



FEDERATION OF RAILWAY OFFICERS' ASSOCIATIONS

President

K. Swaminathan

Secretary General

R.N.Singh

No. 2015/FROA/7thCPC/3

Dated 04.12.2015

**Member (Staff),
Railway Board,
New Delhi**

Sub: Representation of Federation of Railway Officers Association (FROA) on the report of the 7th Central Pay Commission

Ref: Ministry of Finance DO letter no. 1-4/2015/E.III(A) dt. 21.11.15

Sir,

FROA's views and demands pertaining to the report of the 7th CPC, are being submitted herewith for incorporating the same in the feedback of Ministry of Railways on 7th CPC, to be submitted to the Ministry of Finance in response to above referred letter-

1) Apex Pay to General Manager and equivalent posts of Indian Railways:

On this issue, 7th CPC has observed as under :

"Para-11.40.29 : The Commission notes that the post of the General Manager in the Railways is indeed an important post. Each General Manager heading an operational Railway Zone commands, on an average, a workforce of nearly 80,000 to one lakh personnel. In terms of the overall cadre structure, it is noted that the nine organised services of the Railways, with a collective strength of nearly 14,000 officers, have only nine posts at the Apex Level. In response to a query regarding possible issues arising out of the

Level, the ministry was of the view that a similar situation prevails in the departments of Direct Taxes and Central Excise and Customs, where personnel in the field report to the Central Boards, with both sets of functionaries residing in the Apex Level. The Ministry has, in fact, strongly endorsed the proposal for upgradation of the General Managers from the HAG+ level to Apex.”

Further, in para 11.40.30, the Commission has expressed that this is a matter that should be decided between the Ministry of Railways and Ministry of Finance.

You may kindly recall that when this issue was earlier taken up with Ministry of Finance, they advised Ministry of Railway to take up the matter with the pay commission. Given the fact that several posts in Forest, Police and Revenue Services which were earlier at lower level than the posts of General Managers such as PCCF, DGP, PCCIT etc., have already been granted apex scale, Government of India should without any further delay grant apex scale to General Managers, Additional Members of Railway Board and equivalent posts of Railways in order to restore their status and rank in Govt. In view of the strong endorsement by the 7th CPC, it is requested that Ministry of Railways should take up this issue with Ministry of Finance strongly, to ensure that this long pending demand is agreed.

2) Parity of pay of Chairman, Railway Board with Service Chiefs:

Till 4th CPC, Chairman Railway Board enjoyed parity of pay with Service Chiefs and Cabinet Secretary. FROA in its representation to 7th CPC had demanded restoration of the parity. Like the Service Chiefs, Chairman Railway Board leads and commands a large body of employees engaged in the single largest operation in the country namely running the Indian Railways. However the 7th CPC has not taken up this issue in its report. FROA requests Govt to restore the parity and fix the pay of Chairman Railway Board at par with the Service Chiefs and Cabinet Secretary.

3) Cadre Restructuring:

7th CPC has narrated the “frustration and angst amongst officers of those services that lag behind” in great detail (para 7.3.15). Railway Services form part of this unfortunate lot whose Cadre restructuring is long overdue. The last cadre restructuring of Railway Services was

restructuring is in process for last 3 years and has not reached its logical conclusion on account of stiff resistance from DoPT, despite the fact that Hon'ble FM has approved a guiding principle on work charged posts. Railway Officers now take more than 24 years to get SAG and more than 33 years to get HAG, where as the timeline for similar promotion for IAS and some other Central Services is 16 years and 28 years respectively. Hence FROA demands that the ongoing cadre restructuring of Railway Services must be completed in one month to bring a semblance of parity and recommendations of 7th CPC on cadre restructuring should be implemented immediately.

4) Parity of payscale with IAS, IFS, IPS and IFoS :

At present there is an edge being enjoyed by the IAS and the Indian Foreign Service in terms of two additional increments at three stages, i.e. Senior time scale (STS), Junior Administrative Grade (JAG) and Non Functional Selection Grade (NFSG). Chairman/7th CPC has recommended to extend same to IFoS and IPS. However, Dr. Rathin Roy, the Member of 7th CPC is of the firm view that the financial edge accorded to the IAS was of a historically iniquitous nature and should be removed and that no edge should be granted to any Service.

Indian Railways being a technical and commercial organization needs bright young officers with technical and management expertise to control and manage its multifarious activities, several of which relate to cutting edge technologies. The disparity vis-à-vis IAS and IFS is a huge demotivating factor. Now the disparity spectrum may get widened as Railway services would be considered inferior even to Police and Forest services with their recommended parity with IAS. Hence in order to end this superiority/inferiority complex arising out of colonial hang over, FROA demands that all Group-A Railway officers be granted two additional increments at three different stages as is being granted to IAS and IFS and as has been recommended for IPS and IFoS.

5) NFU : FROA supports the recommendation of 7th CPC for continuation of the non-functional upgradation which has been well articulated by the Chairman of the 7th CPC. FROA requests the Government to ignore the dissenting notes submitted by two Members in this regard.

6) Empanelment in CSS : FROA supports the majority view of the 7th CPC for complete overhaul of current scheme of empanelment for

to Govt. of India, in order to provide fair and equitable opportunity to officers of Central services including those from Railways and end the monopoly of a particular Service in Central Govt. FROA requests GOI to ignore the dissenting note of Shri Vivek Rae, member in this regard, as he seems to have carried his service biases to the CPC.

7) Upgradation of the highest posts for Indian Railway Stores Service (IRSS), Indian Railway Service of Signal Engineers (IRSSE) to the level of Members of Railway Board (Apex level)

On this issue, 7th CPC has observed that :

“11.40.26 It was brought to the notice of the Commission that the notification for the creation of posts of Member (S&T) and Member (Materials Management) was issued by the Ministry of Railways in 2003, with the approval of Ministry of Finance, but was withdrawn in March, 2004.”

The Commission has recommended that the Ministry of Railways may take up the matter of revival of these proposals if they so wish. In view of endorsement by pay commission, FROA seeks revival of these proposals.

8) Correction to the pay matrix of HAG+ : Post 6th CPC, HAG+ had three stages only and the highest stage was Rs.80,000/- which was the same as apex level. In the pay matrix recommended by 7th CPC, HAG+ has four stages and even the highest pay in HAG+ does not equal to the apex pay. This will adversely affect the pay and pension benefits of officers of Central Services including those from Railways as most of these officers do not reach the apex level. Further, there are posts in different autonomous bodies which are available to those who have drawn a salary of Rs 80,000. Hence the HAG+ pay matrix may be revised upwards to have three stages and to end at par with the apex pay. Further, in 6th CPC, since the last salary of HAG is Rs79,000, and one gets a 3% increase on promotion to HAG+, all of the current officers in HAG+ have been drawing salary of Rs 80,000. However, in the proposed 7th CPC, considering that an index of 2.81 has been given to the apex level and index of 2.72 has been given to HAG+ level, essentially it means on promotion from HAG to HAG+, the salary will still not be equal to the apex grade salary. Thus in order that officers at HAG level on promotion to HAG+

HAG+ should also be by a factor of 2.81 with the rider that the salary will not exceed that of apex level.

9) Fitment benefit : The uniform fitment index of 2.57 provides an increase of only 14.2% in pay of the officers which is quite disappointing, particularly when the growth of GDP between 01.01.2006 to 01.01.2016 has been close to 100%. The index of 2.57 derived from Aykroyd formula is not applicable to officers who are living in a technology driven eco system. FROA demands that benefit index should be same as the index recommended for calculation of the starting pay of each level (which is the case with level 17 and 18). For example, if the starting index for level 14 is approved as 'x' (recommended as 2.72 by CPC) then the fitment benefit index of officers of level 14 should be 'x' (i.e. 2.72) instead of 2.57.

10) LTC to Railway personnel: The 7th CPC has recommended that LTC to Railway personnel will be admissible only if the Railway personnel surrenders all the passes for a calendar year. To Railway personnel, pass provides a sense of identity with Railways. LTC provide an opportunity to see even such parts of India which are not connected by Rail. That is one travel and it covers the travel expense only. Thus the provision of surrender of all passes should be replaced with the provision of surrender of one set pass in lieu of LTC.

11) Fixation of seniority between Group A and Group B services of Ministry of Railways

With respect to the practice of giving upto five year ante-date seniority to Gr 'B' officers on promotion to Gr 'A', the commission has observed:

"11.40.42 For Group 'B' officers of Indian Railways who are promoted as Junior Scale Group 'A' officers, their seniority is fixed by giving weightage based on Para 334 of Indian Railways Establishment Manual Vol-I, which reads as follows:

(a) the year of service connoted by the initial pay on permanent promotion to Group 'A' service; or

(b) half the total number of years of continuous service in Group 'B,' both officiating, and permanent;

whichever is more, subject to a maximum of 5 years; provided that the weightage so assigned does not exceed the total non-fortuitous

11.40.43 Part (b) above is quite clear and simply means that if a Group 'B' officer has rendered 6 years of continuous service in Group 'B' before getting Group 'A', he is to be given weightage of $6/2 = 3$ years.

11.40.44 However, the "connoted" part in (a) above is ambiguous and untenable and the background of this "connotation" rule, which is unique to Indian Railways, has not been explained. The ministry in its reply has stated that the relevant files are not traceable.

11.40.45 Accordingly, we recommend that Ministry of Railways should set up an expert body comprising HR, Law and Technical experts of at least Joint Secretary Level, to examine the entire issue de novo."

We accordingly demand that the expert body be set up quickly.

FROA request that the above views of FROA may be incorporated in the feedback of the Ministry of Railways, sought by Ministry of Finance vide above referred letter.

With kind regards,



(R.N. Singh)

Secretary General/FROA

Copy : DD FC-II/Railway Board

Pragati Maidan

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7/12/15