



ALL INDIA RAILWAY ACCOUNTS STAFF ASSOCIATION (AIRASA)

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Sub. : Anomaly in Organised Accounts Cadre / Railway
Accounts Cadre (Analogous Cadre) to be set-right
in 7th CPC recommendation.

Ref. : 7th Central Pay Commission Report submitted on
19.11.2015.

The following proposal for Pay Structure for Railway Accounts Cadre
part of organized accounts & audit submitted by the AIRASA to Dept.
of expenditure, Ministry of Finance on 9th December, 2015.

Respected Sir,

Seventh Pay Commission has so far covered only Sr. SO/ Sr. TIA/
Sr. ISA in respect of other cadre including Accounts Clerk, Junior
Accounts Assistant, Accounts Assistant, Stock verifier, Senior Stock
verifier, Stenographer, Typist, Cash & Pay Staff and F.P.E. orders
are still expected.

While requesting your kindness to intervene to expedite the same,
we wish to place before you a detail proposal bringing out the
academic and departmental qualification prescribed, job contained,
existing anomalies, Pay Commission recommendation, Grade Pay
demanded and relevant other justification for each cadre.

The successive from 4th CPC onwards have grouped Railway
A/cs. as a part of organized Audit & Accounts departments of
Central Government since the function of these departments are
complimentary to each other and performed in an integrated manner.

The Railway Accounts department is no different from
Indian Audit and Accounts Department and other organized
Accounts Departments of Ministry of Defence, Posts,
Communications & Ministry of Finance.

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- a. The Railway services rules, D&A and Establishment code governing the Railway employees are entirely based on Central Civil Services Rules as amended by Department of Personnel and Training from time to time.
- b. Indian Railways is also a multi-disciplinary operational system like Ministry of Defence, Ministry of Posts, Ministry of Communications, etc.
- c. Not only the broad principle of Accounting of transactions, Financial advice, internal audit, scrutiny of stores purchases, Engineering Contracts etc. are common, they cadre structure is also common. Nomenclature of designation may vary from department to department.
- d. Within the Railway Ministry the Accounts Department does not share common recruitment rules and rules for promotions with any other departments of Railways. When the selection procedures, rules for promotions are common for all other departments of Railways, separate recruitment rules and mandatory qualifying of Zonal and Board level examinations for promotions to each higher post are prescribed in the Indian Railway establishment code for Accounts Department which is similar to such rules and mandatory examinations as prescribed in other organized Accounts and Audit departments. As such there is no background and past relativity common to Accounts and cadres of other Departments of Railways.

Recruitment, Promotion & fixation of pay rules

- Railways Accounts staff forms part of organized Accounts of Central Govt.
- The conditions of service, recruitment and promotion rules, fixation of pay etc. of the Railway Accounts staff are broadly patterned on those applicable to Audit and Accounts department under the Comptroller and Auditor General of India.

Promotion to the grade

- Selection of SO/TIA/ISA is purely on the basis of passing of Appendix-III A examination conducted by Railway Board. The exam. is conducted in two parts. Part-I (2 papers-Compulsory) and Part - II (4 papers). Qualifying in Part-I is essential to appear in Part -II examination.
- Staff with required eligibility, can avail limited chances (3 Normal + 3 with permission of Railway board) for qualifying for the examination.

Function of supervisory grade

- Power is delegated to supervisors by the Railway administration in passing of Establishment, Expenditure & PF bills, signing of cheques (as additional signatory) & making financial adjustment transactions which is the area of working of Gazetted cadre only.

Though the Cadre and Pay Structure are common to all Organized Accounts and Audit departments of Govt. of India, only the Ministry of Railways have given financial powers to the Sr. Section Officers in passing of Salary and other allowances bills up to up to Rs. 50,000 per case, passing of supplier / Contractor bills up to Rs. 25,000 per case. Passing of Provident Fund withdrawal applications up to Rs. 10,000 per case, signing of abstract of bills up to Rs. Rs. 1,00,000 and signing of Accounts Adjustment Vouchers up to Rs. 1,00,000. In cases where only one group 'B' officer is available in a unit the Sr. SO available in the office is permitted to counter-sign the cheque where the value is more than Rs. 20 lakhs. No such powers have been delegated even to similarly placed supervisors in other organized Accounts Cadre. And also no such powers of gazetted officer are delegated to supervisors of any other department of Railways.

- Section Officers (Accounts) of Railways assist the JAG/SAG Officers of other departments in decision making related to Financial & establishment matters.

The following points may have to be accorded due considerations.

Cadre	Grade Pay	Authority & Justification
Accounts Clerk	Rs, 2800/-	Has to pass rigorous Accounts Training Examination for confirmation & Appendix IIA Exam. for promotion. Seniority in the cadre is based on the Marks obtained in the Training Exam.
Junior Accounts Assistant	Rs, 4200/-	“ The Commission has separately recommended parity in Chapter 7.1 of the Report. Recommendations have also been made for various common categories posts in Chapter 7.1. These recommendations will also extend to posts in IA&AD and organized accounts” More over Diploma holders have been allotted Grade pay of Rs. 4200/- where as First Class Graduates recruited as JAAs have been allotted Grade pay of Rs. 2800/- This anomaly has to be set right.
Accounts Assistant / Stock Verifiers.	Rs, 4600/-	On par with the Assistants of Central Secretariat who have been granted Grade pay of Rs. 4600/- and In the orders issued in 1987 restructuring the cadres as 80:20, it has been clearly indicated therein that the Accts. Asst. grade is a functional grade.

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Cadre	Grade Pay demanded	Authority & Justification
Sr. A.A./ Sr. ASVs /Sr. FPEs	Rs,4800/-	On par with Section Officers duly keeping the traditional parity these posts had up to 5th PC.
Sr. SO(A) ./ Sr. TIA/ Sr. ISA / CFPE/	Rs,5400/-	By allotting Grade pay of 4800/- to both SO(A) and Sr. SO (A) cadres, the post of Sr. SO(A) has been down graded. To maintain hierarchy of Supervisory grades, the Apex scale of Sr.SO(A) Sr. TIA, Sr.ISA has to be upgraded to Rs. 5400 GP. in PB-III duly affording Group B status since the CSS have been equated with Field Offices.

Every grade in Accounts has a specified role and function in the streams of pure Accounting and combined Financial Management. Building up transaction data to serve as vital input for Managerial decision including Budget making and implementing the policy decisions with necessary mid-course corrections by staff down the ladder up to the Cutting Edge, is scrupulously and meticulously ensured.

Accounts Stock Verifiers

Presently the Accounts Stock Verifiers are drawn from the feeder cadre of Accounts assistants and % of ASVs are categorized as Sr. ASVs having the pay scales of Rs. 6500/- 10500/- which is the pay scale for Inspector of Stores Accounts. The functions and responsibilities of ASVs are onerous and involve extensive travelling to take care of the primary aspects of Inventory Management. They have to pass the prescribed Appendix IV attaining such qualification. This has been replaced by a Special Allowance in a paltry sum of Rs. 1000/- p.m. which does not match even one increment in actual pecuniary terms in the present days and hence do not attract volunteers to take up this post of ASV in view of strenuous work involved. But Railways cannot have any Inventory Management worth its name without capable Accounts Stock Verifiers in position.

There is therefore a compelling necessity to provide for attractive pay package which Railway Board also have been desirous of offering. This Association suggests the allotment of one scale higher than the scale of Accounts Assistants and to increase the existing percentage of Sr. Stock Verifiers to 80% from the present 35% and reintroduction of 3 additional increments for qualifying Appendix IV Examination.

Improved percentage of **Sr. Accounts Assistant** promotion which has to be calculated on **Accounts Assistant** strength and designating them as **Sr. Section Officer** instead of **Sr. Accounts Assistant** will make career progression for them perfect.

There is no mention at all about the **Finger Print Examiners in details and Cash & Pay wing of Accounts department** in the 7 TH CPC. As submitted in our proposal, the FPE and Cash & Pay cadre will have to be granted pay scales on par with regular Accounts cadres.

Demands made in respect of organized Accounts Cadres of the Ministry of Railways

Demand

It is requested to consider above matter of Railway Accounts Department (Organized Accounts Analogus Cadre) before implementation so that the anomaly rest in 6 CPC will be removed for your sympathetic and kind consideration.

Cadre	Grade Pay demanded	Authority & Justification
Accounts Clerk	Rs, 2800/- (i.e.,Level 4 Pay scale of Table 5 - in Pay matrix)	Both Accounts Clerk & Junior Accounts Assistant have to face extringent examination like Appendix - IIA (D.C.T. in Organized Accounts Cadre) for their confirmation of service & further promotion.

Cadre Review :

Since no cadre review of Rly. Accounts (organized accounts & audit) had been done after 1987 . JAA & AA cadre review should immediately be initiated as per the recommendation of 7th CPC **in the line of 1987 restructuring cadre as 80:20 in Organized Accounts (Ministry of Finance, Department of Expenditure Office Memorandum No. P5(32)-E3/86 Part-II, Dated 12th June, 1987.**

Junior Accounts Assistant	Rs, 4600/- (i.e. Level 7 pay scale of Table 5 in Pay matrix)
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The merger of Junior Accounts Assistants and Accounts Assistant Cadre which was demanded in our oral evidence submitted to the Chairman 7th CPC on 14th January, 2015 and 6th June, 2015 has been considered by 7th CPC cell in 7th CPC Chapter 11.62.14 and 11.62.15 placed higher replacement G.P. It was justified that in the line of merging 20% Cadre SO and 80% Cadre Sr. SO in 6th CPC. As there is no scope of restructuring in Accounts and Audit department post of Junior Accounts Assistant (20%) should be merged with the post of Accounts Assistants (80%) in the same line as the event was occurred in case of merger of post of Section officer (20%) and Senior Section Officer (80%) in the 6th CPC. The whole cadre of JAA was demanded for higher replacement like Accounts Assistant Cadre (Auditor & Accountant in organized Accounts) in the line of 1987 restructuring cadre as 80:20 in Organized Accounts (Ministry of Finance, Department of Expenditure Office Memorandum No. P5(32)-E3/86 Part-II, Dated 12th June, 1987.

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Accounts Assistant / Stock Verifiers.	Rs, 4600/- (i.e. Level 7 pay scale of Table 5 in Pay matrix)	On par with the Assistants of Central Secretariat who have been granted Grade pay of Rs. 4600/- and In the orders issued in 1987 restructuring the cadres as 80:20.
Sr. Accounts Assistant	Rs, 4800/- (Level 9 in pay matrix)	On par with Section Officers duly keeping the traditional parity these posts had up to 5th PC.
Sr. SO(A) / Sr. TIA / Sr. ISA /	Rs,5400/- (Level 9 in pay matrix)	By allotting Grade pay of 4800/- to both SO(A) and Sr. SO (A) cadres, the post of Sr. SO(A) has been down graded. To maintain hierarchy of Supervisory grades, the Apex scale of Sr.SO(A) Sr. TIA, Sr.ISA has to be upgraded to Rs. 5400 GP. in PB-III duly affording Group B status since the CSS have been equated with Field Offices.
A.S.V / Sr. FPEs	Rs4600/- (i.e. Level 7 pay scale of Table 5 in Pay matrix)	At per with Accounts Assistants.
Sr. A.S.V & Chief F.P.E	Rs 4800 / - (Level 9 in pay matrix)	By allotting Grade pay of 4800/-. On completion of 4 years service upgraded to the Grade Pay 5400/- to Sr. ASV and Chief F.P.E.
Jr. Typist, Sr. Typist, Jr. Steno, Sr. Steno, Chief Typist, C.A.- Grade-I, Supdt. Typist, C.A. - Gr. II		All the cadre will have to be granted Pay Scale on per with Regular Accounts Cadre.
Peon Rs. 1800/- (Classification - Group - C)		Promote all staff of Accounts Department with Grade Pay of Rs. 1900/- and as Accounts Clerk. Peon have to face extringent examination like PAC Examination and Appendix - IIA. For their confirmation and further promotion.

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General Demand :

- Minimum pay should be Rs. 26000 in place of Rs. 18000 for Central Government Employees in 7th CPC
- 7th pay commission has recommended a multiple factor of only 2.57 in an after adding the expected D.A. of 6% w.e.f. 01.01.2016. This will give a rise of only 14.5% over 225% basic pay as from 01.01.2016 after adding said D.A.

It is very clearly evident that financial implication will be very marginal on account of implementation of 7th CPC recommendations and that to will mostly go back to the govt. in the shape of higher income tax liability after the pay revision as proposed by the 7th CPC in the scenario of increase in Govt. revenue every year and reduction in staff strength of every year , pay element in Govt. expenditure will come down every year with respect of revenue earnings or G.D.P.

40% fixation benefit was given over 4th CPC pay for fixation in 5th CPC scale.

40% fixation benefit was given over 5th CPC pay for fixation in 6th CPC.

But only 14.3% the fixation benefit has recommended by 7th CPC over 6th CPC pay.

Fitment factor of 2.57 proposed by the 7th pay commission for pay fixation is totally unjust, inadequate and arbitrary specially keeping in view the high inflation.

Fixation benefit needs to be atleast 40% multiple factor may pleased to fixed atleast (pay + D.A.) + 40% of pay + D.A. i.e., more than 3 times of 6th CPC. basic pay.

- So ALL INDIA RAILWAY ACCOUNTS STAFF ASSOCIATION strongly demand that 2.57 should be raised to 3.25 to 3.5.

Rate of annual increment should be equal to 5% of basic pay This is necessary to provide adequate motivation, incentive and additional emoluments required to meet additional liabilities as well as to compensate for the improved efficiency on account of experience etc. pay matrix may please be revised annual increment equal to 5% of basic pay.

- Minimum two increment in regular promotion which is essential to motivate the employees in new assignment irrespective of classification. Otherwise no body interested to take promotion or accept higher responsibility.

- **Huge increase in monthly deduction for G.I.S. :**

7th CPC has recommended for increasing monthly deduction and insurance amount by 41.7 times for Group -A and B and 50 times for Group-C.

By adding deduction towards savings fund, monthly deduction for CGEGIS for the insurance amount recommended by 7th CPC is given in table below and the savings fund should earn the interest at least equal to interest on P.F.

Group	Existing		Proposed	
	Monthly Deduction	Insurance Amount	Monthly Deduction (Savings fund + Insurance fund)	Insurance Amount
A	120	120000	2000	5000000
B	60	60000	1000	2500000
C	30	30000	500	1500000

- As per the recommendation of 6th and 7th CPC three financial upgradation (MACP) for a employee. Now it should be modified five financial upgradation in a career of an employee at per with Group - A service (through UPSC Cadre)
- Passing Appendix IIA/PAC or promotion to recruitment grade as well as absorpotion in direct quota may be treated as entry lebel and MACP given a fresh without counting promotion to all Accounts Clerk (CGII) Promotees.
Request for personal hearing / oral evidence to ALL INDIA RAILWAY ACCOUNTS STAFF ASSOCIATION (AIRASA), only association of railway accounts department part of joint action committee of audit and accounts.
- Re-introduction of 4 advance increament on passing of Departmental confirmatory examination (App.- 2 A & 3A) the sytem preveailed before 3rd CPC, recommendation of 3rd CPC following which it was discontinued and its reintroduction in 1981 an amount equivalent to 3 increaments. The conversion of this qualification pay into deemed allowance after 5th CPC and request for its re-introduction.

So, it is requested to consider the above matter of Railway Accounts Department (Part of Organized Accounts & Analogus Cadre) before implementation so that the anamoly raised in 6th CPC will be removed for your sympathetic and kind consideration.

Thanking you,

Yours sincerely,

Partha Bhattacharyya
(President)

Reji George
(Secretary)

Analysis and recommendation by the Seventh CPC for all organized Accounts & Audit Cadre (Analogus Cadre)

Chapter No. 7.1 Page No. 143 issue of parity of field functionaries with the Assistants of the CSS.

The time had come to grant parity between similarly placed personnel employed in field offices and in the Secretariat and that this parity would need to be absolute till the grade of Assistant.

Chapter No. 7.1 Page No. 145 issue of parity of field functionaries with the Assistants of the CSS.

The Commission accordingly strongly recommends parity in pay between the field staff and headquarter staff up to the rank of Assistants on two grounds - firstly the field staff are recruited through the same examination and they follow the same rigour as the Assistants of CSS and secondly there is no difference in the nature of functions discharged by both. Therefore to bring in parity as envisaged by the VI CPC, this Commission recommends bringing the level of Assistants of CSS at par with those in the field offices who are presently drawing GP 4200. Accordingly, in the new pay matrix the Assistants of both Headquarter as well as field will come to lie in Level 6 in the pay matrix corresponding to pre revised GP 4200 and pay fixed accordingly. Similarly the corresponding posts in the Stenographers cadre will also follow similar pay parity between field and headquarter staff. The pay of those Assistants / Stenographer who have in the past, been given higher Grade pay would be protected.

Chapter No. 11.12.134 to 11.12.140 (Ministry of Defence, Defence Accounts)

11.12.137 :- The Commission, in Chapter 7.1 has already taken a view with regard to pay level Assistant of C.S.S.. The recommendation therein will settle the parities as have been sought to be established.

Chapter No. 11.40.79 (Ministry of Railways, Railway Accounts)

Chapter No. 11.79 to 11.40.83 :- The Commission finds merit in the contention that the above has led to an anomalous situation. It is therefore, recommended that in cases where a Senior Employee has cleared both Appendix- IIA and Appendix-III A examination before the Junior, and purely through circumstances the Junior is drawing higher G.P. , the anomaly should be fixed by stepping up the Pay of the Senior Employee vice-versa the Junior, and then fixing the Senior Employee in the Pay Matrix.

Chapter No. 11.40.83 (Ministry of Railways, Railway Accounts)

In line with our recommendations for organized Accounts Cadre it is further recommended that Employees in G.P. 4800 should be upgraded, only completion of 4 years service to the existing G.P. 5400 (P.B. - 2), vice level 9 in the Pay Matrix on a non-functional basis.

Encl : Re-structuring of Accounts Staff in organized accounts cadre, (Govt. of India) Ministry of Finance, Department of Expenditure, New Delhi dated 12.06.1987.