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HUNDREDS OF ENGINEERS SIT ON DHARNA AGAINST PAY COMMISSION REPORT CANDLELIGHT PROCESSION AT JANTAR MANTAR BY IRTSA & AIREF SERIES OF MEETINGS WITH FM, RM, CRB & MS MEMO PRESENTED TO ALL CONCERNED MINISTERS & OFFICERS OF RAILWAY BOARD

Hundreds of Engineers from all over Indian Railways, took out a candle light Procession at Jantar Mantar New Delhi, on April 21, 08, after a day long Joint Dharna by IRTSA & AIREF, in protest against the retrograde recommendations of the Sixth Central Pay Commission. Leaders of IRTSA & AIREF- including Er M. Shanmugam President IRTSA, Er Chowdhary President AIREF, Er Harchandan Singh General Secretary, IRTSA and Er AK Tyagi Secretary General AIREF and others addressed the Rally and strongly condemned the Report of Sixth CPC.

Com. S. G Mishra, Asstt. General Secretary AIRF and Br. Raghvaiah, General Secretary NFIR also addressed the Rally and expressed their full support to the demands of the Engineers of the Railways and fully agreed that the Sixth Pay Commission had done great injustice to all sections of employees especially the Engineers and the technical staff at large.

Earlier during the Day, the "March towards Parliament" by the them was interrupted by a large contingent of Delhi Police at the Parliament Street – with heavy barricades. However 5 of their representatives – led by Er. Harchandan Singh, General Secretary, IRTSA and Er AK Tyagi, Secretary General, AIREF, were allowed to proceed and present a memorandum at Prime Minister's Office, PMO, followed by a prolonged meeting with Member Staff, Railway Board, Sh. S. S. Khurana, who is a Member of the Empowered Committee of Secretaries appointed by the Government to considered the Recommendations of the Sixth Pay Commission. The MS assured the delegation to do the needful to the extent possible.

On April 22nd, the Engineers gave a joint Demonstration at the residence of the Finance Minister and later at the residence of Railway Minister. This was followed by a two rounds of meetings with the Railway Minister, Sh Lalu Prasad Yadhav, Chairman Railway Board Sh Jaine and finally late night with the Finance Minister, Sh P. Chidambaram, at his residence. All of them assured the delegates to look into the issues raised by them.

MAIN DEMANDS

Following were the main demands raised in the Joint Memorandums presented to all concerned on behalf of IRTSA & AIREF, with detailed justification and a number of annexure:-

- 1.A) Minimum pay of Rs 13000 for technical staff with one pay band of rs.13,000 – 1,50,000 for technical staff, instead of 4 pay bands.
- b) Minimum pay of Rs. 28000 for Junior Engineers & Rs. 45000 for section engineers and senior section engineers on Railways.
- c) Placing all JEs, SEs, SSEs and group 'B' in PB-3.
- d) Up-grading of Senior Section Engineers to equivalent of pre-revised scale of Rs. 10000-15200 - as this grade has already been granted to jes with 15 to 20 years service on time scale basis in state services in UP, Bihar, Uttaranchal, Jharkhand / CPWD, MES
2. Counting of DP for fixation of pay.
3. Minimum annual increment of 5 % pa 4.a) Adequate rise of pay from one scale to the next.
b) Grant of at least 4 increments on promotion.
c) Merger of grade pay with pay scale after fitment in revised pay scales.
5. Group 'b' gazetted status to all JEs., SEs. & SSEs.
6. A) First class pass to all JEs. (Junior engineers) – at par with other departments,
b) Inclusion of both father & mother in privilege pass - as for LTC in other departments.
7. Time bound & time scale promotions from JE to JA grade (as in MES, telecom & CPWD)
8. A) Incentive / arduous duty allowance to JEs., SEs., SSES., CMT staff, other tech. Staff.
b) Design / PCO / planning allowance to all Drawing & Design office staff.
9. No Corporatisation of Railways.
10. Exemption of all allowances from income tax.

(See copy of Memorandum inside & Highlights of SCPC Report & Programme of Action on last Page)



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Editor -in- Chief, Er. Harchandan Singh, GS/IRTSA
Central Head Quarter 32, Phase-6, Mohali, Chandigarh – 160055
Email gsirtsa@yahoo.com Website www.irtsa.net
Chairman, Editorial Board, Er.M.Shanmugam, President / IRTSA

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"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL**SIXTH CENTRAL PAY COMMISSION REPORT
WIDE & UNJUST VARIATIONS OF
WAGE HIKES OF 15 TO 81 %**

Much awaited Report of the Sixth Central Pay Commission was submitted to the Government on March 24, 2008, about a week before it was due, but over 2 years after it was required to be implemented. While the media hyped the proposed hike to be 40 % of Pay, the actual hike of emoluments turned out to be just about 15 to 20 % in most cases at lower & middle levels and as high as 60 to 81% at top levels. While most sections of the Civil and Defence personnel as well as Pensioners are highly dissatisfied and strongly protesting, the Government has set up an empowered Committee of Secretaries, to work out the modalities for implementation of the Report.

The Report in itself is totally different from those of all the previous Pay Commissions, as it has brought in some very new concepts of 4 Running "Pay Bands" and 20 "Grade Pays" instead of the existing 34 Pay Scales. This may to an extent reduce the stagnation amongst the employees. But difference in Grade Pay from one scale to the next is so meagre, the benefit - both in terms of money value and job satisfaction - would be negligible or rather negative not only on account of heavy inflation but more on account of insignificant pay rises as compared to other Sectors.

The benefit of merger of DA has not been given both for fixation of Pay or Pension. The issue of increasing the Medical Allowance has been left for the Government to decide. Even the level of relief provided after the Fifth Pay Commission Report has not been maintained. Following are some of the major anomalies or rather areas of serious injustice and, as such, must be remedied by the Government before implementing the Report – which should in any case be done expeditiously.

- Nominal hike of wages by only 15 to 28 % is totally unjust and insignificant as compared to over 300 percent wage hike in corporate & private Sectors in the last ten years.
- Non-counting of merger of dearness pay for Fixation of Pay, is totally unjustified.
- Minimum Pay of Rs 5740 in scale -1S and Rs 6660 in PB-1, are too low - being violative of the decision of the Hon'ble Supreme Court of India, as accepted by the Fifth CPC, to provide for social requirements.
- Engineers / Technical Supervisors on Railways especially aggrieved to be placed in pay band PB-2 - of Rupees 8700-34800; and for being treated worst than even the non-technical staff.
- Senior Section Engineers unjustly singled out to have not been given any upgrading by SCPC.
- Rates of Increments @ 2.5 % are too low and even lesser than existing annual rise

- Grade pays are too low and their differentials do not reflect higher job requirements.
- Grade pays also do not provide even the existing pay rise from one pay scale to the next Proposed Corporatisation of railways will jeopardize safety, efficiency and productivity on the Railways.
- Disparity in Pension of Pre & Post 1.1.06 Retirees.
- Incoherence in Up-grading of Pay Scales with resultant impact on Pensions

All these are very serious issues which are bound to have very adverse impact on the psyche of both the serving as well as the Retired employees. There is wide-spread resentment all over against the report of the Pay Commission. The extreme rise in prices is adding fuel to fire. Exodus from Government jobs has already started in every department – not only from the Defence Forces – which are a bit more vocal this time. This will further increase in a big way once the Government orders are out and if the Government does not remove the major flaws in the report, before implementing it soon. Talented and meritorious people are already not joining the Government jobs since long in view of greener pastures available elsewhere. Further exodus will not only adversely effect the efficiency of the Government services it will have very serious repercussions on the ongoing process of development of the nation and will retard the pace of economic growth – which has painstakingly been built up. It is also bound to seriously jeopardize the industrial peace.

It is, therefore, earnestly hoped that the Government will give a serious and dispassionate thought to the whole matter – not merely for political reasons, which are not very far to see, but also from the point of view of justice to those who also serve the Nation in their own humble way, far from the sight of the public gaze, which only looks at the superficial layer of the corrupt elements, unmindful of millions of silent workers, engineers and many others who keep the wheels of the nation running – day in and day out.

MAY JUSTICE PREVAIL! AMEN!

– **HCS**

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MEMORANDUM ON THE REPORT OF SIXTH PAY COMMISSION - ON THE PLIGHT OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS

- SUBMITTED BY IRTSA & AIREF ON 21 / 22.4.08 ON THE OCCASION OF JOINT DHARNA AT JANTAR MANTAR, NEW DELHI

We would like to draw your kind attention to the sad plight of the over 50,000 Engineers / Technical Supervisors on the Indian Railways and the raw deal meted out to them by the Sixth Pay Commission – compelling hundreds of Engineers / Technical Supervisors from all over India to hold a Dharna at Jantar Mantar.

1.A) i) MINIMUM PAY OF RS 13000 FOR TECHNICAL STAFF

ii) ONE PAY BAND OF RS.13,000 – 1,50,000 FOR TECHNICAL STAFF – INSTEAD OF 4 PAY BANDS.

a) While computing the Minimum Wages, Sixth Pay Commission has ignored the actual market conditions, retail prices as well as the factors of Social obligations upheld by the Supreme Court of India and accepted by the Fifth CPC. It also ignored a reliable formula of % age Rise of Net National Product adopted by the Fifth Pay Commission.

Fifth Pay Commission worked out and adopted the Multiple Factor of 3.25 % based on % age rise of NNP (Net National Product). But it also erred by calculating the rise of NNP over 9 years instead of 10 years since Fourth CPC, for fixing up the Pay Scales at all levels.

The Sixth Pay Commission did not adopt any norms or formula nor did it adopt any scientific criteria for Fixing the salaries at various levels. Consequently the rise given at various levels is also very erratic and widely different at each level – as would be apparent from Annexure I A & I B.

The ratio corresponding to minimum of scales is widely varying from 1.61 to 3.37 and %age increase of wages also widely vary and not only reflect partial treatment but also an erratic approach of the Sixth CPC, which is bound to cause great resentment and heart burn.

The % age rise of NNP over the last 11 years since 1994-95, the Compensation Factor works out to be 164.62 % on Current Prices as on 1.1.06 . Accordingly the Minimum salary should be Rs 12500 and the Maximum salary should be Rs 1,50,000, based on rise of 164.62% of NNP.

Minimum wage as per above stated norms, works out to be Rs 12500 for the Non-Technical Staff, instead of Rs 6660 proposed by Sixth CPC. Accordingly the Minimum wage for Technical Staff should be at least one grade higher i.e. Rs 13,000, keeping in view their higher and more onerous job requirements and more onerous work environments etc.

ii) It further requested that there should be only one Pay Band of Rs.13,000 – 1,50,000 for Technical Staff – instead of 4 Pay Bands. Since the Maximum Salary as proposed above, works out to be above Rs 1,00,000, it is proposed that the Pay of the President of India and other Constitutional heads, be revised to over Rs 1.5 lakhs.

1.B) MINIMUM PAY OF RS. 28000 FOR JUNIOR ENGINEERS & RS. 45000 FOR SECTION ENGINEERS & SENIOR SECTION ENGINEERS ON RAILWAYS.

i) Fifth CPC had wrongly applied the multiple factor of 3.25, based on rise of NNP by 30.9% for 9 years, instead of 38.6 % for 10 years, and wrongly calculated the multiple factor as 3.25 instead of 4.05.

ii) Multiple Factor of 4.92 should be applied as ratio between Proposed & Existing Fifth CPC Minimum Pay, as per details mentioned in Annexure II.

iii) Higher duties, responsibilities & job requirements of Technical Staff, especially on Railways;

iv) Comparative Pay Scales and emoluments of the counterparts in P.S.U.s. with similar duties, responsibilities and job requirements.

v) Additional training after recruitment of Diploma Holders as JEs

vi) Additional training after recruitment of BEs - Degree Holders as SEs.

vii) SCPC has recommended up-gradation of SE to SSE scale In chapter 3.8, page 221 and Para 7.36.77 Page 530 & 531 of its report.

1.C) (i) UP-GRADING OF JEs TO EQUIVALENT OF PRE-REVISED SCALE OF RS.7450- 11500

(ii) UP-GRADING OF SSE TO EQUIVALENT OF PRE-REVISED SCALE OF RS. 10000-15200.

No consideration has been given by Sixth CPC to the onerous nature of Duties and Responsibilities of Engineers / Technical Supervisor - which have increased manifold and become more onerous especially due to modernization on the Railways, indiscriminate shrinking of staff strength and numerous other factors.

Staff Nurse in grade of Rs 5000-8000 are proposed to be placed in pre-revised scale of Rs.7450-11500. Similarly, Nursing Sisters in Scale Rs 5500-9000 are proposed to be placed in the pre-revised Scale of Rs 7500-12000. Entry qualification for both the Nursing Staff and JEs are 3 Years Diploma in their respective disciplines and both also have to undergo a training of one and a half year followed by examination before absorption. Job requirements of JEs. S.Es. and SSEs. are equally onerous and demanding to ensure safety and efficiency on the Railways, where one single mistake can endanger not one, but thousand lives

If the proposals of Sixth CPC are implemented, there would be a negative growth of salary of especially the Senior Section Engineers in scale S-13 (as apparent from Annexure I C).

It is, therefore, requested that:-

(i) JEs (Junior Engineers) in existing scales of Rs 5000-8000 and 5500-9000 may be allotted pay scale equivalent to the pre-revised scale of Rs 7450-11500 in view of their qualification and job requirements.

(ii) Senior Section Engineers in scale Rs 7450-11500, may please be upgraded and placed in the equivalent scale of Rs 10000-15200 in consideration of their job requirements and long experience – both of which have not been considered by the SCPC particularly in view of the fact that the Pay scale of Rs 10000-15200 has already been granted to JEs with 15 to 24 years service on time scale basis in state government service in UP, Bihar, Uttaranchal, Jharkhand / C.P.W.D. / M.E.S. etc

(Continued)

MEMORANDUM ON THE REPORT OF SCPC**(Contd)****1.D) PLACING SECTION ENGINEERS (SEs) & SENIOR SECTION ENGINEERS (SSEs) & GROUP 'B' IN PB-3.**

Sixth CPC has greatly erred in placing the Section Engineers & Senior Section Engineers in PB-2. Section Engineers (SEs) (scale Rs 6500-10500) are recruited on the Railways with Engineering Degree as qualifications and one year on the job training or are promoted to that post after long years of service experience as Junior Engineers who are themselves having Engineering Diploma as qualification and one & half years of on the job training. Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) are 'Spot' or "Field" Managers - directly managing production, planning, quality control, safety, efficiency and effective execution of administrative polices and targets in the field and on the shop floor, shed or depot, being directly responsible for round the clock management of the system against all odds, constraints, shortage of staff and material resources as well as vagaries of nature.

Assistant Nursing Superintendents (scale Rs 6500-10500), Deputy Nursing Superintends (scale Rs 7500-12000) have all been placed in PB-3. There is no justification for placing the SE, SSE and Group B officers in PB-2. It is requested that either the proposal of having 4 Pay Bands be totally scrapped or else Section Engineers (scale Rs 6500-10500) & Senior Section Engineers (scale Rs 7450-11500) and Group B Officers on the Railways be placed in PB-3.

2. COUNTING OF DP FOR FIXATION OF PAY

Dearness Pay has all along been counted for all purposes including fixation of Pay in the Revised scales of pay after every Pay Commission. The Sixth Pay Commission could not be an exception for any reason whatsoever as it would not be justified to ignore this element for fixation of pay. It is therefore requested that DP (Dearness Pay) may please be counted for all purposes including fixation of Pay etc.

3. MINIMUM ANNUAL INCREMENT OF 5 % PA (INSTEAD OF 2.5 %).

Rate of increment is much higher in most of the PSUs and private sector. The rate of Increment should be such so as to provide adequate motivation and incentive for maintaining the level of efficiency and commitment. It should be atleast 5 % of Pay to adequately meet the increasing monetary requirements and growing family and social liabilities as well as to compensate for improved skill and efficiency on account of experience.

4a) ADEQUATE RISE OF PAY FROM ONE SCALE TO THE NEXT.**4b) GRANT OF AT LEAST 4 INCREMENTS ON PROMOTION.
4c) MERGER OF GRADE PAY WITH PAY SCALE AFTER FITMENT IN THE REVISED SCALES.**

Sixth Pay Commission has killed all charm & incentive on promotion from one scale or post to the next by reducing the margin between the minimum of two subsequent grade to just Rs 400 in PB-2 (in the shape of so called Grade Pay) from the existing level of Rs 500 of JE-II (Rs 5000-8000) & JE-I (Rs 5500-9000) and of Rs 1000 between the subsequent existing scales of Rs 6500-10500 and above.

This is totally unjustified, illogical and irrational and bound to cause much frustration. It is therefore requested that

concept of Grade Pay should be rejected and proper rational Pay scales be formed with adequate rise from the minimum of one to that of the next which should not be less than at least thrice the existing level or the existing differential be multiplied with the compensatory factor based on the rise of NNP (Net National Product) as was done by the Fifth Pay Commission.

5. GROUP 'B' GAZETTED STATUS TO ALL J.Es., SEs. & SSEs.

All the previous three Pay Commissions had recommended for classification of the Pay Scales of senior Technical Supervisors to be classified in Group B and the Government had also accepted the recommendations in this regard, except in case of Fifth Pay Commission where in the Government had modified the recommendations (as per details in Annexure III. But the Railways did not implement any of the orders issued after any of the 3 Pay Commissions.

Sixth Pay Commission has clubbed all the existing scales of Technical Supervisors (JEs, SEs, SSEs / CMS/ DMS) in existing scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500, Rs 7450-11500, and Group B in existing scales of Rs 7500-12000 and 8000- 13500, in PB-2. Since the nature of job in all these scales requires supervision and management, it is requested that these posts be classified in Group B gazetted . as has already been done in other Central Government Departments as well as in most other State Government services (as per details in Annexure III).

6a) 2 AC CLASS PASS TO ALL JUNIOR ENGINEERS – ON PAR WITH OTHER DEPARTMENTS,

SCPC (vide Para- 4.2.30 page 236) has recommended that the travel entitlement of posts carrying Grade Pay from Rs.4200 to 4800 should be in AC-II tier by train while on Tour and Transfer. It is requested that this recommendation of the SCPC be implemented on the Railways as already existing in other Central Government Departments

6b) INCLUSION OF BOTH FATHER & MOTHER IN PRIVILEGE PASS

It is requested that in view of the social obligations and bonding in India, both the Parents (Father and Mother) wherever dependent on a Railway employee – due to their old age and low level of income, be allowed to be included in the Privilege Pass and the definition of dependent be amended accordingly.

7. TIME BOUND / TIME SCALE PROMOTIONS FROM JE TO JA GRADE – AS IN THE CASE OF MES, TELECOM & CPWD:-

Regular promotions at fixed and specified intervals are very essential for effective motivation and efficiency with sustained growth. Time bound and Time Scale Promotions are there not only in the Defence Services but also in the Officers Cadres in Civil Services and the Railways.

These have also been adopted for the Junior Engineers in CPWD, MES and Telecom Department

These have also been implemented for JEs in most of the States (as per details in Annexure III). But the JEs, SEs and SSEs continue to rot in these scales throughout their careers and get highly demoralized and frustrated with ACP providing no real relief as per their job requirements. It is requested that Time Bound and Time Scale Promotions be granted to Engineers, Technical Supervisors on Railways

(Continued)

MEMORANDUM ON THE REPORT OF SCPC*(Contd)***8. A) INCENTIVE / ARDUOUS DUTY ALLOWANCE TO J.Es, SEs, SSEs, CMT & DMS STAFF ETC.**

All these staff are required to work in hazardous environments and arduous environments – exposed to vagaries of nature and constant threat to their personal safety, ensure time bound execution of work and punctual running of trains/ maintaining outturn targets, without respite from exposures. It is therefore requested that J.Es, SEs, SSEs, CMT & DMS STAFF may please be granted Arduous Duty Allowance.

8.B) PCO / Design / Planning Allowance for Drawing / Design Engineers

Drawing is the language of Engineers and design has main role in execution of any work. No engineering project can be imagined without Drawing /Design. Design and planning allowance is denied by SCPC on one side, for the Subordinate Engineers and recommended doubling of the same for the officer attached to design organization, on the other. Drawing / Design Engineers are having vital role in planning and designing and have same justification. It is requested that PCO/ Planning / Designing Allowances be extended to JEs, SEs, SSEs & AEs of Drawing / Design cadre as for the technical officers in these sections / offices.

9. NO CORPORATISATION OF RAILWAYS.

The Pay Commission, while recommending Corporatisation of the Railways (vide Para 7.36.99 to 103), has not taken note of the fact that while most of the central PSUs like Air India etc. are sinking deeper in losses, a profitable Government entity like Indian Railways is improving its financial performance year after year. It is requested that the Railways should not be Corporatised. On the other hand a separate Wage Board be set up to review and decide the Wage structure of Railway men in view of special working conditions, separate Budgetary provision and the role Railways play in the development of Nation.

10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX

Allowances (like DA, CCA, HRA etc) are not exactly income but only compensations for maintaining the real income. Fifth Pay Commission had strongly recommended for exempting all such Allowances from Income Tax (*vide Para 167.8 & 167.9 of its Report*) to exempt these Allowances from Income Tax, to avoid erosion of the wages recommended by it. But the Government had so far not accepted this recommendation of Fifth CPC. Sixth CPC has not reflected on this issue. It is requested that the recommendations of Fifth CPC be implemented and all allowances be exempted under section 195 of the Income Tax Act.

MIDNIGHT CANDLELIGHT AGITATION IN FRONT OF TRICHY JUNCTION

On 7th March, IRTSA conducted **MIDNIGHT CANDLELIGHT AGITATION** in front of Trichy Junction, Southern Railway, was held by IRTSA, to highlight the growing frustrations among the supervising Engineers. Supervisors from ICF, SCR and all subunits of Southern Railway participated. **Er.M.Shanmugam, Central President** lead the agitation. Er.Tamilmaran, VP/IRTSA, Er.K.V.Ramesh, ACT/IRTSA Er.Muthiaha, Div,Secretary/Madurai, Er.Ilangovan, Div.President /Salem, Er.C.Mani, SU.Secy/ Podanur, Er. K.Gobinath, AGS, Er.Thirumaran, Secretary/GOC and many others spoke on the agitation. All the speakers pressed on the main demands of IRTSA like revised pay scales as demanded in IRTSA memorandum to the Sixth CPC, First class pass to all JEs, Gazetted status to SSEs & SEs, Incentive/Special pay to Open Line Engineers, Design allowance to Design & Drawing Engineers, revision of incentive rates in Production units and Workshops etc.

IRTSA CONDUCTS SEMINAR TO IMPROVE SALEM DIVISION

On 7th march, 2008 IRTSA conducted seminar to improve Salem division, the youngest division of Indian Railways. **Salem Mayor Smt.Rekha Priyadarshini** inaugurated the seminar. **Sri.Raja, MLA** gave the valedictory address. In their address both Mayor and the MLA appreciated the efforts taken by IRTSA and its President M.Shanmugam for organizing the seminar which has so much of local importance. In his power point presentation **Er.Shanmugam** explained about the suggestions given by IRTSA including introduction of new trains and new rail routes for the Salem division. He also proposed a Metro Rail system for Salem city. Earlier **Er.Tamilmaran**, Vice President/IRTSA gave the welcome address. **Sri.A.Swaminathan**, President, All Bharat Confederation of Senior Citizens and Pensioners and **Er.Balaraman**, President, Diploma Engineers Association, Tamilnadu were among those who spoke on the occasion.

Press and Visual media gave wide spread coverage for the seminar. At the end of the programme a press meet was also conducted by President M.Shanmugam.

CENTRAL PRESIDENT INAUGURATES IRTSA UNIT AT SALEM DIVISION

Central President M.Shanmugam inaugurated the IRTSA unit in Salem division on 7th march, 2008. Engineers from ICF and Southern Railway participated in large numbers. Earlier in the afternoon Central President held a meeting at Salem divisional office.

New office bearers of Salem Divisional Unit

Er.Ilangovan	- Divisional President
Er.JayaRaj	- Divisional Vice President
Er.N.Baskar	- Divisional Secretary
Er.K.Dhaksinamurthy	- Zonal Treasurer
Er.Ranjit Singh	- Zonal Org. Secretary

Office Bearers of Salem Sub unit

Er.Rajasekar (S&T)	- Sub unit President
Er.Ranjit Singh (C&W)	- Sub unit Working president
Er.Govindraj (TRD)	- Sub unit Secretary
Er.Radhakrishnan (C&W)	- Sub unit Treasurer
Er.Radha (TRD)	- Sub unit Joint Secretary
Er.Periyasamy (C&W)	- Sub unit org.Secretary
Er.Jacob Vargesh (S&T)	- Sub unit org. Secretary
Er.Arumugam (TRD)	- Sub unit Org.Secretary

At the end of the meeting **Er.Abdul Salam, Zonal Secretary, S.Rly** wished all the office bearers best of luck and requested them to work to the best of their ability.

**FOR FURTHER DETAILS &
TEXT OF PAY COMMISSION REPORT
ALONG WITH ITS ANNEXURES
FIXATION TABLES, AND MANY OTHER
FEATURES
VISIT REGULARLY OUR WEBSITE
www.irtsa.net
ACCEPTANCE / IMPLEMENTATION
ORDERS OF THE GOVERNMENT ON
SCPC REPORT
SHALL BE PLACED ON THE WEBSITE
AS SOON AS RELEASED**

MEMORANDUM TO DIRECTOR DOP (PW) ON PENSIONARY BENEFITS

**FROM HARCHANDAN SINGH, SECRETARY, RSCWS
(RAILWAY SENIOR CITIZENS WELFARE SOCIETY)**

In response to DOP (Pension & Pensioners Welfare)

Memo No.38/35/2008 P&PW(A) dated 17/04/2008

We would like to draw the attention of the Department of Pension & Pensioners Welfare, Government of India, towards the following points which need to be addressed to by the authorities while finalizing the implementation of the recommendations of the Sixth Central Pay Commission pertaining to the existing pensioners:

1. DISPARITY IN PENSION OF PRE AND POST 1-1-2006 CATEGORIES

There will be a wide variation between the pensions in cases of Pre & Post 1-1-06 Retirees, even though they belong to the same Pay Band in both cases of retirees. As per Para 5.1.47 of the 6th PC report, the pension of the pre 1-1-06 retirees is to be fixed as per Fitment Table (Annex 5.1.1) subject to the provision that the revised Pension shall in no case be lower than 50% of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. *(Pay fixation of the serving employees in the revised running pay bands has been given in Table 2.2.2 of the report).*

The enclosed table (Table I) shows the comparison of the pension for all the existing scales from S-4 to S-34 (Pay Bands PB-2 to PB-4), in cases of Pre & Post 1-1-06 Retirees, even though they belong to the same Pay Band in both the cases of retirees. It would be seen that there is a wide variation between the pensions although the parent pay band is the same in both cases of retirees. A very anomalous situation arises because a person retiring on 31st Dec. 2005 gets a lower pension than his counterpart retiring at the initial stage of the same scale a month later. Justice demands that there should be no difference in pension when the same pay band is applicable in both the cases. It will be appreciated that this inequality in pension needs to be removed as else it would be a great injustice to past pensioners and shall be a violation of laws of natural justice *(as held by the Hon'ble Supreme Court of India in Nakara's Case).*

2. INCOHERENCE IN UPGRADATION OF PAY SCALES WITH RESULTANT EFFECT ON PENSIONS

Combining of the existing 34 scales into four pay bands and grade pay has given rise to many incongruent situations as mentioned below: i) Ratio between the 5th PC scales and the new pay bands (both taken at the minimum level) is very erratic varying from 1.46 to 3.37 which will be evident from the enclosed table (Table II). Not only that, but also there is wide variation within the same pay band. This variation is 1.70 to 2.42 for PB 1, 1.61 to 2.58 for PB 2, 1.46 to 2.63 for PB 3 and 2.17 to 3.37 for PB 4. There is no justification for such huge variations within either between the 4 Bands or within each Band especially if the intention behind the Band is to group personnel who are manning the posts of almost equal responsibility. A uniform ratio of 3.3 with plus minus variation of about 10% was adopted by 5th CPC while upgrading the scales of 4th CPC. The haphazard ratio, adopted by the Sixth CPC, in up-gradation of scales is resulting into a wide variation of increase in pay fixation of various scales with consequential effect on pensions.

This will be clear from the enclosed table of pay fixation (Table III). Percentage increase in the pay over

what was drawn on 1-1-06 is reflected in the last col. and the variation is from 21.02 % to 81.22 %. Such a huge inequality is unheard of.

ii) For the past pensioners having a choice of selecting better of the pensions as per fitment table (Annex 5.1.1) or 50 % of the new pay bands with grade pay, a table (Table IV) is enclosed for all the pay scales. The beneficial pension is indicated in bold figures. It would be seen that increase in pension is just 15.1 % in most of the cases as the new pay bands give a lower pension in their case. Where-ever pension is more on the basis of pay bands, there also is a wide variation in percentage increase. In one case of scale S-28, the increase in pension is is of the order of 81.2 %. What is the justification for such a vast variation is any body's guess?

This huge variations in revised pay as well as pension, needs to be remedied in the interest of justice and to avoid serious heart burning amongst the majority of the employees as well as the Pensioners.

3. NEED FOR INCREASED PENSION FOR OLDER PENSIONERS :

In Para 5.1.32 of the report, the Commission has considered the need for increased pension for older pensioners. But the threshold age of 80 years for this benefit is too late in the evening of pensioners. The span of residual life left after superannuation is greatly influenced by the post retiral tensions arising out of health and economic problems and very few may be lucky to receive the benefit granted after the age of 80 years. It is, therefore, urged that the pension be increased by 5 % for every five years starting from the age of 65 years, by 10 % after 70 years and 15 % after 75 years of age as is the case in some of the States which are already granting such increase in pensions. With this it will be 20 % at 80 years and there onwards as recommended by the Pay Commission.

4. UNJUST EXCLUSION OF 'EFFECT OF MERGER OF 50% DEARNESS ALLOWANCE'

The Pay Commission has unjustly proposed 'exclusion of effect of merger of 50% Dearness Allowance' for fitment of revised Pension of Existing Pensioners. This defeats the very purpose of merging the Dearness Allowance. It is therefore requested that not only the entire amount of 74 % Dearness Allowance (as on 1.1.06) but rather the 50 % merged portion of DA with 24 % DA thereon, should be Counted for the fitment of Pension.

5. GRANT OF INTERIM RELIEF

The setting up and consequently the Report of the Sixth Pay Commission had been greatly delayed causing much suffering to the Pensioners. Processing and implementation of the final orders are bound to take time. It is therefore requested that an Interim Relief of at least 40% of the Pension be granted early w.e.f. 1.1.2006, to all existing Pensioners.

ENGINEERS !
BE AN ACTIVE MEMBER OF IRTSA
PAY YOUR SUBSCRIPTION & ALL OTHER DUES -
REGULARLY & VOLUNTARILY
CONTRIBUTE LIBERALLY
TO THE STRUGGLE FUND
ATTEND ALL MEETINGS & PROGRAMMES
DON'T BE JUST A CRITIC – ALWAYS GIVE
CONSTRUCTIVE SUGGESTIONS
YOUR ACTIVE COOPERATION IS VITAL
FOR THE SUCCESS OF THE CAUSE

PENSIONERS FORUM**FIXATION OF PENSION OF EXISTING PENSIONERS****Extracts of Report of Sixth Central Pay Commission. (Page 338, Volume I)**

5.1.47 Fitment benefit to the past pensioners- The Commission notes that modified parity has already been conceded between pre and post 1/1/1996 pensioners. Further, full neutralization of price rise on or after 1/1/1996 has also been extended to all the pensioners. Accordingly, no further changes in the extent rules are necessary. However, in order to maintain the existing modified parity between present and future retirees, it will be necessary to allow the same fitment benefit as is being recommended for the existing Government employees. **The Commission, accordingly, recommends that all past pensioners should be allowed fitment benefit equal to 40% of the pension excluding the effect of merger of 50% dearness allowance/ dearness relief as pension (in respect of pensioners retiring on or after 1/4/2004) and dearness pension (for other pensioners) respectively. The increase will be allowed by subsuming the effect of conversion of 50% of dearness relief/ dearness allowance as dearness pension/dearness pay. Consequently, dearness relief at the rate of 74% on pension (excluding the effect of merger) has been taken for the purposes of computing revised pension as on 1/1/2006.** This is consistent with the fitment benefit being allowed in case of the existing employees. **A table (Annex 5.1.1) showing fixation of the pension of the existing pensioners in the revised dispensation consequent to implementation of the recommendations of this Commission has been prepared and should be used for fixing the revised pension of the existing pensioners.**

The fixation as per this table will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. To this extent, a change would need to be allowed from the fitment table (Please see Revised Pension Fitment Table on next Page)

REVISED PENSION FITMENT TABLE – AT A GLANCE**Extracts of (Volume II) Annexure 5.1.1, Page 87 to 254**

Pre-revised Pension+ DP * on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension+ DP * on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension DP * on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension DP * on 1.1,06	Revised Pension As per Annex.5.1.1
1913	3330	4500	6420	7100	10129	9700	13839
2000	3330	4600	6563	7200	10272	9800	13981
2100	3330	4700	6705	7300	10415	9900	14124
2200	3330	4800	6848	7400	10557	10000	14267
2300	3330	4900	6991	7500	10700	10500	14980
2400	3424	5000	7133	7600	10843	11000	15693
2500	3567	5100	7276	7700	10985	11500	16407
2600	3709	5200	7419	7800	11128	12000	17120
2700	3852	5300	7561	7900	11271	12500	17833
2800	3995	5400	7704	8000	11413	13000	18547
2900	4137	5500	7847	8100	11556	13500	19260
3000	4280	5600	7989	8200	11699	14000	19973
3100	4423	5700	8132	8300	11841	14500	20687
3200	4565	5800	8275	8400	11984	15000	21400
3300	4708	5900	8417	8500	12127	15500	22113
3400	4851	6000	8560	8600	12269	16000	22827
3500	4993	6100	8703	8700	12412	16500	23540
3600	5136	6200	8845	8800	12555	17000	24253
3700	5279	6300	8988	8900	12697	17500	24967
3800	5421	6400	9131	9000	12840	18000	25680
3900	5564	6500	9273	9100	12983	18500	26393
4000	5707	6600	9416	9200	13125	19000	27107
4100	5849	6700	9559	9300	13268	22500	32100
4200	5992	6800	9701	9400	13411		
4300	6135	6900	9844	9500	13553		
4400	6277	7000	9987	9600	13696		

- DP (Dearness Pension) in case of pre 1.4.2004 pensioners.

- For post 31.3.2004 pensioners, DP is included in pension .

** Revised DA from 1.1.06 = 0 %, from 1.7.06 = 2%, from 1.1.07 = 6 %, from 1.7.07 = 9% and 1.1.08 = 12 %

*** Fixation shall not be less than 50% of minimum of pay in the new pay band and the grade pay.

Table IV- WIDE VARIATION OF % AGE INCREASE OF PENSION									
A	B	C	D	E	F	G	H	I	J
Existing Pay Scales as per 5th PC	Pension (50% of min. of scale)+ 50% DA	Fitment Pens. as per 6th PC Table 5.1.1	%age increase col B to C	Pension drawn on 1-1-06 with 24% DA	Increase in Pension as on 1-1-06 as per Fitment Table(C-E)	Pension @ 50% of min. of New Pay Bands with Grade Pay	Increase in Pension w.r.t. to New Pay Bands (Col G-E)	%age Increase with fitment table-(Col C&E)	%age Increase with New Pay Band (Col G&E)
P B 2									
S-9 (5000-8000)	3750	5350	42.67	4650	700	6450	1800	15.1	38.7
S-10 (5500-9000)	4125	5885	42.67	5115	770	6450	1335	15.1	26.1
S-11 (6500-10500)	4875	6955	42.67	6045	910	6450	405	15.1	6.7
S-12 (6500-6900)	5587	7971	42.67	6927	1043.12	6650	-277	15.1	-4.0
S-13 (7450-11500)	5625	8025	42.67	6975	1050	6750	-225	15.1	-3.2
S-14 (7500-12000)	5625	8025	42.67	6975	1050	6750	(-) 225	15.1	(-) 3.2
S-15 (8000-13500)	6000	8560	42.67	7440	1120	7050	(-) 390	15.1	(-) 5.2
P B 3									
New scale-(Gr A entry)(8000-13500)	6000	8560	42.67	7440	1120	10500	3060	15.1	41.1
S-16,17(9000, 9000-9550)	6750	9630	42.67	8370	1260	10500	2130	15.1	25.4
S-18 10325-10975(SS)	7743	11047	42.67	9601	1445.68	10850	1248	15.1	13.0
S-19 (10000-15200)	7500	10700	42.67	9300	1400	10850	1550	15.1	16.7
S-20 10650-15850)	7988	11396	42.66	9905	1490.88	11050	1144	15.1	11.6
S-21 (12000-16500) (JAG)	9000	12840	42.67	11160	1680	11100	-60	15.1	(-) 0.5
S-22 (12750-16500)	9563	13643	42.66	11858	1784.88	11550	(-) 308	15.1	(-) 2.6
S-23(12000-18000)	9000	12840	42.67	11160	1680	11600	440	15.1	3.9
S-24 (14300-18300) (SG)	10725	15301	42.67	13299	2002	11600	(-) 1699	15.1	(-) 12.8
S-25 (15100-18300)	11325	16157	42.67	14043	2114	11950	(-) 2093	15.1	(-) 14.9
S-26,27 (16400-20000,20900)	12300	17548	42.67	15252	2296	12000	(-) 3252	15.1	(-) 21.3
P B 4									
S-28 (14300-22400)	10725	15301	42.67	13299	2002	24100	10801	15.1	81.2
S-29 (18400-22400) (SAG)	13800	19688	42.67	17112	2576	24100	6988	15.1	40.8
S-30(22400-4500) PHOD	16800	23968	42.67	20832	3136	25100	4268	15.1	20.5
S-31 (22400-26000)	16800	23968	42.67	20832	3136	25200	4368	15.1	21.0
S-32 (24050-26000)	18038	25734	42.67	22367	3366.88	26100	3732	15.1	16.7
S-33 (26000)(Secy)	19500	27820	42.67	24180	3640	40000	15820	15.1	65.4
S-34 (30000)(Cab.Secy)	22500	32100	42.67	27900	4200	45000	17100	15.1	61.3

Central President Visits Lucknow Unit

Central President Er.M.Shanmugam along with K.V.Ramesh, ACT/IRTSA visited Lucknow unit, NR and addressed a large gathering of Supervising Engineers.

Er.P.C.Bihari welcomed the gathering. Many speakers including Er.Sukla, Er.A.K.Srivastava, Er.MadanRai, Er.Mishra and Sri.Yadava condemned the insignificant recommendations made by SCPC. In his long speech Central President called upon all the Supervising Engineers to attend all the agitations organized by IRTSA enmass. Er.Rehman, Zonal Secretary, NR thanked the gathering and assured the CP full participation from the Lucknow unit. The meeting was held under the chairmanship of Sri.Sivamram Bainavi. Patron IRTSA.

RATIO BETWEEN MINIMUM OF 5TH & 6TH CPC SCALES ANNEXURE – I A						
A	B	C	D	E	F	G
Existing Pay Scales as per 5th CPC	Equivalent Pay Band & Grade Pay (6 th CPC)	Max.of 5th CPC Scales	Max. of 6th CPC Scales	Min. pay - 6th CPC	Min. pay - 5th PC	Ratio between MIN. 5th & 6th CPC Scales
			P B-2			
S-9 (5000-8000)	8700-34800+4200	8000	39000	12900	5000	2.58
S-10 (5500-9000)	8700-34800+4200	9000	39000	12900	5500	2.35
S-11(6500-6900)	8700-34800+4200	6900	39000	12900	6500	1.98
S12((6500-10500)	do	10500	39000	12900	6500	1.98
S-13 (7450-11500)	8700-34800+4600	11500	39400	13300	7450	1.78
S-14 (7500-12000)	8700-34800+4800	12000	39600	13500	7500	1.80
S-15 (8000-13500)	8700-34800+5400	13500	40200	14100	8000	1.76
			P B-3			
New scale- (Group A entry) (8000-13500)(JS)	15600-39100+5400	13500	44500	21000	8000	2.63
S-16,(9000)	15600-39100+5400	9000	44500	21000	9000	2.33
S-17(9000-9550)	do	9550	44500	21000	9000	2.33
S-18 (10325-10975) (SS)	15600-39100+6100	10975	45200	21700	10325	2.10
S-19 (10000-15200)	15600-39100+6100	15200	45200	21700	10000	2.17
S-20 10650-15850)	15600-39100+6500	15850	45600	22100	10650	2.08
S-21 12000-16500 JAG)	15600-39100+6600	16500	45700	22200	12000	1.85
S-22 (12750-16500)	15600-39100+7500	16500	46600	23100	12750	1.81
S-23(12000-18000)	15600-39100+7600	18000	46700	23200	12000	1.93
S-24 (14300-18300) (SG)	15600-39100+7600	18300	46700	23200	14300	1.62
S-25 (15100-18300)	15600-39100+8300	18300	47400	23900	15100	1.58
S-26 (16400-20000)	15600-39100+8400	20000	47500	24000	16400	1.46
S-27(16400-20900)	do	20900	47500	24000	16400	1.46
			P B-4			
S-28 (14300-22400)	39200-67000+9000	22400	76000	48200	14300	3.37
S-29 (18400-22400) (SAG)	39200-67000+9000	22400	76000	48200	18400	2.62
S-30 (22400-24500) (PHOD)	39200-67000+11000	24500	78000	50200	22400	2.24
S-31 (22400-26000)	39200-67000+13000	24500	80000	52200	22400	2.33
S-32 (24050-26000)	39200-67000+13000	26000	80000	52200	24050	2.17
S-33 (26000))(Secy)	80000	26000	80000	80000	26000	3.08
S-34 (30000)(Cab.Secy)	90000	30000	90000	90000	30000	3.00

IRTS SC RAILWAY UNIT SUBMITS MEMORANDUM TO MM

IRTSA South Central Railway Zonal Secretary **Er.G Krishna Rao** submitted a memorandum against the retrograde recommendations of Sixth Central Pay commission to **Sri.Raj Kamal Rao, Member Mechanical**, Railway Board during his visit to Secunderabad on 12.04.2008. He appealed for immediate intervention of MM to restore the lost morale among the technical staff in general Technical supervisors in particular. Er.B.Appalasamy, Zonal President, Er.Ramanamoorthy and many others were present on the occasion.

ANNEXURE – I B										
WIDE VARIATION OF % AGE INCREASE OF MINIMUM OF EXISTING AND PROPOSED PAY SCALES & PAY FIXATION RECOMMENDED BY SIXTH CPC AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT										
<i>(%age Rise of Total Emoluments – Calculated as on 01.01.2006)</i>										
Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min of Exist. Scale	Max of Exist. Scale	Min. Emolument BP+DP+ 24%DA On 1.1.06	Max Emolu- ments	Pay Band	Corres- ponding pay bands	Grade pay	Total Min. Pay On 1.1.06	Increase/ decrease in Min. Pay	% age increase
S-1	2550	2660	4743	4948	1S	4440	1300	5740	997	21.02
S-2	2610	3150	4855	5859	1S	4550	1400	5950	1095	22.56
S-3	2650	3300	4929	6138	1S	4620	1650	6270	1341	27.21
S-4	2750	3800	5115	7068	PB-1	4990	1800	6790	1675	32.75
S-5	3050	3950	5673	7347	PB-1	5310	1900	7210	1537	27.09
S-6	3200	4900	5952	9114	PB-1	5570	2000	7570	1618	27.18
S-7	4000	6000	7440	11160	PB-1	6960	2400	9360	1920	25.81
S-8	4500	7000	8370	13020	PB-1	7830	2800	10630	2260	27.00
S-9	5000	8000	9300	14880	PB-2	8700	4200	12900	3600	38.71
S-10	5500	9000	10230	16740	PB-2	9570	4200	13770	3540	34.60
S-11	6500	6900	12090	12834	PB-2	11310	4200	15510	3420	28.29
S-12	6500	10500	12090	19530	PB-2	11310	4200	15510	3420	28.29
S-13	7450	11500	13857	21390	PB-2	12970	4600	17570	3713	26.80
S-14	7500	12000	13950	22320	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New	8000	13500	14880	25110	PB-3	15990	5400	21390	6510	43.75
S-16	9000 (Fixed)		16740	25110	PB-3	15600	5400	21000	4260	25.45
S-17	9000	9550	16740	17763	PB-3	15990	5400	21390	4650	27.78
S-18	10325	12575	19205	23390	PB-3	17970	6100	24070	4866	25.34
S-19	10000	15200	18600	28272	PB-3	17400	6100	23500	4900	26.34
S-20	10650	15850	19809	29481	PB-3	18540	6500	25040	5231	26.41
S-21	12000	16500	22320	30690	PB-3	20880	6600	27480	5160	23.12
S-22	12750	16500	23715	30690	PB-3	22190	7500	29690	5975	25.20
S-23	12000	18000	22320	33480	PB-3	20880	7600	28480	6160	27.60
S-24	14300	18300	26598	34038	PB-3	24890	7600	32490	5892	22.15
S-25	15100	18300	28086	34038	PB-3	26280	8300	34580	6494	23.12
S-26	16400	20000	30504	37200	PB-3	28540	8400	36940	6436	21.10
S-27	16400	20900	30504	38874	PB-3	28540	8400	36940	6436	21.10
S-28	14300	22400	26598	41664	PB-4	39200	9000	48200	21602	81.22
S-29	18400	22400	34224	41664	PB-4	43280	9000	52280	18056	52.76
S-30	22400	24500	41664	45570	PB-4	48990	11000	59990	18326	43.99
S-31	22400	26000	41664	48360	PB-4	48990	13000	61990	20326	48.79
S-32	24050	25000	44733	46500	PB-4	52770	13000	65770	21037	47.03
S-33	26000 (Fixed)		46500	-	-	80000 (Fixed)		-	33500	72.04
S-34	30000 (Fixed)		55800	-	-	90000 (Fixed)		-	34200	61.29

REVISED RATES OF DA AFTER IMPLEMENTATION OF SPCP REPORT (An IRTSA Calculation)

Month ending	Ave. CPI (1982 =100 as Base)	With effect from	%age Rise of CPI over 536 – As in Dec,05)	DA on Revd. Pay/ Pension (1982 Base)	Average CPI (2001 =100 As Base)	%age Rise of CPI over 536 As in December,05)	DA on Revised Pay/ Pension (2001 Base)
31. 12. 2005	536.00	1.1.06	Nil	Nil	115.76	Nil	Nil
30. 06. 2006	550. 38	1.7.06	2.68 %	2 %	118.87	2.68 %	2 %
31. 12. 2006	568.91	1.1.07	6.13 %	6 %	122.87	6.04 %	6 %
30. 06. 2006	587.66	1.7.07	9.63 %	9 %	126.92	9.64 %	9 %
31. 12. 2007	605.50	1.1.08	14.84 %	12 %	130.08	12.37 %	12 %

* Linking factor for conversion of 2001=100 base index to previous 1982=100 index series is 4.6

Railway Board Letters

Incentive for acquiring higher Scientific / Accounts / Technical qualification to Group "C" employees.

Rly. Bd's letter No. E(NG)/I-2008/IC-2/1, dt 21.2.2008.

Reference Board's letter No. E(NG)/64/RC1/25 dated 14.05.66 and No.E(NG)/I/87/IC2/1 dated 29.05.89 read with Board's letter No. E(NG)/97/IC1/4 dated 12.11.2001 regarding grant of incentives to Group "c" employees for acquiring higher Scientific / Accounts / Technical qualification.

The Central Administrative Tribunal vide its order dated 27.11.2007 in O.A No.333 of 2007 filed by Shri. M.C.Talukdar, has directed to consider the claim of applicant for advance increments if he is identically situated like applicants (Shri. Ashok Sengupta & Others) in O.A No. 270 of 1996 and the scheme extended to Group "B" officers who were given increased number of increments from 04.05.1990.

The matter has been considered by the Ministry of Railways in the light of the above development and it has been decided that the Group "C" employees who acquired the specified qualification prior to 01.07.1988 and given cash award of Rs.200 / two increments as per Board's letter No. E(NG)64/RC1/25 dated 14.05.66 may also be considered and given balance two / four increments, as the case may be, in accordance with the Board's letter No.E(NG)/I/87/IC2/1 dated 29.05.89 w.e.f 04.05.90 in the scale and stage at which they were drawing their pay / scale on 04.05.1990.

New Office Bears of IRTSA/Lallaguda Workshop, SCR

N.V.Ramana Murthy	President
Narmada Rao	Working President
K.P.Chari	Vice President
Ch.Muralidhar Rao	Vice President
Venu	Vice President
B.Appalasamy	Secretary
Kotiswamy	Asst. Secretary
A.Kishore	Asst. Secretary
K.L.N.Swamy	Asst. Secretary
Sirisha	Asst. Secretary
Naveenchandra Babu	Asst. Secretary
K.Subramanyam	Asst. Secretary
K.Anjaneyulu	Org. Secretary
K.L.N.R.Sharma	Org. Secretary
K.Sathyanarayana Reddy	Org. Secretary
K.Chandrasekar	Org. Secretary
S.Narendar Naidu	Org. Secretary
P.Suresh	Org. Secretary
Khaja Miya	Org. Secretary
G.Subbaiaah	Treasurer
G.Venkatasubbaiah	Asst. Treasurer
V.V.Appa Rao	Auditor
Advisory Committee	
P.Inderbabu, Devi Prasad, Govind Chandu, A.V.Rao,	

NOTICE

All Units & Subunits of IRTSA are requested to:-

i) Get their Accounts audited & passed, hold their AGMs, conduct Elections & send reports to General Secretary , Zonal Secretaries and Editor, VRE.

iii) a) Launch intensive Membership @ Rs 100 PA.

iv) Send Central Quota to Central Treasurer, IRTSA. Er. O. N. Purohit, # 106, Suraj Nagar, Jodhpur- 342008 (Mob 09828024476) by DD – in favour of IRTSA only.

GS-IRTSA

COORDINATION MEETING OF IRTSA AND AIREF HELD AT NEWDELHI

Immediately after the submission of Sixth Pay Commission Recommendations, the Coordination meeting for SCPC struggle committee of IRTSA and AIREF was held at New Delhi on 02.04.2008. **Er.M.Shanmugam**, Central President/IRTSA, **Er.Harchandan Singh**, GS/IRTSA, **Er.N.R.Chaudhary**, President / AIRF and **Er.A.K.Tyagi**, SG/AIREF addressed the meeting. **Er.L.N.Pathak**, **AGS/NRMU** participated as a special invitee. He appealed the unity among all technical employees in Government service against whom great injustice has been done by the SCPC.

IRTSA Office bearers meet Sri.R.Velu, MOSR

Office bearers of IRTSA under the leadership of **Central President Er.M.Shanmugam** along with **Er.N.R.Chaudhary**, President / AIRF met Honourable **MOSR, Sri.Velu** at his residence on 03.04.2008. They have handed over a memorandum against the retrograde recommendations made by the SCPC FOR technical staff and Technical supervisors. **Er.Shanmugam** explained TO the minister the necessity to have exclusive pay scales for technical staff and Technical Supervisors. The Minister heard the views very keenly and forwarded the memorandum to Railway Board.

IRTSA DELEGATION MEETS CRB, FC & MM

On 29th march, Central President along with the team of office bearers of IRTSA met CRB, FC & MM at Chennai during their visit to ICF and Southern Railway. He handed over the memorandums individually to them. He explained in brief about the negative impacts the SCPC recommendations will have on Technical staff. He pleaded to the CRB and members to do the needful to concede the legitimate demands of Technical staff and Technical supervisors.

CENTRAL PRESIDENT MEETS CRB AT THE INSTANCE OF RAILWAY MINISTER

On 3rd April, 08 Central President **Er. M. Shanmugam** along with officer bearers of IRTSA and **Er.N.R.Chaudhary**, President / AIREF got an appointment with **Sri.Lalu Prasad Honourable Minister for Railways**. But due to his pre occupation the Minister advised the delegates to meet the Chairman Railway Board. All the delegates met the CRB at his chamber and handed over the memorandum against the recommendations of SCPC. **Er.Shanmugam** pressed the demand of one grade upgradation for technical staff of Railways than the non technical staff considering the responsibilities and accountability shouldered by the technical staff.

ENGINEERS!

CONTRIBUTE LIBERALLY TO STRUGGLE FUND FOR THE STRUGGLE AHEAD AND SEND THE SAME TO THE CENTRAL TREASURER

HIGHLIGHTS OF SIXTH CPC REPORT	SCPC REPORT	
	Para No	Page
* Revised pay to be effective from Jan 1, 2006 -Pay+ 74 DA + 40% Fixation * Allowances to be effective from date of Notification * Wages hiked by an average of 28 % & not by 40%, as reported in media. – Difference is due to counting of DA instead DP (as proposed in SCPC Report)	11.1	643
* To cost exchequer Rs 12,561 crores in 2008-09 (As estimated by SCPC)	11.52	649
* Additional one-time burden (as SCPC) Rs 18,060 crores toward arrears	11.52	649
* Minimum pay Rs 6,660; Maximum Rs 80000 -Ratio Min: Max 1:12	11.3	643
* Current age of 60 for superannuation to be maintained	6.2.4	361
* No exceptions barring scientists & medical specialists		
* Number of grades reduced to 20 against prevailing 35	2.2.18	43
* 5-day work week to continue; Only 3 national holidays allowed	11.41	648
* Other gazetted holiday to be adjusted in restricted holidays		
* Rate of Annual Increment 2.5%. * High performers to get 3.5% increment in Group A	11.5 & 11.6	644
* Existing rates of most of the allowances to be doubled	11.24	646
* Education allowance reimbursement at Rs 1,000 per child PM	11.28	646
* Hostel subsidy to be increased 10 times to Rs 3,000	11.28	646
* Person stagnating at maximum of any pay band for more than a year - to be placed in immediate next higher pay band without change in grade		
*Performance linked incentive scheme to be introduced. *PLB may be replaced by PLIS in stages, if accepted by Railways.		
* All fixed allowances to be made inflation proof – - To be revised on DA reaching 50 %	11.30	647
* All recommendations to be treated as an 'organic whole' – - As partial implementation will bring in several anomalies and inconsistencies.	11.10	644
* 4 Long Running Pay Bands - PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600-39100 and PB 4 Rs 39200-67000.	2.2.18 7.36.77	43 531
* Basic pay shall comprise of sum of pay in the pay band and grade pay.	2.2.18	43
* Up-gradation & merger of JE-II / CMA-II (Rs 5000-8000) and JE-I / CMA-I (Rs 5500-9000) to the Pre-Revised Grade of Rs 6500-10500	2.2.18 & 7.36..77	43 531
* Up-gradation & merger of SE (Rs 6500-10500) to Pre-Revised Grade of Rs 7450-11500.	7.36.77	531
* Clubbing of Scales of Rs 5000-8000), Rs 5500-9000), (Rs 6500-10500), Rs 7450-11500. Rs 7500-12000 & Rs 8000-13500 (Group B) in one Pay Band of PB 2 Rs 8700-34800	2..2.8 2.2.18	38 43
* Classification of these Scales in Group B.	2.2.8	38
* Free medical and life insurance for All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time -	4.2.58	251
*Corporatisation & Conversion of Railways into a Central Public Sector Undertaking		
<u>Liberal severance package</u> for employees leaving service between 15 to 20 years	11.36	
<u>Higher rates of pension for retirees and family pensioners on attaining the age of 80 Years by 20%, 85 Years by 30%, 90 Years by 40%, 95 Years by 50% & 100 Years by 100%.</u>	11.37	
<u>Revision of the commutation table</u> suggested for commutation of pension.	11.38	

IRTSA ACTION PROGRAMME

AFTER AN ELABORATE ACTION PROGRAMME AND AGITATION AT DELHI ON 21 & 22 APRIL, 08, AGAINST THE SIXTH CPC REPORT, IRTSA HAS DECIDED TO DIRECT ALL THE ZONAL UNITS AND SUBUNITS TO AGITATE AT THEIR LEVEL AGAINST THE SCPC REPORT, HOLD GATE MEETINGS, PROCESSIONS, PASS & SEND RESOLUTIONS / TELEGRAMS OF PROTEST DURING 3RD & 4TH WEEK OF MAY, 08 DEVELOP PUBLIC AWARENESS AGAINST THE INJUSTICE DONE BY THE PAY COMMISSION & GET READY FOR DIRECT ACTION – INCLUDING WORK-TO-RULE, IF DEMANDS ARE NOT CONCEDED

M. Shanmugam,
President, IRTSA

Harchandan Singh,
General Secretary, IRTSA

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