz Ist July of every year. Employees completing 6 months and above in the revised

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pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.”

In terms of the above rule, an example of fixation of pay in PB1 to two different employees is given as under:-

‘A’

Sr. Khalasi
Vth CPC scale: Rs. 2010-3540
DOA: 1.1.1982
Dt. of promotion to the Grade: 23.9.1996
Max. of Scale Rs. 3540/- granted on 1.11.2003
Pay as on 31.12.2005: Rs. 3605/-
Last increment drawn in Vth CPC: 1.11.2005
1.11.2004
(1st Stagnation increment)

‘B’

Sr. Khalasi
Vth CPC scale: Rs. 2610-3540
DOA: 18.10.1985
Dt of promotion to the grade 1.1.97
Max of Scale Rs. 3540/- granted
1.11.2004
Pay as on 31.12.2005: Rs. 3540/-
Last increment drawn in VIth CPC:
(Normal increment).

Pay fixed in terms of para 2 (as underlined above) of Rule 10 of RBE 103/2008 dated 4.9.2008)

1.1.2006: Rs. 6710 + 1800 = Rs. 8510

1.1.2006: Rs. 6590 + 1800 = 8390/-

Subsequently, on receipt of a clarification as reproduced below, the pay of the senior employee i.e. ‘A’ is reduced by the finance to Rs. 8510/- (6710+1800) as 1.1.2006 and increased to Rs. 8770/- (6970+1800) w.e.f. 1.7.2006 duly granting an increment.

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RBE 28/2009 dated 11.2.2009 (Point of doubt and clarification No. 5)

S.No.	Point of Doubt	Clarification
5	<p>Grant of stagnation increment:</p> <p>Whether the employee who has been granted stagnation increment between February 2005 or there after are to be granted additional increment w.e.f. 1.1.2006, while fixing the pay or not? Since they have reached at the maximum of the existing pay scale</p>	<p>In all cases, where a railway servant had been granted an increment (whether normal annual increment or stagnation increment) after January 1,2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure.</p>

According to above, 'A' senior employee is given a pay as on 1.7.2006 in VIth CPC Pay scale Rs. 8770/- and the junior employee 'B' is granted a pay as on 1.7.2006 Rs. 8910/- that creates an anomaly and needs consideration as under:-

It is revealed in this case that an employee stagnated in the scale in the year 2005 has a benefit of getting an increment as on 1.1.2006 (para 2 of Rule 10 of RBE 103/2008) whereas an employee stagnated in the scale prior to 2005 has no benefit of getting an increment on 1.1.2006 (Clarification Serial No. 5 of RBE 28/2009) that has created many anomalies in the cadre. In this unit, there are more than 100 senior employees affected. As a result, senior employees are fixed less than their juniors and this anomaly shall not be removed by granting simply a stepping up of pay. It needs to be justified by granting an increment to such stagnated employees as on 1.1.2006 as specified in para 2 of Rule 10 of RBE 103/2008.

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No.AIRF/DAC/2006

Dated: May 7, 2010

The Secretary(E),
Railway Board,
New Delhi

Dear Sir,

Sub: Departmental Anomalies Committee

Ref: Board's letter No.PC-VI/2009/DAC/1 dated 3.5.2010

Kindly made following corrections in the Draft Minutes of the Departmental Anomalies Committee(Railways) meeting, held on 19.3.2010:-

Add the following in **Item No.25:-**

Staff Side pointed out that the problem is that all staff on promotion should at least be fitted to a minimum entry pay, if not in higher stage attached to a particular grade pay, as shown in Section II of Annexure A – First Schedule, contained in Board's letter No.PC-VI/2008/I/RSRP/1 dated 11.9.2008(RBE No.108/ 2008).

Add the following after **sub-para(ii) of para 4.2:-**

Staff Side pointed out that since above issues relate to promotion of group 'C' staff, the same should be discussed with the Staff Side and their views should be taken on those and other similar issues.

The last sentence of the **last para**(page No.3) should be as under:-

It was decided that the issues relating to grant of higher Grade Pay of Rs.4800 and 5400 to supervisory posts in Grade Pay Rs.4600 would be clubbed.

Yours faithfully,

(Shiva Gopal Mishra)
General Secretary

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Copy to: General Secretary, National Federation of Indian Railwaymen – for information.
No.AIRF/DAC/2010

Dated: June 1, 2010

The General Secretaries,
All Affiliated Unions,

Dear Coms.,

Sub: 2nd meeting of the Departmental Anomaly Committee for Railways

The 2nd meeting of the Departmental Anomaly Committee(Railways) was held today in the chamber of Addl. Member(Staff), Railway Board, New Delhi.

At the outset, Com. Umraomal Purohit, President/AIRF, stated that there should be no Matching Saving in the matter of resolving anomalies.

Thereafter, the agenda was taken-up.

Item No.1 Trackman, Gateman/Trolleyman, Keyman, Mate (P.Way Mate)

During the deliberations in the GMs Conference, it was decided that a separate committee would be constituted to go into the problems of the Trackman, Gateman/Trolleyman, Keyman, Mate (P.Way Mate). So, the Staff Side pursued for setting up of a separate committee.

**Item No.2 Technicians and Technicians(Signal) -
and 19**

After detailed deliberations, the Committee has agreed to send the following recommendations to the Ministry of Finance for approval:-

- (i) Grade-III GP Rs.1900
- (ii) Grade I & II GP Rs.2800
- (iii) MCM GP Rs.4200

Item No.3 Technical Supervisors

The matter is Under Examination.

Contd...2/-...

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Item No.4 Station Masters

The Committee has agreed to recommend GP of Rs.4200, 4600 and 4800 for the categories of SM/TI/YM.

Item No.5 Assistant Loco Pilots

The matter is Under Examination.

Item Nos.6, 7 and 24 Loco Pilots, Guards and Additional Allowance to Running Staff

The matter for granting Additional Allowance to different categories of Loco & Traffic Running Staff is under consideration.

Item No.8 Stenographers

Parity between Field and Secretariat Offices was stressed by the AIRF and three grade structure - GP Rs.4200, 4600 and 4800 is under examination.

**Item Nos.9,10 Physiotherapist, Radiographers, Laboratory Staff of Medical Department
11 & 12 and Lab Supdt. of Medical Department**

CGHS pattern would be checked-up before coming to a final decision.

Item No.13 Loco Inspectors

The Committee has agreed to recommend GP Rs.4800 as apex grade pay to the Ministry of Finance.

Item No.14. Chemical & Metallurgical(CMT) Staff

The matter is under examination.

Contd...3/-...

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Item No.15. Sr. Traffic Costing Inspectors

The Committee has agreed to recommend GP Rs.4800 as apex grade pay to the Ministry of Finance.

Item No.16 Rajbhasha Staff

The Committee has agreed to recommend GP Rs.4800 to the Ministry of Finance.

Item No.17 Publicity Inspectors

The Committee has agreed to recommend to the Ministry of Finance three grade structure - GP Rs.4200, 4600 and 4800. In the event of the same, it was agreed to raise Recruitment Qualification.

Item No.18. Typists

Staff Side suggested that the Typist in GP Rs.2400 be promoted to the post of Sr. Clerk in GP Rs.2800 against Direct Recruitment Quota. The matter is under examination.

Item No.20 Enquiry-Cum-Reservation Staff

GP Rs.4800 as apex grade pay would be recommended to the Ministry of Finance.

Item No.21 Nursing Staff

Discussed.

Item No.22 Information Technology Cadre

The Committee has agreed to recommend apex GP of Rs.4800 to the Ministry of Finance.

Contd...4/-...

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- Item Nos.23 and 24** Rate of Kilometrage and Addl. Allowance to Running Staff
The matter is under examination.
- Item No.25** Anomaly in Fixation of Pay
Staff Side was requested to give examples.
- Item No.26** Ticket Checking Staff
Staff Side has requested to bring them at par with the Commercial Clerk GP Rs.2800.
- Item No.27** Health & Malaria Inspectors
The Committee has agreed to recommend GP Rs.4800 to the Ministry of Finance.
- Item No.28** VI CPC pay structure – Drop in emoluments of Loco Supervisory Staff inducted prior to January, 2006
The issue would be re-examined.
- Item No.29** Train Controller
Staff Side suggested pay structure of GP Rs.4600 and 4800 with lateral entry of the Operating Staff to the post of Train Controller in GP Rs.4600.
- Item No.30** Ex-Cadre Posts – Grade Pay
The Committee has agreed to recommend GP Rs.4800 to Ministry of Finance.
- Item No.31** Welfare Inspectors
The Committee has agreed to recommend GP Rs.4800 to Ministry of Finance.

Contd...5/-...

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Item No.32 Head Proof Readers

The matter is under examination.

Item No.33 Cash Office

Details will be furnished by the Staff Side.

Item No.34 Staff of Transit Cell

Details will be furnished by Western Railway.

Item No.35 Tower Wagon Drivers

The matter is under examination.

Item No.36 Common Categories

The matter is under examination.

Item No.37 Safety Categories

The matter is pending.

Item No.38 TIA/ISA

The Committee has agreed to recommend GP Rs.4800 to the Ministry of Finance.

Item No.39 Accounts Assistants

The matter is under examination.

Contd...6/-...

TELEPHONE : 23365912 (P&T)
23343493 (P&T)
81-22270 (Rly.)
81-22769 (Rly.)
Fax : + 91-11-23363167

A.I.R.F.

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E Mail:-airfindia@yahoo.co.in
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All India Railwaymen's Federation

(Estd, 1924)

<http://www.airfindia.com>

4, STATE ENTRY ROAD,
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INDIA

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Item No.40 Anomaly due to uniform date of Annual Increment

The item has been discussed in the National Anomaly Committee.

Item No.41 Anomaly identified while granting fixation to employees in PB 1

The matter is under examination.

Yours fraternally,

(Shiva Gopal Mishra)
General Secretary