

Voice of Rail Engineers



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Success comes to those who Believe

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IRTSA SUBMITS EXHAUSTIVE MEMORANDUM TO SIXTH PAY COMMISSION

IRTSA has submitted a very exhaustive memorandum to the Sixth Pay Commission, highlighting the need for a major pay revision for Central Government employees at large, technical staff in general and the Engineers or the Technical Supervisors on Railways in particular, keeping in view the large scale erosion of wages, increased wage disparities between Government and Private / Corporate Sector and above all major increase in the duties and responsibilities of the Engineers due to Modernisation on the Railways.

Detailed justification has been given for each of the demands, graphically explaining the reduction in ratio of expenditure by the Government on Pay & Allowances of employees' *vis-a-vis* rise of net Revenue Expenditure, Revenue Receipts and the GDP etc.

(Please see inside, 'the summary of demands' submitted by IRTSA to Sixth CPC)

IRTSA Presents Case of Technical Supervisors & Staff -To SCPC Study Group from I.I.M/Ahmedabad

6th Central Pay Commission has nominated Indian Institute of Management, Ahmedabad, to study about the pay scales to be proposed for Railway men.

Dr.G.Raguram and Prof. Narayan Rangaraj visited ICF and Southern Railway to study and work out the possibilities of pay based on performance. Dr.G.Raguram hinted the desire of VI CPC to consider and recommend part of pay variable based on performance.

The study group allotted exclusive time to hear the views of the delegation led by Central President IRTSA Er. M. Shanmugam both at ICF and Southern Railway. At ICF, Central President presented a power point presentation to the study team. The presentation highlighted the following points:-

- 1.Improved performance of Indian Railways.
- 2.Improved productivity of Railway men that brought down the ratio of average wage per employee compared with the Gross revenue receipt earned per employee.
- 3.Excellent safety records of Indian Railways when compared with other mode of transports and other world Railways.
- 4.Increase in passenger and freight traffic by better asset utilization.
- 5.Social obligations shouldered by Indian Railways which are not compensated by the Government.
- 6.Diminishing trend of staff strength in Indian Railways.

(Continued on Page 2)

EDITORIAL

What's there in a Name?

With this issue, IRTSA launches its official journal under the new title-"Voice of Rail Engineers" instead of the "The Rail Supervisor" – which had completed 36 years of its publication. While the change of name has been done on account of popular demand by the Members, the role of "The Rail Supervisor" over the last three and a half decades, in keeping the Members informed about all the related developments and highlighting the problems and sentiments of the Engineers / Technical Supervisors on the Railways, shall always be recalled, especially by those who have been associated closely with the movement over all these years. It had become almost a house hold name with most of us.

Change is the law of the nature; and we must also change with the times. What is required is will to move forward to achieve our objectives.

"Voice of Rail Engineers" dedicates itself to the cause of the Engineers on the Indian Railways- not only to keep them fully informed about developments in various areas of concern, including the administrative decision the related issues and to highlight their problems effectively but also to be a part of their on going struggle.

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K.V.Ramesh, G3-LIKITH HOMES, 3-Lakshmanan Nagar west street, Peravallur, Chennai- 600082

RAIL BUDGET- BIG STRIDES

Railways have made real big strides, especially over the last couple of years, not merely in terms of big profits amounting to Rs 12000 in 2005-06 to over Rs 20000 crores in 2006-07, but more so in terms of lowering down of operating ratio on account bigger haulage of freight and passenger and more effective utilisation of the resources – especially the Rolling Stock & Tractive Units, besides improvement in efficiency and amenities.

All this has been made possible on account of shear hard work by the Railway men, especially by the Technical Staff and Engineers. But Railway Minister has yet to acknowledge their contribution in real terms which he could easily do by abolishing the payment ceiling of Rs 2500 on the Productivity Linked Bonus (P.L.B.), there by not only granting to them their due but also providing a real incentive and motivation to improve the productivity still further

IRTSA Presentation to SCPC

Study Group *(Continued from last Page)*

7. Alarming low percentage of officers in Indian Railways that hamper the decision making- need to increase the strength of Group A & B officers to 3% of the total strength.
8. Need to convert the high percentage of Group D staff as productive element.
9. Production, staff strength and staff cost on Production units of Indian Railways.
10. Various health Hazards that severely affect the employees health in Railways.
11. Technical persons in Railways are most adversely affected.
12. **Way to arrive at proper pay**
 - Reward for performing a job should be evaluated scientifically.
 - Job analysis while arriving at the pay scales.
13. **Consideration of actual Job Requirements:-**
 - Appropriate qualification.
 - Physical efforts.
 - Experience.
 - Environment under which job is carried out.
 - The risk, health hazards, sensitiveness.
 - Skill, Expertise & Experience.
 - Frequent Training & exposure to new techniques.
14. New administrative pyramid in four levels to have effective administration in the coming years when the investment in Railways is going to increase many fold.

Er.D.Natarajan ZS/ICF and **Er.K.V.Ramesh** Asst. Central Treasurer made the contribution in making the power point presentation effectively.

After visiting ICF, the study team from IIM/A visited the Super mega Depot of Southern Railways, Basin Bridge. Central President IRTSA, along with office bearers, went along with the study team and explained them the hazardous nature of work in the open line.

Er. Thiyagarajan presented a power point presentation to the team and almost entire strength of Technical supervisors from all departments

participated in the discussion with **Dr.G.Raguram** and **Prof. Narayan Rangaraj**.

Both at ICF and BBQ yard the team made on the spot assessment on the hazardous working condition of the technical staff. **Dr.G.RaguRam** also invited Central President for further discussion.

IRTSA President addresses large gathering of Engineers at Vijayawada **Exclusive pay package demanded for Supervising Engineers on Railways**

On 6th February Central President addressed large gathering of Supervising Engineers from mechanical, Electrical, Engineering and S&T of Vijayawada division.

Er.P.Kishore welcomed the gathering and called up on all the supervising Engineers to rise up to the occasion to achieve better pay scales from VI CPC.

Er.Chokkalingam made a power point presentation about the BZA division, hardship and humiliation faced by the supervising Engineers duo to the non availability of proper pay scales. **Er.K.V.Ramesh**, Asst. Central Treasurer presented the power point presentation made before Dr.G.Raguram, IIM/A during his visit to ICF, Chennai. **Er.Krishnarao**, Zonal secretary/SCR, highlighted the important place occupied by BZA in the Railway map of India and requested every supervising Engineers to transform that in to the activity of IRTSA. In his presidential address **Er.M.Shanmugam**, explained the trend set by IRTSA that made every one to demand a new pay of not less than five times of present pay. He explained in detail about the way the Technical Supervisors were being betrayed by every pay commission and expressed his anguish over not conceding legitimate demands like Grant of First Class pass to all JEs, not revising the incentive rates of JEs and Technicians by including the DP, not granting Group B status to SSEs and SEs, unrealistic bonus calculation etc.

He also requested the VI CPC to study in detail about the work load, Duties, responsibilities and accountabilities shouldered by Technical Supervisors in raising the performance of Indian Railways. The importance of Technical Supervisors that was ignored all along by previous pay commissions should be retrieved by the VI CPC, since the patience of the Technical Supervisors has reached the elastic limit and may break any time.

Er.B Kishore has been nominated as Adhoc President and Er.Shake Abbashaib SE/S&T, Er.Satyanarayana, SSE/Engg, Er.Krishninah, SSE/C&W, Er.Srinevasa Prasad, SE/C&W, ER.RajeswaraRao, SSE/AC and Er.K.Saibaba, JE/Drg were nominated for the adhoc committee.

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Nagar west street, Peravallur, Chennai- 600082
(Er. Selvaraj will return to India in September only)

Golden Rock unit of Southern Railway conducted Pay Commission awareness meeting

On 12th February, Golden Rock unit of Southern Railway conducted Pay Commission awareness meeting. **Er.Thirumaran**, Unit secretary welcomed supervising Engineers of Golden Rock unit, Central President and Zonal and Central Office bearers. He also briefed about the excellent work done by pay commission cells of IRTSA both at Chennai and Chandigarh to prepare an exhaustive memorandum submitted to VI CPC. Trichy divisional secretary **Er.Krishna Kumar** thanked the President and General Secretary for the valuable service put up by them all these years and particularly in this crucial period of VI CPC.

Er.M.Shanmugam CP, IRTSA in his one and half an hour speech explained in detail the demands made by IRTSA to the VI CPC. He told about the various anomalies that were created by last previous pay commissions and the urgent need to rectify them to avoid the brain drain from the Indian Railways. The first phase of struggle of presenting exhaustive memorandum to the VI CPC was done well by IRTSA, and the second phase of struggle to get decent pay for Technical Supervisors by duly considering the work load, duties, responsibilities and accountabilities has to be persuaded still vigorously he said.

He also explained the need to increase the number of Group- A & B officers from the present level of 0.3 percent to 3 percent in the technical departments of Railways to have very good administrative pyramid that only can sustain and improve further the excellent performance of Indian Railways in the new economic environment.

Er.K.V.Ramesh, Asst. Central treasurer, explained the role played by IRTSA as a trend setter to make the demands before VI CPC. He also called up on the members to have same level of spirit that both Central President and General Secretary has at this age and their zeal to achieve the goals of Technical Supervisors. He told the members that it is not the age or physical fitness that hampers their activities, but it is the **spirit and the fire that makes them work nearly 18 to 20 hours daily** for the betterment of Supervising Engineers community. Earlier, **Er. Ravichandran**, Zonal Treasurer/ SR and **Er.Sriram**, Joint Secretary/CEC made elaborate arrangements along with unit office bearers for the meeting.

CPC interaction meeting at Erode

Erode sub unit of IRTSA conducted pay commission interaction meeting on 22nd February. Supervising Engineers from Diesel loco shed, AC loco shed, C&W depot, S&T and Engineering attended the meeting **Er.Elango** welcomed Central President, Central & Zonal Office bearers and all the supervising Engineers from Erode.

Er.Sujit Kumar Working President/SR and **Er.Ravichandran**, Zonal Treasurer/SR explained the members about the effort taken by the Pay

commission of cell of IRTSA to bring out a detailed memorandum to the sixth Central Pay Commission. In his emotional speech **Er.Abdul Salam** Zonal Secretary/SR explained the sacrifices made by Central President and General Secretary for the well beings of the technical supervising community even at this age, all the members acknowledged the same by giving the Central President a standing ovation. He also appreciated the efforts taken by **Er.Basker** in organizing the meeting.

Central President, **Er.Shamnugam** in his speech explained the long history of IRTSA which is continuously striving for the benefit of supervising community. He also explained the need for special pay package for Railway men particularly for the open line technical staffs considering the hazardous work environment in which they are working. **Er.K.V.Ramesh**, Asst central Treasurer explained the members about the highlights of memorandum submitted to Sixth CPC by IRTSA through a power point presentation. **Er.Preneeth** Erode Diesel shed President thanked all the members and office bearers for making the meeting a memorable one. The meeting ended with a dinner.

Pay commission interaction meeting at Madurai Division-Southern Railway

On 26th February Madurai Divisional unit of IRTSA conducted its pay commission interaction meeting. Supervising Engineers from P.Way, Works, S&T, Electrical and C&W depot attended the meeting. **Er.Balasubramanian**, Divisional President welcomed the gathering.

Er.K.V.Ramesh, Asst. Central Treasurer, explained the members about the memorandum submitted to Sixth CPC by IRTSA. He also explained about the persuasion being done by IRTSA through CPC, Federations and Unions, Member of Parliaments and through official channels to get the legitimate due pay packages for Technical staff in total in Indian Railways from the Sixth CPC. **Er.L.Markantiyan**, Org. Secretary, recalled the struggle made by the team of IRTSA members after the V CPC recommendations to increase the SSE scale from Rs.7000 to Rs.7450. Learning from that experience steps are being taken by Central President and General Secretary to avoid such situation this time, he added.

While reacting to the members questions **Er.Muthiah, Divisional Secretary**, requested the members to involve still vigorously in the activities of IRTSA and flood the central head quarter with all relevant information and data to make the efforts made by IRTSA fruitful. He also thanked all the members and central office bearers for attending the meeting.

New Office Bearers ELS/ Lallaguda SCR

A meeting of sub-unit ELS/LGD/IRTSA was held under the leadership of **Er.G.Krishnarao, Zonal Secretary**,.Following office bearers were elected.

President	Er.M.Krishna Reddy
Vice President	Er. Joga Rao
Secretary	Er.Hussain
Joint secretary	Er. Suryanarayana
Treasurer	Er. N.V.V.Sathyannarayana

SUMMARY OF DEMANDS

-Raised in the Memorandum to Sixth Pay Commission By IRTSA

1. The minimum wages of the Central Government Employees should be raised to a level at par with the other Government Undertakings as well as organizations in the Private Sector and they may be granted the **minimum wage of at least Rs. 11000 per month to Non-Technical Staff and Rs.13000 to Technical Staff** – keeping in view the higher job requirements of the later.
2. The number of grades should be reduced to in conformity with the recommendations of A.R.C and all Employees should be fitted in. This can be done by merging some of the grades within each cadre and also by clubbing the grades in different cadre on the basis of horizontal parity.
3. Longer Pay scales with lesser over-lapping in order to reduce stagnation.
4. **Modified policy regarding Assured Career Progression (ACP), with a financial upgrading first after 4 years of service and subsequently after every 5 years of service** during the career to provide adequate motivation and to ensure optimum efficiency.
5. **Master Scale of Rs.11000-500-13500-700-17000-900-21500-1100-27000-1400-34000-1700-42500-2100-53000-2600-66000-3300-82500-4000-102500-5100-128000-6400-160000.**
6. Removal of Anomalies in the Pay Scales of Technical Supervisors on the Railways.
7. **Proposed Pay Scales for Engineers / Technical Supervisors (J.Es., S.Es.,S.S.Es. and C.M.As, and C.M.Ss., etc. of all Departments on Railways (Including Mechanical, Electrical, Civil Engineering, S & T, Drawing / Design, Stores and Lab, etc.) Refer Table - I in page No. 8**
8. Classification of all posts of Section Engineers & CMS-II (Existing Scale Rs.6500-10500) and Senior Section Engineers & CMS-I (Existing Scale Rs.7450-11500) in Group 'B' (Gazetted) - as in other Departments like M.E.S. and C.P.W.D., etc., as per recommendations of 5th Pay Commission and orders of DOP thereon.
9. Time Bound promotions for Engineers / Supervisors (JEs, SEs, and SSEs) so that they are able to reach at least Group 'B' and Group 'A' Senior Scale level in about 15 to 20 years - as in other Departments like MES, CPWD, etc.).
10. Proper yardstick be provided for Engineers/ Technical Supervisors at all levels for effective supervision, quality control and safety.
11. Improvement in the Supervisor-to-Worker Ratio on the Railways, as proposed by R.R.C., (Railway Reforms Committee) with a view to improve the working conditions of the Engineers/Technical Supervisors; and for improving the intensity of Supervision for efficiency and safety on the Railways.
12. JEs, SEs, and SSEs on the Railways working in Drawing and Design offices be granted Design Allowance at par with their counterparts in CPWD etc. (as per recommendation of 5th CPC).
13. I.R.T.S.A. (Indian Railways Technical Supervisors' Association) be granted recognition in the interest of Industrial peace on Railways and to do justice to the long neglected category of the Technical Supervisors and also to restore a sense of confidence amongst them, as recommended by the RAIC and RRC etc. to discuss and negotiate on the problems of the Supervisors on the Railways.
14. Link D.A. to the latest New base series of average Consumer Price Index, preferably for Middle Class Consumers Price Index or for Urban Non-Manual Worker Index – instead of Industrial Workers Consumer Price Index.
15. Change in the mode of compilation of Consumer Price Index so as to make it more realistic and in accordance with the actual Market Rates prevailing all over the Country for all the Consumer Items.
16. Weightage given to various items included for compilation of Consumer Price Index be made more realistic and according to the changed pattern of consumption by the working class due to changed economic and social requirements and living standards of the society at large especially in respect of Housing, Education, Medical and Other requirements and necessities.
17. Dearness Allowance be treated as Pay every alternate year or atleast whenever the Cost of Living Index exceeds 25% over the Base Index at which the Pay Scales are prescribed and may please be counted for all purposes – including for calculation of all Allowances and Retirement Benefits etc.
18. Suitably lowering down of the population limit for Classification of cities and;
19. Adequately enhancing the amount of HRA, so as to be compensated fully for prevailing Rents in various Class of Cities.
20. Periodical revision of H.R.A. to compensate for rise of Rents.
21. Counting of D.A. for grant of H.R.A or D.A. be treated as D.P. after (every) rise of 25% of Price Index to compensate for escalation of Rents.
22. Exemption of H.R.A. and CCA etc. from Income Tax (as these are not emoluments but compensatory allowance) as had been aptly recommended by Fifth Central Pay Commission (vide Chapter 167 of its report).
23. **Proposed Rates & Criterion For Classification Of HRA – Refer table no - II in page no. 8**
24. Rate of Interest on House Building Advance (HBA) should be reduced to maximum of 4% to 5% as in the Financial Institutions and Public Undertakings like Banks and LIC etc.
25. Amount of HBA should be suitably enhanced periodically to keep pace with rise of cost of land and construction.
26. Surplus land with the Railways be leased out at reasonable rates for construction of Co-operative Housing colonies of the Railway employees.
27. Government should take houses on long term lease for letting out to Employees (even in Group 'C' and 'D') at suitable rent – as recommended by Third, Fourth and Fifth Pay Commissions.

28. Powers to take Houses on lease should be Decentralised and limits be substantially increased to realistic levels.

29. Rents for Government accommodation have been substantially increased over the years, putting the employees in great hardship. Raising Rent for Railway Quarters should be stopped specially for the over 20 to 30 years old houses for which the Government had already recovered the cost many times over.

30. Housing satisfaction level should be increased to atleast 50% in case of Non-Technical Staff and 100% in case of Technical Staff and Engineers – keeping in view exigencies of their service.

31. Costliness of Cities may please be made the criteria for Classification of Cities for payment of C.C.A.

32. Limits for population for classification of Cities for CCA be adequately reduced (as requested in foregoing para for HRA).

33. CCA should be periodically enhanced and D.A. be treated as D.P. for all purposes including CCA to compensate for heavy inflationary trends or atleast DA be converted to D.P on reaching 25%.

34. Proposed rates of CCA – Refer table no - III in page no. 8

35. Rate of Special Compensatory Allowance (including Hill Compensatory Allowance, Winter Allowance, Border Area Allowance, Remote Locality Allowance, Bad Climate Allowance, Project Allowance etc.) be suitably and periodically revised and linked with Price Index (On Pay+D.A.).

36. Rural Area and Sub-Mountainous Area Compensatory Allowance be paid as available in some of the States to the Employees posted in such areas respectively to compensate for higher cost of living in these areas on account of inadequate transportation and infrastructural facilities and increased dependency on urbanized areas due to change of Socio-Economic conditions.

37. Disturbed Area Allowance: Disturbed Area Compensatory Allowance be paid to Employees posted in areas which are disturbed due to unstable Law and Order situation, terrorist activities or intense Army / Police action to maintain the Law and Order etc.

38. Adequate Special / Additional Insurance Cover should be provided by the Government to the Employees posted in Disturbed / Border areas.

39. JEs, SEs and SSEs on the Railways be allowed Overtime Allowance (for actual number of extra-hours put in by them) at the same rate as admissible to those in the Defence Workshops, irrespective of the category or pay range – both under the Factories Act and the Hours of Employment Regulations etc.

40. Limits of admissibility for National Holiday Allowance may please be removed, and all the Technical Supervisors on the Railways (up to and including Section Engineers and Senior Section Engineers in existing grades or Rs. 6500 – 10500 and Rs. 7450 – 11500) be allowed the N.H.A as they are essentially required to attend to the work many a

times on National Holidays, due to the exigencies of work and to keep the trains and systems running.

41. Proposed Transport Allowance – Refer the table no – IV in page no. 8

42. Either the Service Conduct Rules should be amended to remove bar (for Private Practice), or else the professionals like Engineers / Technical Supervisors (i.e. JEs, SEs, and SSEs) for whom Diploma or Degree in Engineering is an essential qualification, should be paid a suitable Non-Practicing Allowance of 10% of Pay.

43. Rates of Transfer & Packing Allowance be periodically revised adequately and linked with Price Index.

44. Engineers / Technical Supervisors (JEs, SEs, & SSEs) (and other Technical Staff) working in Workshops, Production Units, Running Sheds, Engineering, Electrical, Mechanical and S&T Depots, Power Houses, Printing Presses, Over Head Electrification, A.C. Plants etc. which involve hazards should be paid Risk Allowance at suitable rate of 10% of Pay.

45. Rates of TA / DA and Mileage / Conveyance Allowance be adequately enhanced and the same be linked with Price Index to allow for periodic revision thereof. Alternatively, Dearness Allowance should be counted for determining the rates of TA / DA admissible to the Employees on tour.

46. System of 2+4=6 advance increments respectively after passing Section 'A' and Section 'B' of AMIE etc be restored (instead of a lump sum amount).

47. 20% of Pay be granted as Special Pay to JEs, SEs and SSEs working as Console Operators, Sr. Console Operators, Console Superintendents, Assistant Programmers, Data Processing Superintendents etc. to attract talented personnel in this new horizon of Information Technology.

48. Ceiling limit may please be removed totally so that the Employees will get the real PLB declared to them in number of days proportionate to their wages (as per detailed justification given).

49. Working week of net 45 hours may be adopted for all Industrial Workers on the Railways.

50. Government should be asked to reduce the working hours for the Industrial Workers to 40 hours a week (in about a period of say 10 years) as recommended by the National Commission on Labour.

51. Lunch Break should be counted for computing maximum number of working hours in a week, under the Factories Act.

52. Engineers / Technical Staff be also granted atleast two Restricted Holidays to attend the Religious Functions / Festivals etc., – at par with the Secretarial Staff etc

53. "5 Days a Week" be implemented for the Industrial Workers / Technical Staff and Engineers / Technical Supervisors (i.e. JEs, SEs & SSEs) also.

54. SEs and SSEs may be allowed the Night Duty Allowance, irrespective of the pay scale or category, for attending to duty at night.

55. Weightage for Night Duty Allowance (NDA) be given for hours of Duty between Sun Set to Sun Rise (i.e from 6 PM (18 Hrs) to 6 AM).

56. Limit on maximum accumulation of leave may be abolished as had been done in the case of many of the State Government Employees

57. Limits on maximum accumulation be removed or raised to 12 months (365 days) atleast, in order to avoid hardship to the Staff, as well as to improve Attendance in the Offices and Industrial Establishments.

58. Encashment of Leave be allowed during service up to 60 days at a time, as admissible in many Undertakings.

59. Half a Day's L.A.P / Earned Leave be allowed to Technical Supervisors (*as already allowed to Artisan Staff in Workshops*) to enable them to attend to the exigencies without having to waste full day's leave when not required - particularly if there is no Casual Leave to the credit of an Employee.

60. Commutation of Half Pay Leave may be allowed to Technical Supervisors without the need to produce a Medical Certificate, in case of emergency.

61. Reduced quantum of 4 days of Casual Leave may please be restored.

62. Prefix or Suffix Casual Leave with other type of Leave, especially in cases of hardship where the employee does not have any leave to his / her credit.

63. Accumulation of Casual Leave may be allowed and the un-availed Casual Leave in a calendar year be credited to the Earned Leave Account, as permitted in many Public Undertakings All Employees (irrespective of Pay or Scale of Pay) be allowed House Building Advance, Vehicle Advance, Festival Advance, Furniture & Household effects Advance etc., and the quantum for the Advances should be adequate to meet the actual expenditure for the purpose and adequately raised from time to time every year – as per Market Cost.

64. The Employees concerned should be provided with or paid for suitable type of cloth and stitching charges, so as to enable them to get the Uniforms stitched properly. The previous Pay Commissions had also recommended the grant of this facility, but it had not been properly implemented

65. Limit for Vehicle Advance should be increased to Rs. 50000/- for Motor Cycle / Scooter; Rs. 4 Lakhs for Motor Car, and Rs. 2000/- for purchase of a Bicycle. This limit should be revised from time to time in accordance to the variation of the rates of the vehicles in the market.

66. Group Insurance Scheme may be modified to cover all JEs. SEs and SSEs on the Railways, in Group 'B'; and the pay-slabs prescribed in the Scheme be revised accordingly.

67. Amount of Group Insurance cover should be enhanced to atleast Rs. 5 lakhs in view of heavy inflation as per New Scales of Pay proposed by the Pay Commission.

68. Incentive Increment for Family Planning for promoting Small Family Norms should be paid as per New Scales of Pay both to those who had adopted

Family Planning Norms prior to 2006 as well as to those who adopt later on.

69. All those in the Supervisory Grade (which is at present Rs.5000-8000 and above) should be given First Class Pass / Second AC / Third AC (Rail Travelling Facility) irrespective of the date of entry into the Service in the Railways.

70. Railways be advised to remove the unrealistic sealing limit on the maximum limit of Four number of Dependents on a Privilege (Railway) Pass, specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.

71. Railways be advised to remove the age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age also.

72. Both dependent parents (Father and Mother) should be allowed on Privilege Pass in case they are dependent on the Employee as per income ceiling.

73. All Central Government Employees, including Railways Employees, should be entitled for free Specialized Advice and Treatment from Super Specialty Hospitals like AIIMS / NIMS / NIMHANS / JIPMER / CMC / PGI. Incidentally, since these Hospitals are run by the Union Government.

74. Pension should be granted on the basis of pay plus D.A. last drawn.

75. Pay and full D.A. last drawn should be counted for the purpose of grant of Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund.

76. One month's pay plus D.A. last drawn should be paid for each year of qualifying service, as Death-Cum-Retirement Gratuity / Special Contribution to Provident Fund, instead of half month's pay for each year of qualifying service as at present.

77. Rates of Family Pension may be revised as suggested in table - V in page no.8

78. Point-to-Point Fixation in the Revised Scales of Pay (of Sixty CPC) may please be allowed on notional basis to existing Pensioners for Revision of their Pension w.e.f 01.01.2006.

79. System of " SAME RANK SAME PENSION " as introduced in the Army, may also please be extended to all Central Government Employees.

80. Qualifying service for Full Pension should be reduced from 33 years to 25 years of Service as the Maximum Age Limit for Recruitment has been increased to 35 years.

81. Medical Allowance to Pensioners and Family Pensioners be increased to atleast Rs.500 per month for outdoor treatment.

82. Pensioners should be granted the House Rent Allowance and City Compensatory Allowance at the same rates as applicable in the case of serving Employees – in the pay slab equal to the pension.

83. Retired Employees should be allowed accompaniment of any close relative as an Companion/ Attendant in the same class, as admissible to Freedom Fighters,

84. In order to reduce administrative work, Employees be retired at the end of the year in

December or at the most in two batches – one at the end of June and another at the end of December – each year, depending on the part of the year in which their date of Superannuation falls.

85. Powers for compulsory or premature retirement should be withdrawn in entirety. If at all such an action is considered inescapable, then the Employee should be given the right to defend and appeal against the action only after regular enquiry as in the case of normal disciplinary proceedings.

86. Valuable expertise of suitable and talented Technical, Professional and Specialised Personnel may be used through Re-employment in appropriate fields – against Super numery posts – through a suitable mechanism of selection – as required – without any favour or bias.

87. Contributions by the Pensioners / Retiring Employees RELHS (Railway Employees Liberated Health Scheme) be waived off or may be suitably reduced with adequate contribution by the Government / Railways – keeping in view the true spirit of Social Responsibility towards the Pensioners – as defined by the Apex Court in Nakra's Case.

88. Government may please be urged to reduce the age for consideration as Senior Citizen to 60 years instead of 65 years for availing the Income Tax Exemptions limit under the Income Tax Act.

89. All the Allowances (including DA / DR i.e Dearness Allowance / Dearness Relief, HRA i.e House Rent Allowance, CCA i.e. City Compensatory Allowance and other Compensatory Allowances) may please be Recommended for Exemption from the Income Tax and the Tax thereon be paid by the respective Departments to the Income Tax Department (under section 197 of I.T. Act).

90. Recommendations of the Pay Commission in respect of Pay Scales, Service Conditions, and Retirement Benefits etc, may be made effective from 01.01.2006.

91. Pay Commission may recommend an Interim Relief of at least 30% of the Pay + D.P + D.A of Central Government Employees w.e.f 01.01.2006, subject to a minimum of Rs. 1500 per month. *(This will at least partially neutralize the negative effects of abnormal delay in constituting the VI Central Pay Commission and the resultant un-easiness and unrest which has crept in the Government employees*

92. In the interest of equity and justice, proportionate Interim Relief may be recommended for the existing Pensioners and 30% of Basic Pension + DP / DR + DA with a minimum of Rs.750 per month, may please be recommended to mitigate the sufferings of the existing Pensioners - to compensate them, at least partially, for the large-scale erosion of their meager Pensions due to heavy inflation – as already requested in our Memorandum for Interim Relief.

93. Sixth Pay Commission may please strongly recommend for a continual Revision of Wages, if not annually, then atleast whenever the Dearness Allowance rises above 25 per cent.

94. “**Stage-to-Stage**” or “**Point-to-Point**” fixation may please be allowed - giving due weightage for the length of service in the existing cadre.

95. Similarly as **Stage-to-Stage** or **Point-to-Point** notional fixation in the New Scales may also please be given for revision of Pension of existing Pensioners.

Decisions of Railway Board

1. Railway Board Proposes Upgrading Of Only 12.5 % posts of SSE to Group B

Railway Board, after years of dithering over the issue, has finally expressed its willingness to upgrade one eighth (i.e. 12.5 %) posts in the scale Rs. 7450-11500 to group “B” and that too with a rider that these upgraded posts shall form part of the normal Group “B” cadre and shall be filled up through the process of selection.

IRTSA has expressed its strong resentment over the way the issue was being dealt with by the Railway Board in total contravention of the orders issued by the Government of India almost a decade back to classify all posts in Group “B” where the maximum of the scale was above Rs.9000. The order had been implemented by all other Ministries , except the Ministry of Railways.

2. Fresh option to retired employees to join Retired Employees Liberalised Health Scheme

Railway board, vide their letter no 2003/H/28/1/ RELHS dated 10.01.07, has given another option to the retired employees and their widows, to join the RELHS -97, before 31.12. 2007, if they had not joined it so far.

3. Issue of Privilege passes/PTOs covering JammuTawi-Udhampur Station.

Railway Board's letter no E(W)2006/PS5-1/22 Dated 20.09.2006, privilege passes/PTOs to Railway employees and post retirement complimentary passes to retired Railway employees may be issued covering Jammu Tawi – Udhampur section also.

4. Promotion from Group ‘C’ to Group ‘B’ – Conditions of eligibility.

Railway Board's letter no. E(GP) 99/2/22 dated 04-01-2007, It has been decided by the Board that P.Way mistries with 3/5 years of non-fortuitous service in scale of Rs.4500-7000+100(SA) shall be eligible for being considered for the selection/LDCE for promotion to Group ‘B’.

5. Contact of Railway servants with Foreign nationals/Members of Foreign Missions etc.

Railway Board letter No E(D&A) -2006Gs1-8 Dated 18.8.2006, Railway servants should exercise the utmost care in their contacts with foreign correspondents, members of foreign missions / organizations and other foreign nationals in India. They should scrupulously avoid any conversation likely to reveal even inadvertently, information on matters of secret nature.

Table – I, PAY SCALES PROPOSED BY IRTSA TO SIXTH CPC FOR RAIL ENGINEERS

Sl. No	Designation	Existing Pay Scale	Pre-Revised Scale Recommended by 5th CPC (Para 54.38)	Projected scales which should have been given on rise of NNP (in 10 yrs at 38.6 % instead of 30.9 %)	Proposed Equated Scale of Fifth CPC	Proposed Pay Scale for Sixth CPC on Multiple Factor of 4.31 (i.e. ratio of Proposed Min. & Existing Min. Pay)
1	Jr. Engineer -II / CMA- II	5000-8000	1600-2660	6400-10640	6500-10500	28400-1400-34000-1700-42500-2100-44600
	Jr. Engineer - I CMA - I	5500-9000	1640-2900	6560-11600		
2	Section Engineer / CMS - II	6500-10500	2000-3200	8000-14000	8000-13500	35700-1700-42500-2100-53000-2600-55600
3	Sr. Section Engineer / CMS - I	7450-11500	2375-3750	9500-15000	10000-15200	44600-2100-53000-2600-66000-3300-69300

Table – II, PROPOSED RATES & CRITERIA FOR CLASSIFICATION OF HRA

Sl. No.	Class of City	Proposed population for Classification	Proposed Rates of H.R.A.
1.	'A1' Class	Over 20 Lakhs	40% of Pay + DP + D.A.
2.	'A' Class	10 to 20 Lakhs	30% of Pay + DP + D.A.
3.	'B1' Class	5 to 10 Lakhs	25% of Pay + DP + D.A.
4.	'B2' Class	1 to 5 Lakhs	20% of Pay + DP + D.A.
5.	'C' Class	50000 to 1 Lakh	15% of Pay + DP + D.A.
6.	'D' Class or unclassified	Below 50000	12.5% of Pay + DP + D.A.

Table – III, PROPOSED RATES OF C.C.A.

Sl. No.	Class of City	Proposed Population for Classification	Proposed Rates of C.C.A.
1.	'A1'	Over 20 Lakhs	15% of Pay + D.A + D.P
2.	'A'	10 to 20 Lakhs	10% of Pay + D.A + D.P
3.	'B1'	5 to 10 Lakhs	8% of Pay + D.A + D.P
4.	'B2'	1 to 5 Lakhs	6% of Pay + D.A + D.P
5.	'C' or Unclassified	Upto 1 Lakh	5% of Pay + D.A + D.P

Table – IV, PROPOSED RATES OF TRANSPORT ALLOWANCE

Sl.No	Existing Scale of Pay Rs.	Existing Transport Allowance Per Month		Proposed Transport Allowance Per Month	
		'A-1' & 'A' Class City (Rs.)	Other places	'A-1' & 'A' Class City	Other places
1.	8000-13500 or above	800	400	10% of Pay	7.5% of Pay
2.	6500-6900 but below 8000-13500	400	200		
3.	Below 6500 to 6900	100	75		

Table – V, PROPOSED RATES OF FAMILY PENSION

Proposed Amount of Family Pension Per Month		
On death in Harness	On death between 58 to 65 years of age.	After limits indicated in columns 2 and 3
80% of last pay drawn (with minimum of need based Minimum Wage less 20%)	85 % of Normal Pension (if the Employee had survived) with minimum of Minimum wage less 20%	80% of Normal Pension (if the Employee had survived) with Minimum Wage less 20%

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