



NFIR

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No.NFIR/VI CPC/Main/10/Pt.X

Dated: 07/03/2014

The Secretary
Ministry of Finance
(Department of Expenditure),
North Block,
New Delhi

Dear Sir,

Sub: VIth CPC Pay Band-4 (Rs.37400-67000) to JA Grade Officers in Indian Railways – reg.

Ref: (i) NFIR's letter No.NFIR/VIth CPC/Main/10/PT.VIII dated 24/02/2012.
(ii) MoF OM No.58(2)/E.III(B)/2012 (Deptt of Exp) dated 10th July, 2012.
(ii) Railway Ministry (Railway Board) OM No.PC-VI/2012/RU/NFIR/3 dated 12/02/2014 addressed to JS/Pers, MoF (Deptt of Exp).

At the outset, NFIR is thankful to the Ministry of Finance for referring the issue, raised by the Federation vide its letter dated 24/02/2012, to the Ministry of Railways for taking action on the issue relating to the placement of JA Grade Officers in Railways in PB-4 at par with those of NFSG Officers of JA Grade who have already been placed in PB-4 by the Government.

NFIR further brings to your kind notice that the Railway Ministry has since sent OM No.PC-VI/2012/RU/NFIR/3 dated 12/02/2014 explaining the case in detail and seeking clearance of Ministry of Finance for remedying injustice done to the JA Grade Officers of Indian Railways. A copy of the said OM is however enclosed for ready reference.

NFIR requests the Ministry of Finance to kindly consider the proposal of Railway Ministry and expedite communicating approval for placement of JA Grade Officers in revised pay structure of pay band-4 (Rs.37400-67000).

Encl: As above

Yours faithfully,

(M.Raghavaiah)
General Secretary

Copy to the Secretary/DoP&T, Deptt. of Personnel & Training, North Block, New Delhi along with copy of OM dated 12/02/2014 sent by Railway Ministry.
Copy to Secretary (E), Railway Board, New Delhi to please connect Federation's letter No.NFIR/VI CPC/Main/10/Pt.IX dated 27/07/2013 and pursue further to get positive decision.
Copy to General Secretaries of affiliated Unions of NFIR.
Copy to Media Centre/NFIR.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

12/2/14
12/2/14
No. PC VI/2012/RU/NFIR/3

New Delhi Dt. 12/02/2014

OFFICE MEMORANDUM

**Sub: Placement of JA Grade Officers in revised pay structure of Pay Band
PB-4 (Rs.37400-67000) in place of existing PB3 (Rs.15600-39100)**

Ref: Ministry of Finance (Deptt.of Expenditure)'s OM No.58(2)/E.III(B)/2012
dated 28th March, 2012

Undersigned is directed to refer to the MOF's OM under reference forwarding copy of representation of Shri M. Raghavaiah, General Secretary, NFIR regarding placement of JA Grade Officers in revised pay structure of PB4 (Rs.37400-67000) instead of present pay structure of PB-3 (Rs.15600-39100). A number of representations have also been received from retired JA Grade officers on the issue directly as well as through other nodal Ministries **(Copies enclosed)** . An item was also raised on the issue by IRPOF.

2. Demand made by NFIR (copy enclosed) is based on the following main grounds :

- (i) NFSG is an integral part of Junior Administrative Grade and is non-functional and 6th CPC had recommended same Pay Band of PB3 for both JAG as well as NFSG. The Government had however, modified Pay Band of NFSG to PB4. At the same time Government ignored the fact that JAG/SG belong to a single cadre, entailing that all the posts in Jr. Administrative Grade are required to be placed in PB4 for imparting natural justice to this category of officers ;
- (ii) Ministry of Finance in case of officers in S-30 level in the pre-revised 5th CPC scale of pay Rs.22400-525-24500 made en bloc revision to scale Rs.67000-79000. Similar decision is now required to be taken for placing the JAG posts in PB4 to avoid discrimination.

3. NFIR is a Federation representing Group 'C' and erstwhile Group 'D' categories of Railways. However, it is equally true that direct recruitment of manpower below Group 'A' takes place on the Railway in Group 'C' only, Group 'B' categories generally being purely non-direct-recruitment categories. Further, the persons recruited at higher Group 'C' grades generally aspire to reach maximum upto the level of JA Grade. Thus the main beneficiaries of the demand would be those recruited at Group 'C' level and who were represented by NFIR./AIRF during earlier period of their career. **Further, it may also be**

kept in view that in the National Anomaly Committees set up post 6th CPC and under JCM Scheme, the associations of Group 'A' officers were not represented.

4. As per the recommendations of 6th CPC and as per decision of government, revised pay structure and actual fixation of pay at minimum, Middle and maximum of pre-revised (5th CPC) Pay Scale of JAG and NFSG was to be as follows :

Grade/ CPC Scale	5 th Minimum, Middle and Maximum of scale	Revised pay structure as recommended by 6 th CPC	Fixation as per fixation tables given by Commission	Fixation as per fixation tables received from MOF
JAG	12000	PB3(15600- 39100)+ GP 6600	20880+6600=27480	22320+7600=29920
12000-16500	14250		24800+6600=31400	26510+7600=34110
	16500		28710+6600=35310	30690+7600=38290
NFSG	14300	PB3(15600- 39100)+ GP 7600	24890+7600=32490	37400+8700=46100
14300-18300	16300		28370+7600=35970	39690+8700=48390
	18300		31850+7600=39450	43390+8700=52090

5. In para 2.2.21 of their report, 6th CPC had observed that "It has also been ensured that a person drawing higher basic pay in any Fifth CPC pay scale is not fitted lower vis-à-vis a person drawing a lower basic pay irrespective of the pay scale. The Commission has prepared a detailed fixation chart (Table 2.2.2) which gives the fitment in the revised running pay bands of every stage in each of the pre-revised pay scales." However, it may observed that consequent upon inclusion of NFSG in PB4, the **Pay in Pay Band (i.e. ignoring Grade Pay)** in respect of an NFSG Officer drawing pay Rs.14300/-in existing pre-revised scale has been fixed at Rs.37400, whereas that in respect of a JAG Officer drawing pay at much higher stage of Rs.16500 has been fixed at Rs.30690/- only.

6. Non-functional selection Grade was introduced on the Railways w.e.f. 1.1.1986. The scales available to JAG Officers and NFSG Officers since then have been as follows :

Grade	4 th CPC	5 th CPC	6 th CPC
JAG	3700-5000	12000-16500	PB3 GP 7600
NFSG	4500-5700	14300-18300	PB3 GP 8700

6.1 Based on the recommendations of 5th CPC, a new system of minimum assured pension has been introduced. The **minimum assured pension and family pension** for an officer retired from JAG (PRE-2006) is only Rs.14960 and Rs.8976, while the same in the case of NFSG is Rs.23050 and 13830/- **respectively**. Thus an officer retired from JAG prior to 1.1.2006 with much higher last /average pay drawn would be entitled to lower amount of pension/family pension as compared to an NFSG officer /retired prior to 1.1.2006 with much lower last / average pay drawn. Further, all the officers retired from JAG upto 1.1.1986 (i.e. prior to introduction of JAG) would be in a disadvantageous position as compared to those retiring after 1.1.1986 and having availed the benefit of NFSG. It may be

pointed that JAG and NFSG officers hold same / interchangeable posts with same duties, responsibilities and rank.

7. It may also be mentioned that there has been relativity in the ranks of Civilian Officers vis-à-vis officers of armed forces as duly recognized by successive Pay Commissions. The Civilian JAG Officers have been equated by past pay Commissions with Lt.Colonels in army. Keeping in view the past relativities the 6th CPC had recommended same Pay Band PB3 and same GP Rs.6600 to Civilian JAG Officers and Lt. Colonels. However, while Government granted PB3 GP Rs.7600/ to JAG Officers, **subsequently, Lt. Colonels have been placed in PB4 with GP Rs.8000 alongwith Military Service Pay of Rs.6000/-p.m. which counts for various allowances /retirement benefits.** It is also worth mentioning that Pay in Pay Band and Grade Pay comprises the major constituent of pay packet of civilians with there being hardly any other substantial additions / perks thereto. The duties of Civilian JA Grade Officers are much multifarious and versatile. The contribution made by civilian JA Grade Officers to the system can also not be ignored. The decision to elevate Lt.Colonels to PB4 while leaving JA Grade civilian officers in PB3 has created a very wide gap in the pay and pension of two groups of officers which have been consciously equated by the successive pay commissions.

8. The number of JA Grade officers excluded from the benefit of PB4 is miniscule in the Government of India since most of the Officers reaching such a grade are Directly recruited in Group 'A' organized services who ultimately are placed in NFSG and therefore PB4. Thus the main affected categories of officers are only those who are recruited in lower than organized Group 'A' and get superannuated after reaching JA Grade but before being placed in NFSG. Thus the financial implications for placement of JAG Officers in PB4 on the lines of defence forces may not be very high.

9. Since nodal Ministry on the issue of implementation of recommendations of 6th CPC was Ministry of Finance (Department of Expenditure), they are requested for taking appropriate / urgent necessary remedial action on the issue.

DA: As above

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Vikram Gulati 11/2/14
(Vikram Gulati)
Director Pay Commission-II

Ministry of Finance
(Deptt.of Expenditure)
Attn.: Smt.Sudha Krishnan, J.S./Per
North Block, New Delhi-110001

रेल मंगलय Ministry of Railways रेलवे बोर्ड अनुलग्नक हस्ताक्षर जारी की तिथि	Railway Board Issue with Enclosure Signature..... Date of issue.....
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