

Voice of Rail Engineers

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SPECIAL CONFERENCE ISSUE

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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Disclaimer of News Reports by Pay Commission

Reports have appeared in a section of media that Sixth Central Pay Commission has submitted interim reports and some newspapers have even published replacement scales supposedly recommended by the Commission.

It has been clarified by the Pay Commission that the Commission has not submitted any interim report or recommendations. It may be recalled that the Commission was notified on October 5, 2006 and is expected to give its report within the stipulated time of eighteen months (*i.e* by the end of March or early April, 08).

Multiple Studies by Sixth Pay Commission

As per news released by the Sixth Pay Commission following studies have been taken up by the Commission:

- **Examining the Feasibility of Performance Related Pay (PRP) in Government**

- **Estimating Compensation Package for Government Employees and the Cost to the Government**

- **Study on Terminal Benefits of Central Government Employees.**

1. Feasibility of Performance Related Pay (PRP)

Pay and allowances in the Government are linked to service-incremental salary scales and promotions under different service rules. Promotions have been used as a tool to provide incentive especially at senior management levels. Pay increases are based on annual increments and the salaries depend more on length of service and grades rather than the performance of an individual employee.

The aim of the study is to examine the feasibility of working out a model whereby a base salary is attached to each post based on the conventional criterion of skills and responsibility; simultaneously, a second component is introduced that is payable as a percentage of the salary on the basis of productivity and the performance of the employees, either individually or as a group.

Terms of reference: The study should examine the correct basis of pay increases and their relation, if any, to performance and productivity of the employees; and examine possibilities of evolving a direct correlation between PRP and delivery of services to citizens/ organization/ other departments, as the case may be.

The study should evolve measurable, quantifiable criteria for judging performance and productivity of different grades of employees in various government organizations* depending on the nature of their work and the relationship with their users/clients.

The study should, inter alia, examine international best practices in this regard.

The study should develop a model suited to Indian conditions which is transparent, measurable, fosters accountability and is linked to deliverables.

The study should devise means by which PRP can be introduced in the Government. Specifically it should consider the following:

1. Should PRP be applied to all jobs and all sectors, or higher managerial positions /percentage of jobs or sectors to begin with.
2. Should PRP be individual based or group based.
3. Should specific percentages be prescribed for restricting number of posts to which PRP is given.

The study would be conducted by Indian Institute of Management, Ahmedabad.

Team Leader: Prof. Biju Varkkey, Indian Institute of Management Vastrapur, Ahmedabad, 380015

The conceptual frame work includes the following:

Identification measures of performance viz.

- (i) Competency/ skill (ii) Effort /activity (iii)Result/ output / value added measures (iv) Efficiency/ productivity, and (v) Quality/ customer satisfaction.

Suggesting Modified Pay structure having flexibility to implement PRP viz. Pay structure having fixed and variable components with variable component linked to performance measures.

Suggest enabling conditions for PRP.

The Ministries/ cluster of Ministries selected are:

Cluster I Ministry of Health & Family Welfare (D/o Health & Family Welfare) Ministry of Urban Development
Cluster II Ministry of Corporate Affairs, Ministry of Finance (D/o Revenue, Central Board of Direct Taxes and Central Board of Excise and Customs)

Cluster III Ministry of Science & Technology (D/o Science & Technology), Ministry of Communication & Information Technology (D/O Telecommunications-Posts)

Ministry of Defence (D/O Defence and Ordnance Factories) Ministry of Home Affairs & Ministry of Railways.

(Continued – 2)

IRTSA TO HAVE ITS OWN WEBSITE

IRTSA will have its own website from January, 2008, under the domain name www.voiceofrailengineers.com. IRTSA is thankful to www.jogbir.com & its Webmaster Sh. Navtej Singh for hosting & developing the website of IRTSA for almost a year.

With the launching of separate website of IRTSA, Members can directly visit either of the above sites to get the details about IRTSA (including its History, Aims, Objects, Constitution, List & addresses of Office Bearers, Administrative Orders, day to day Activities, Demands & Memorandum Submitted to Sixth CPC etc.) and much else about the world around.

GS, IRTSA

We wish a very Happy New Year to all our Readers! _ Editor.

Multiple Studies by Sixth Pay Commission (Contd.)**2. Estimating Compensation Package & Cost**

The aim of the study is to assess the total cost incurred by the Government for Government employees in various grades and sectors. The study will take into account salary, various allowances as well as the other benefits like housing/ HRA, transport facilities/ transport allowance, telephones, free passes/ LTC, bungalow peons/ orderlies, pensionary benefits, free rations (where ever applicable), job security and any other benefits, whether tangible or intangible, provided by the Government to their employees.

The Terms of Reference of Study are as under:

- To work out the cost incurred by the Government in paying the pay, allowances and all other benefits whether monetary/ in kind (tangible/ intangible) to their employees and to compute cost per employee to the government in each of the pay scales prevailing in the Government for employees who enjoy these benefits as well as those who do not.

- To work out in monetary terms the benefits, whether in form of allowances or in kind, available to the employees in various sectors of the government like Armed Forces, Police, Railways and Posts and to study the efficacy of these benefits in meeting their objectives.

- To determine the feasibility of evolving a compensation package that would compensate all the benefits presently available in various pay scales/ sectors in purely monetary terms as a more efficient way of compensating the employees.

- To study the monetary value that can be attached to security of and the protection under Article 311 of the Constitution available to the Government employees. Whether this can have any impact on the emoluments payable to the Government employees given the fact that the extant rules also preclude an easy exit from a Government job.

The study is being conducted by the Xavier Labour Relations Institute (XLRI), Jamshedpur and is expected to be completed within a period of 4 months.

Team Leader: Prof. R. K. Premarajan Xavier, Labour Relation Institute, Jamshedpur 831001,

Methodology:

- The study would be carried out in the following phases:-

Phase I – Computation of cost using available data with respect to pay and allowances of all government sectors.

Phase II – Assessment of monetary value of tangible and intangible benefits with inputs from recipients and from experts.

Phase III – Assessment of some of the understated benefits of working for the government viz. job security & protection, Article 311, cost of no easy exit, etc. Assessment of monetary value attached to benefits and impact on the pay mix.

Phase IV – Discussion on the efficacy of having all cash pay along with the feasibility of such a pay structure.

- Data for the purpose of the study will be collected in two parts namely, primary and secondary. Primary data will be collected with the purpose of arriving at the efficiency and efficacy related conclusions through interviews, questionnaires and focus group discussions. Secondary data will be obtained through records, reports, statements, rules and regulations currently in force. This will enable the study to calculate the cost of compensation, both monetary and the cost relating to other benefits.

3. Study on Terminal Benefits of Central Government Employees

Long Term Measures for Achieving Reduction in the Liability of the Government towards Terminal Benefits of Central Government Employees.

Aim of the study:

The study, in the light of the existing scheme of retirement benefits of Central Government Employees, including All India Services, Armed Forces personnel and employees of UTs, appointed before 1.1.2004, will make an assessment of the existing and future liability of the Government towards these benefits in the next three to four decades keeping in view the age profile of the workforce and suggest effective ways and means of reducing the budgetary liability on this account. Towards this aim, suitable changes in the existing scheme of terminal benefits could also be suggested.

The Terms of reference of study:

- To analyse the expenditure presently being incurred by Government, under the existing scheme of retirement benefits available to Central Government Employees under consideration, make projections thereon and suggest ways to meet this liability.

- To see the age profile of existing government employees as had joined before 1.1.2004 and to assess the liability likely to arise towards their terminal benefits in the next three to four decades.

- To suggest various options for suitable self sustaining models to finance the pensions of Central Government employees with the final objective that the funds so devised are able to meet substantially the entire pension liability of the Government.

- To assess the financial liability that will need to be initially incurred by the government for implementation of such self sustaining models.

The study is being conducted by the Institute for Social and Economic Change, Bangalore and is expected to be completed within a period of 7 months by September 2007.

Team Leader: Dr. K. Gayithri, Centre for Economic Studies and Policy, Institute for Social and Economic Change, Nagarbhavi PO Bangalore – 560072, (Tel No. 080 23217010, E mail : gayithri@isec.ac.in)

Methodology:

The Study proposes a projection of terminal benefits related expenditure and some other options which will be considered after interaction with the stakeholders.

Existing staff details of each category along with their age profile and the terminal benefits, based on its availability, will be collected and used for making estimations for the future. Existing data/projections currently available would be examined and attempts would be made to adopt better methodology. The impact of demographic transition in terms of increasing life expectancy would be meaningfully captured in the study. The study would use appropriate econometric tools that take into account all possible changes while making the estimates.

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IRTSA & AIREF decide for Joint Struggle of Engineers on Railways

Central Executive Committees of INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA) and ALL INDIA RAILWAY ENGINEERS FEDERATION (AIREF), were of the considered opinion that there was an urgent need for unity and joint struggle of the Engineers on Railways, in view of the ongoing injustice being meted out to them.

It was strongly felt by both the organizations that there was an urgent need for a complete unity of the Engineers on the Railways both for redressal of existing problems as well as for removal of anomalies likely to be left out or created by Sixth Pay Commission. It was also felt that the unity was required for the very survival of the category of middle management Engineers on the Railways.

Senior Representatives of both the organizations have had two meetings in quick succession – one on November 14 at New Delhi and another on December 2, 07 - and have decided to form “Joint Action Committee of IRTSA & AIREF” and to have “Joint Action Programmes of Rail Engineers”.

RESOLUTIONS ADOPTED IN THE JOINT MEETING OF IRTSA & AIREF AT NEW DELHI ON 14.11.07

1. RESOLVED TO TAKE ALL STEPS TO BRING ABOUT A UNITY AMONGST THE ENGINEERS ON THE RAILWAYS, FOR AN EFFECTIVE STRUGGLE AND COMBINED EFFORTS FOR PROPER REDRESSAL OF PROBLEMS OF THE ENGINEERS ON THE RAILWAYS.
2. RESOLVED TO FORM A COORDINATION COMMITTEE OF IRTSA & AIREF, AT THE APEX LEVEL, COMPRISING, *INTER-ALIA*, OF THE PRESIDENT & GENERAL SECRETARY / SECRETARY GENERAL OF THE CENTRAL EXECUTIVE COMMITTEES OF IRTSA & AIREF.
3. RESOLVED TO HOLD MEETINGS OF COORDINATION COMMITTEE OF IRTSA & AIREF, PERIODICALLY - TO DRAW OUT JOINT ACTION PROGRAMMES & STRATEGIES FOR REALISATION OF COMMON OBJECTIVES AND FOR REDRESSAL OF GRIEVANCES OF ENGINEERS ON THE RAILWAYS AND FOR THE WELFARE OF THE WORKING CLASS, IN GENERAL.
4. RESOLVED TO DRAW OUT THE STRATEGY FOR FURTHER COURSE OF ACTION FOR COMPLETE UNIFICATION OF THE ENGINEERS ON THE RAILWAYS.
5. RESOLVED THAT UNITY FORMULA WILL BE GOT RATIFIED BY THE CEC & CGB OF IRTSA & AIREF.

RESOLUTIONS ADOPTED IN THE JOINT MEETING OF IRTSA & AIREF AT BANGALORE ON 02-12-2007

1. Resolved to form a “Joint Action Committee of IRTSA & AIREF” with equal number of representatives from AIREF & IRTSA, to steer & co-ordinate the struggle of Engineers on the Railways for achieving the common demands.
2. Resolved to hold 4 “*Joint Action Programmes of Rail Engineers*” in the 4 Metros during the next one year, to highlight the ever growing sense of frustration amongst the Engineers on the Railways and to agitate against the non-acceptance of their main demands as well as to fight against the anomalies in the Sixth Pay Commission Report.
3. Resolved that the “*Joint Action Programme*” shall be held at *Chennai, New Delhi, Kolkata and Mumbai, on such dates as mutually agreed to by the constituents of IRTSA and AIREF – who shall be the hosts respectively in turn.
4. Resolved that “*Joint Action Committee*” shall meet and review the VI CPC Report immediately after its submission and to decide details of the “*Joint Action Programme*”.
5. Resolved that both CECs of IRTSA & AIREF shall advise their constituents (*at Zonal & Branch levels*) to develop better understanding between the two organizations for proper implementation of “*Joint Action Programme*” for realization of common demands & to build up a “*Spirit of Unity*”.

*Late News! First Joint Action after CPC Report

It has been decided, after mutual consultations that the first “*Joint Action Programme*” of IRTSA & AIREF, will be held at New Delhi, after submission of Sixth Pay Commission Report (*instead of at Chennai in February, 08 – as planned earlier*).

– GS, IRTSA

EDITORIAL

UNITED WE STAND !

The historic decision of IRTSA & AIREF - to unite & have a joint struggle for realization of common demands of Engineers on the Railways - is momentous one - in more ways than one. Coming merely a few months before the submission of the Report of the Sixth Pay Commission, it is even more vital, since it may be inescapable to have an intensive struggle after the submission of the Report of the Pay Commission in case of retrograde recommendations thereof.

IRTSA was formed in 1965 - to represent the category of Technical Supervisors - when there was no other platform to represent the category as a whole on the Indian Railways - due to which the category suffered a lot at the hands of the administration and the first two Pay Commissions. Membership of IRTSA was extended to Chargemen, Foremen, Draughtsmen, Lecturers, Instructors and subsequently to TXRs, IOWs, PWIs, SIs, & BRIs etc. i.e. to all sections of the Technical Supervisors – (*who had since been re-designated - in 1996 - as Junior Engineers, Section Engineers & Senior Section Engineers*) as well as to Junior Supervisors (*then known as Mistries and who have since been upgraded as JEs*), besides the DSK / DMS, & Scientific Staff etc.

IRTSA had struggled for over 40 years, and made numerous achievements in this period for resolving the problems of the category and representing their grievances before the Railways and various other forums including 3rd, 4th, 5th & 6th Pay Commissions, RAIC and RRC etc. Even though It had not affiliated itself to any Union or Federation, it had been continuously striving for better Industrial Relations at all levels.

Qualification based organizations – i.e. Diploma Engineers Association of Railways (DEAR) and DERA were formed in 1989 - to organise and represent the Engineering Diploma Holders on Railways. Both these Associations were merged in 1990 to form DEAR. In between Technical Supervisors Organisation of Indian Railways (TSOIR) was formed in 1992. DEAR & TSOIR were merged in 1996 & the merged Association was named as Engineers Association of Indian Railways (EAIR). A section of DEAR continued, for a few years. DEAR & EAIR were finally merged in 2001 and named as ‘All India Railway Engineers Federation’ (AIREF) on national level and variedly named as Zonal Railway Engineers Associations in case of affiliated Associations on Zonal Railways & Production Units..

There had been many achievements over the years, as a result of continuous struggle and representations by IRTSA & other said organisations of Engineers. But it was regretted that there were many just demands of the Engineers on the Railways which had not been accepted by the Railway Board, the Government and the subsequent Pay Commissions, in spite of repeated representations by all concerned, at all levels.

Sixth Pay Commission as well as the Government had refused to grant Interim Relief to Central Government employees, in-spite of the delay of nearly 3 years in setting-up of the Pay Commission and in-spite of a gap of over 300 to 400 % between their wages and those of their counterparts elsewhere in the country. It was regretted that direct hearing had not been given by Sixth Pay Commission to any of the categorical associations on the Railways, in-spite of major changes on the Railways since the last Pay Commission and in-spite of submission of exhaustive memorandums by IRTSA & AIREF, highlighting major anomalies and disparities in the existing pay scales and service conditions and heavy addition to their workload and responsibilities over the years due to modernisation and introduction of new trains and creation of new assets.

The present approach of the Pay Commission and of the Administration towards the working class was indicative of the shape of things to come. This was likely to lead to non-redressal of the problems especially those of the Engineers, who have suffered for too long. An effective struggle for survival of the category, may, therefore, become necessary after the submission of the report by the Sixth Pay Commission. Engineers as such must stand united for a continuous Joint Struggle.

MINUTES OF CGB MEETING - IRTSA, HELD AT BANGALORE ON 1 & 2.12. 2007

(1. 12. 07) Meeting was attended by 162 delegates from various Zones & Production Units of Railways. Hundreds of local members also attended as observers. The Meeting was preceded by hoisting of IRTSA Flag, by the Central President, Er. M. Shanmugam. He later presided over the meeting. Er. Narain Gawda, President, RWF and Er. Kushala Kumar, Zonal Secretary RWF Unit welcomed the delegates and wished the Conference all success.

1. Shri Modgil GM, RWF Inaugurated the Conference by lighting a lamp followed by release of a Souvenir. He later emphasized the importance of the role of Technical Supervisors in efficient & safe running of the Railways. He particularly emphasized that Engineers played an important role in bringing about improvements in the system and in maintaining the efficiency. He also stressed the need for improving the avenues of promotion of Technical Supervisors, so that they could reach group 'B' and Senior Scale levels. He wished the Conference all success.

2. **Er. M. Shanmugam**, in his presidential address, highlighted the achievements of IRTSA over the last 40 years. He regretted that the disparities with Govt. employees and Engineers on Railways had greatly increased due to fast growth of wages in the Private & Corporate sectors. He explained as to how well the case of Rail Engineers was placed by IRTSA before the last 3 Pay Commissions as well as before the Sixth Pay Commission. However, he regretted the attitude of the Sixth CPC – both for refusing to call any of the Associations for oral evidence and for non-grant of Interim Relief. He however, hoped that the Pay Commission will give due consideration to the Memorandum submitted by IRTSA, as assured by it. He called upon the members to help in strengthening IRTSA to enable it to represent well at all levels.

3. a) **G.S. Report (copy attached)**:- Sh. Harchandan Singh GS / IRTSA, presented a detailed report on the state of economy in the country, developments in various areas, growth of economy – especially after globalization, delay in setting up of the Sixth Pay Commission, frustration amongst the employees in general and Engineers in particular due to vast and ever growing wage disparities and non-acceptance of various genuine demands by the Govt. He informed the members that a very detailed & elaborate Memorandum had been submitted by IRTSA to the Sixth Pay Commission. Steps were also taken to represent various demands before the Government for early acceptance. He informed the Members about some of the decisions taken during the year and the position of other pending demands (as per details in the report). He called upon the members to gear up to meet with the challenges ahead in the light of changed economic scenario.

He also explained the steps taken by IRTSA, on organizational front – especially in regard to the bringing unity amongst IRTSA and other split up sections amongst the category which had formed different organizations – including DEAR, EAIR – and which had since merged to form AIREF. He was happy to inform that the response from AIREF was encouraging. A Resolution of Unity amongst IRTSA and AIREF had been passed at a joint meeting held at New Delhi on 14th November, 07. Further steps shall be taken in stages for complete unity of Engineers on Railways.

3b) **Balance Sheet of Accounts** :- Er. O.N. Purohit, Central Treasurer IRTSA, presented the Balance Sheet of Accounts of IRTSA, for the year 2006 and Er.K.V. Ramesh, ACT presented the balance sheet of The Rail Supervisor - the official journal of IRTSA - now published as Voice of Rail Engineers.

Report of General Secretary and both the Balance Sheets were passed unanimously after some clarifications.

5. **Report of Zonal Secretaries** :- Zonal Secretaries presented the Reports of activities of their Zones / Units – including Er. Abdul Salam (SR), Er. Anthony Lazredo (SWR), Er. Kushala Kumar (RWF), Er. Krishna Rao (SCR), Er. Gobi Nath (ICF), Er.

Kalyan Banerjee (CLW), Er. N.K. Sinha (NER), Er. S. Rehman (NR), Er. Darshan Lal (RCF), & Er. Ashok Chowdhry (for ER). Er Mohan Rao & R. Perimal (SCR) also expressed their views.

6. **CEC Meeting**:- Meeting of CEC IRTSA was held in the evening & Resolution of Unity was ratified.

(2. 12. 07) 7. Unity Of Engineers On Railways:- Central President Er. Shanmugam and General Secretary Er Harchandan Singh explained in detail the process of unity initiated by IRTSA. CGB appreciated that, consequent upon a call for Unity of Engineers on Railways, given by GS / IRTSA - in consultation with President IRTSA, AIREF (All India Railway Engineers Federation) had responded favourably and a "Resolution For Unity Of Engineers On Railways", had been passed in a Joint meeting of representatives of IRTSA & AIREF, held at New Delhi on 14th November, 07 (**Copy attached**). CGB appreciated the initiative taken by the GS & CP IRTSA in this regard and unanimously ratified the "Resolution For Unity Of Engineers On Railways"

CGB authorised the President and GS IRTSA, to i) Represent IRTSA in the Coordination Committee of IRTSA & AIREF; ii) To Nominate other Members of IRTSA in the Coordination Committee and iii) To take such appropriate steps as may be deemed necessary for achieving the objectives of unity and welfare of Engineers on the Railways as defined in the said Resolution of Unity as well as in the Charter of Demands etc.

8. **Procession**:- A large procession was taken out from the Rail Wheel Factory (RWF) to the Conference venue in the morning on 2nd December, 07. The procession was led by Central President IRTSA, followed by CEC & CGB and local members. Slogans were raised for early grant of Interim Relief & acceptance of other demands and for Unity of Engineers on Railways. Procession was received at the venue by the GS IRTSA & Secretary General AIREF – who attended the Conference as a Special invitee.

9. **Resolutions of Demand**:- a) Draft resolutions of Demands, moved by the General Secretary IRTSA (copy attached) were passed unanimously – after brief discussion and acceptance of an amendment / addition by him.

b) CGB authorized the General Secretary & Central President IRTSA to effectively pursue the demands and take such actions as may be expedient and necessary for realization of the same.

10. **Resolution on Line of Action** :- CGB/IRTSA took note of the continuous denial of justice to the Engineers in particular & the Central Government employees at large both by the Government & the Sixth Pay Commission due to denial of Interim Relief as well as non acceptance of their other demands in spite of major changes in the economic scenario and wage structure elsewhere in the country, over the years, due to which, the Government employees had lagged far behind their counterparts working in Public, Private Sectors and in Corporate Sectors. This was causing much frustration amongst the Government employees, leading to dilution in efficiency and brain drain from Government Sector.

CGB IRTSA therefore was of the considered opinion that the time had come for a consistent struggle – especially in case the major demands were not met even by the Sixth Pay Commission. It was therefore essential to forge a unity of Engineers on the Railways. CGB as such ratified the "Resolution For Unity Of Engineers On Railways" adopted in the Joint meeting of IRTSA & AIREF - as approved and recommended by the CEC IRTSA.

ENGINEERS ! BE ACTIVE MEMBERS OF IRTSA

- * PAY YOUR SUBSCRIPTION & ALL OTHER DUES -
REGULARLY & VOLANTARILY
 - * CONTRIBUTE LIBERALLY TO STRUGGLE FUND
 - * ATTEND ALL MEETINGS & PROGRAMMES
 - * DON'T BE JUST A CRITIC
 - GIVE CONSTRUCTIVE SUGGESTIONS
- YOUR ACTIVE COOPERATION IS VITAL
FOR THE SUCCESS OF THE CAUSE**

MINUTES OF CGB MEETING (Contd.)

CGB approved and ratified the following "Joint Action Programme (Dharna/Mass fast) of Rail Engineers", as adopted in the Joint Meeting of IRTSA & AIREF held on 2. 12. 07 (morning), at Bangalore:-

1. The Meeting resolved to form a "Joint Action Committee of IRTSA & AIREF" with equal number of representatives from both AIREF & IRTSA, to steer & co-ordinate the struggle of Engineers on the Railways for achieving the common demands.

2. Resolved to hold 4 "Joint Action Programmes of Rail Engineers" in the 4 Metros during the next one year, to highlight the ever growing sense of frustration amongst the Engineers on the Railways and to agitate against the non-acceptance of their main demands as well as to fight against the anomalies in the Sixth Pay Commission Report.

3. Resolved that the "Joint Action Programme" shall be held at Chennai, New Delhi, Kolkata and Mumbai, on such dates as mutually agreed to by the constituents of IRTSA and AIREF – who shall be the hosts respectively in turn.

4. Resolved that "Joint Action Committee" shall meet and review the VI CPC Report immediately after its submission and decide details of the "Joint Action Programme".

5. Resolved that both CECs of IRTSA & AIREF shall advise their constituents (at Zonal & Branch levels) to develop better understanding between the two organizations for proper implementation of "Joint Action Programme" for realization of common demands & to build up a "Spirit of Unity".

11. **Address by SG / AIREF:-** Er A.K. Tyagi, Secretary General AIREF – while attending the conference for the first time as a special invitee – in his address, highly appreciated the struggle, efforts and working of IRTSA as well as the initiative taken by it for bringing about the unity of the Engineers on the Railways. He also appreciated various points taken up by IRTSA in its Charter of Demands to which others had not paid any attention. He assured all his cooperation in this regard and expressed the confidence that once IRTSA & AIREF join hands for a joint struggle – it will be a force to reckon with. President & General Secretary IRTSA appreciated the views of Er. Tyagi and assured him of continuous follow up action for unity and welfare of Engineers. A robe of honour and a Memento was presented to Er Tyagi, by Er Shanmugam & Er Singh.

12. **Election of CEC IRTSA:-** Er. Narain Gowda (President RWF) was nominated the Election Officer and Election of CEC IRTSA for 2007-08 was conducted unanimously. Er M. Shanmugam was re-elected as the President CEC and Er. Harchandan Singh was re-elected as the General Secretary. (List of CEC elected, is attached).

13. a) **Appeal for funds:-** Keeping in view the urgent need for struggle for realization of demands for which an ambitious "Joint Action Programme" had been planned (as mentioned earlier in the Resolution), CGB appealed to all Engineers on Indian Railways to contribute liberally to Struggle fund especially in case they had not contributed @ Rs 500 per head as per call given by CGB / CEC in November, 2006. Those who had partially contributed to the said amount were urged to contribute the balance or such other amount as they wish to do voluntarily. All Units & Subunits of IRTSA were requested to collect the funds accordingly at the earliest and send the same to the Central Treasurer IRTSA (Er. ON Purohit . 106, Suraj Nagar, Jodhpur – 342008), preferably by Bank Draft in favour of IRTSA only, payable on any Bank at Jodhpur.

b) **Membership Drive & Central Quota:-** CGB advised all Units & Subunits of IRTSA to complete the Membership Drive for 2007 and send the Central Quota to the Central Treasurer at the earliest. CGB also called upon the Units & Subunits to launch the Membership Drive for 2008 and complete it before March, 2008, as required under the Constitution.

REPORT OF GENERAL SECRETARY, IRTSA**PRESENTED TO CENTRAL GENERAL BODY &****42ND ANNUAL CONFERENCE – IRTSA****HELD AT BANGALORE, ON 1ST & 2ND DECEMBER, 2007**

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to this meeting of Central General Body & 42nd Annual Conference of IRTSA, being held at Rail Wheel Factory, Bangalore – the beautiful capital city of Karnataka and the IT hub of the country.

0.2 The CGB last met in November, 06, at Hubli – (the Zonal Head quarter of the newly formed SW Railway). The CEC met in-between, in December, 06, at Chandigarh to finalise the charter of demands for the Sixth Pay Commission and to approve the draft outline of the Memorandum to be submitted to the Pay Commission. The IRTSA 'Pay Commission Cell' had a series of meetings to finalise the voluminous memorandum and compile all the data for the same. The CEC again met at New Delhi in April, 07, in conjunction with the Mass Dharna, for non-grant of Interim Relief and non-acceptance of other demands.

0.3 I, now place before you my report as the General Secretary of the Association, as required vide clause 8(c) V of the Constitution.

1.0 ON NATIONAL FRONT

1.1 **Economic Scenario:-** The economic scenario in the country has entirely changed after globalisation. The pace of development has been very fast in the recent years. The rate of growth of GDP (Gross Domestic Product) and the NNP (Net National Product), have crossed 9% marks. The Sensex is rocketing sky high. The margins of profit of Industrialists and share holder are increasing by leaps and bounds – as apparent from the unprecedented growth of Sensex. Consumerism and "Mall Culture" is fast picking up, not only in Metros but also in small towns as well. Consumerism is increasing and so are the needs. Land prices, especially in urban areas, have gone beyond the reach of every body except the very rich and those with black money.

1.2 **Plight of Salaried Class:-** In this changed scenario, rich are getting richer. But the worst thing is that the poor are getting poorer. Incidentally, due to serious competition after globalisation and consequential "Job Hopping" the wages in the Private sector have been rising by nearly 30 to 35 % every year, thereby, increasing the wage disparity to nearly 400% or even more between the Government and the Private/Corporate Sectors. All this is making the life of the Middle and Salaried class very difficult, especially those in the government sector where the wages have been static for the last so many years. In fact the %age of Revenue Expenditure on wages had gone down from well over 11% to nearly 7% of the Revenue Collections. The Government employees can't make their both ends meet with honesty & dignity. They can't provide quality education to their children - especially the higher education required in this competitive world. Owning a house remains a dream in case of most amongst the working class, with mounting costs of land all around and pressing burdens of social obligations.

1.3 **Sixth CPC & Beyond:-** Setting of the Sixth Pay Commission was delayed by over 3 years. It was therefore, imperative that the Pay Commission should recommended for grant of adequate interim relief to the Central Government employees, especially in view of the mounting disparities – as mentioned in the foregoing Para. IRTSA had asked and fully justified in its memorandum, for grant of 30% of wages as an interim relief. Other Federations had asked for an interim relief of 15% of wages. But the Pay Commission decided not to recommend for any interim relief.

Further more the Pay Commission, in its own wisdom, had decided to cut short the whole process of Oral Evidence and to restrict it to only a few selected organisations of its choice – contrary to the procedure followed by all previous Pay Commissions.

REPORT OF GENERAL SECRETARY IRTSA (Contd.)

I shall mention about it further later on, in details, but suffice it to say here that this was the most unjust decision by the Commission. It is indicative of the shape of things to come and it does not auger well for the working class. We have to be cautious about it and prepare for apparently an inevitable struggle.

1.4 Payment Ceiling for Bonus:- Only a small consolation this time is that the Government has recently issued an Ordinance to amend the Bonus Act to raise the ceiling limit for payment of Bonus, from Rs 2500 to Rs 3500 pm wages, w.e.f. 1st April, 2006. This was a long pending demand of the working class for removal of this ceiling. It would now be partially met.

2. AS RAILWAY MEN

2.1 Big Strides in Performance – but Unshared Profits:- Railways continues to make big strides in third year in succession – both in terms of profits and productivity. Obviously this could not be achieved without the hard work by the Railway men. But unfortunately neither the Railway Minister or the Government nor the bureaucrats are ready to share the credit with the railway men by way of higher Bonus or any other profit sharing motivation package etc. This is bound to demoralise the railway men and shall be counter productive for the system as a whole.

2.2 PLB:- As already mentioned, the Bonus Act has been amended to raise the payment ceiling to Rs 3500 effective from last year, but why the ceiling (of Rs 2500 could not be raised for the PLB so far, is any body's guess - as PLB had nothing to do with the Bonus Act since it was covered under a bilateral agreement and not under The Bonus Act. All the same, it is high time that at-least now the Government follows its own decisions regarding the Payment Ceiling and revises the PLB Agreement and issues fresh orders for PLB to Railway men for the Year 2006-07, with the payment ceiling of at-least Rs 3500pm wages.

2.3 Major Decisions by Railways on Staff Matters:- Attention of every body had mainly been focussed in this period, following are a few peripheral issues decided by the Board in this period:-

i) Syllabus for 30% LDCE for promotion to Group "B" of AME / AWM in Mechanical Department

(Railway Board letter No: E(GP)2005/2/8 dated 22-03-2007.)

ii) Annual Review of Group 'C' and Group 'D' cadres suspended till 1-04-2009

(Rly. Bds. letter no. PC-III/2006/FE-I/2 dated 23-2-2007)

iii) Permanent retirement account number (PRAN) for Employees Covered Under New Pension Scheme - who joined the service after January, 1, 2004,

iv) Right Sizing the Indian Railways- No surrender of higher grade posts and no surrender of "Safety posts."

(Rly Board's letter No. E(MPP)2005/1/54/Vol.III dated 6-03-07)

v) Reimbursement of medical expenses- procedure (Rly.

Board's letter No. 2005/H/6-4/Policy-II dated:31.01.2007)

vii) Grant of medical facilities to Dependents & Family members of Railway employee who die in harness.

(Railway Board's Letter no. 2006/H/28/1/RELHS Dtd. 18.05. 07)

viii) Appointment on compassionate grounds of wards/spouse of medically incapacitated employee.

(Rly Board's Letter No. E(NG)II/2006/RC-1/Genl.11 dtd 25.5.2007)

ix) Enhancement of Power of CMDs for procurement of Hearing aid from Rs.5500 to Rs. 20000 per case.

(Railway Board letter No. 2005/H/6-4/Policy dated 06/07/2007)

x) LIST OF RECOGNISED PRIVATE HOSPITALS & DIAGNOSTIC CENTRES ON RAILWAYS

(Railway Board's letter no. 2006/H-1/RTI dated 19.04.07)

xi) Merger of 50% Dearness Allowance as Dearness Pay, Clarification regarding Payments to SEs/SSEs -

Counting of DP for Incentive stopped and recovery of payment already made also stopped, till final decision.

(RLY. Bd's letter No. 99/M(prod)/814/35/Pt.1, Dated 24.09.07)

xii) Opening of Retired Employees Liberalized Health Scheme (RELHS-97)- Fresh option given to join RELHS upto 31.12.07
(Rly Board's letter No. 2003/H/28/1/RELHS dated 10.01.07.)

xiii) Reimbursement of medical expenses for treatment taken from Government / Private Hospitals in cases of "Emergency" - (arising suddenly and if not treated early could be detrimental to the Health of the patient)

(Rly. Board Letter No. 2005/H/6-4/Policy-II dated: 31.01.2007)

xiv) Up-gradation of Surgical O.T, ICUs and all other facilities in all Railway Hospitals.

(Rly. Board Letter No. 2005/H/6-4/Policy-II , dated: 16.04.2007)

xv) Opinion of GMS asked for on up-gradation of posts from Group C to Group B.

(Rly. Board's letter no PC-V/2006/PNM/AIRF/2 dated 8. 8. 2007)

2.4 Railway men & SCPC:- As already mentioned earlier in my report, the Pay Commission decided to restrict the area of Oral Evidence. Consequently, it had called none of the categorical Associations or even the unions other than the two Recognised Federations in case of Railways. However, 3 Associations (namely those of Station Masters, Technicians & Track Machine Operators), had already been heard initially, prior to this decision. No other Categorical Association was called after that. (A list of all those called for oral evidence, is available on website of SCPC, on the National Portal of the Government), for the information & ready reference of the members.

Evidently, the Federations were allowed to bring representatives of the various categories with them during the hearings. How far this will be helpful in projecting the difficulties and anomalies in respect of each category, only the time will tell, after the release of the Pay Commission Report.

3. AS RAIL ENGINEERS

3.1 SCPC & Role of IRTSA a) Submission of Memorandum & Reply to Questionnaire:- Like the previous 3 Pay Commission, IRTSA had presented, to the Sixth Pay Commission, a separate Memorandum for grant of Interim Relief, a Reply to the Questionnaire of the Commission and another exhaustive Memorandum on charter of demands (as included in the Draft Resolutions attached herewith). The Memorandum was duly acknowledged and the Pay Commission had assured IRTSA that the Memorandum shall be given due consideration. The Memorandum is well argued and is supported with a lot relevant data and documents. It was prepared after a lot of discussions in a series of meetings of CEC, Pay Commission Cell of the Association and continuous inter action over telephone, emails and internet surfing, by the entire team of PC Cell. Hope these submissions made to the Pay Commission will carry their impact and help in getting justice, although a personal hearing would have been definitely more effective to meet the ends of justice.

b) Building consensus on basic issues:-A major effort of IRTSA this time has been to build consensus on basic areas of thrust not only within the organisation but also in the Trade Union movement as a whole. Luckily, I would like to inform you, we have been successful in this regard to a large extent though not fully. While in the past, there used to be a big gap between the demands made by IRTSA (as based on our data) than those made by other trade unions and Federations etc. But this time we not only effectively shared the data with others but we were able to reduce the gaps in our demands and those made by other Unions / Federations. This was on account of a large number of Engineers and others participating in the internal deliberations of various unions, with the similar data base while framing the charter of demands.

c) There was bound to be a lot of difference in emphasis on many issues – especially in regard to categorical problems, anomalies and job contents – which were differently reflected by others than us. It was in this regard, I must say that the Oral Evidence was essentially required. Denial of it is bound to have its impact – but to what extent, only time will tell.

REPORT OF GENERAL SECRETARY IRTSA (Contd.)

d) I may also add that some Engineers did appear before the Sixth Pay Commission as representatives of the two recognised Federations – including Er. M. Shanmugam etc. on behalf of NFIR. Er. S. G. Mishra, AGS, AIRF and Er. L. N. Pathak, AGS NRMU, both on behalf of AIRF besides some others. Let us hope that they succeeded in highlighting our empathy within the framework given to them by the respective Federations.

e) However, a team of IRTSA Office Bearers under the leadership of Er.M. Shanmugam, CP, gave a presentation about the various work contents, work hazards of Technical Staff (including Technicians and Technical Supervisors working in Production Units, Workshops and Open Line to the study team from IIM/Ahmadabad - nominated by VI CPC to study the feasibility of implementing performance related pay. Representatives of IRTSA gave power point presentation both at ICF and BBQ Coaching Depot and explained the nature of work on the spot.

3.2 Pay Scales:- The First & Second Pay Commissions had given a serious set back to the Engineers on the railways due to lack of any platform to represent them at that time. Consequently, the category was equated erroneously with the non technical categories in group 'C' although the pay scales of Engineers / Technical Supervisors were much higher in Pre-1931 era than the other categories. This anomaly was partly removed by the 3rd & 4th Pay Commissions (CPC), as a result of effective representation by IRTSA and Engineers were allotted higher pay scales than all others in Group 'C', But this relativity was again disturbed by the 5th CPC, at the instance of major Federations who insisted for restoration of parity inspite of the fact that the job requirements of Engineers on the Railways, were totally different and had tremendously increased over the years due modernisation and higher turn over. Besides, the Engineers, working in all Public Sector Undertakings as well as in the Private and Corporate Sectors were getting much higher wages of 300 - 400% more than those on the Railways inspite of shouldering equal or even lesser responsibilities than those on the Railways. IRTSA has therefore, urged upon the Sixth Pay Commission to recommend the Pay Scales of Rs. 28400-44600 to JE/CMA/DMS, Rs.35700-55600 to SE/CMS-II and Rs.44600-69300 to SSE/CMS-I/CDMS.

3.3 Avenues of Promotion:- (a) **Reg Group B:-** Large %age of Engineers get stagnated at various levels and spend their entire career in group 'C' although their counterparts elsewhere (starting as J.Es.) mostly retire as Executive Engineers or Superintending Engineers – getting time bound promotions, in the State Government Services and even in MES, CPWD and Telecom Departments. IRTSA had been struggling against this disparity, ever since its inception. 3rd & 4th CPC as well as RAIC AND RRC had recommended for some relief in the shape of upgrading of Senior Supervisory posts to Group B. Even DOP issued orders for Classification in group B of the posts in scales of pay with maximum of Rs 900 or more after 3rd CPC, Rs 3200 or more after 4th CPC and Rs 9000 or more after 5th CPC. But none of these Orders of DOP were implemented by the Railways inspite of a favourable judgement by the Principal Bench of CAT (*in the case filed by IRTSA*) to remove the anomaly in this regard vis-à-vis other Departments.

Some hope was raised earlier during the current year, when after prolonged struggle and protracted negotiations, the Railway Board agreed in principle, to implement the orders of DOP even though in phases. But later on, it offered to upgrade only 8% posts in the apex scale of Group C to group B. IRTSA strongly protested and gave a day long Dharna at New Delhi. Detailed discussions were then held and the Board subsequently informally agreed to upgrade 12.5% posts in the apex grade. This too was totally unacceptable to us, but the Board went back even on that immediately after the retirement of the then CRB, who had announced the

proposal in the GMs Conference, only a few days earlier. Recommendations of all GMs have now been called in the mater, thus putting the issue in cold storage. IRTSA has again protested by holding Mass Fast & Dharnas all over India in September & October, 07. The issue had also been brought to the notice of the 6th CPC in complete detail in our Memorandum, and we have strongly pleaded for grant of Time Bound Promotions and grant of Group B status to Engineers. Let us see the results

(b) **Reg. Cadre Restructuring:-** Some relief was provided over the years, through cadre restructuring. But while in the initial stages, the Engineers did get some justice in 1984 and to some extent in 1993, although there were some disparities. The disparities have grown over the years and many categories with much lesser job requirements in same or similar pay scales, have been given almost twice the %age of posts in higher scales than the Engineers / Technical Supervisors. Intensive struggle is required to get this anomaly removed.

3.4 Counting 50% DP as pay for Incentive Bonus – (In Workshops & Production Units):- The matter has unnecessarily been complicated by the Railway Board – firstly by referring the issue to the Ministry of Finance and that too in a negative manner; and then by contradicting its own orders of July, 04. However the issue is once again under active consideration. The recovery of payments already made had been stopped and it is hoped that the some agreement shall soon be arrived at about zeroing down the financial implications through matching surrender.

3.5 First Class Pass To all JEs:- This is one of the major issues which have continuously been pursued by IRTSA with the Railway Board. The response is negative on the issue even though during discussion with GS, IRTSA, in April, 07, Member Staff had also expressed his concern for the fact that the JEs had to travel in a lower class than their subordinates, even while on tour/ official duty. In a reply to the question raised under RTI, the Board has tried to justify the position on the basis of length of service. More pleadings and struggle is required in the matter.

3.6 Honorarium for additional workload and turn over :- New trains and assets have been added over the years. But instead of providing additional staff for the maintenance of the same, the staff had continuously been reduced and surrendered indiscriminately. The matter was continuously pursued for either providing additional staff or an Honorarium for additional workload and turnover.

I am happy to mention that there seems to be some improvement in respect of filling of vacancies. The Minister for Railways had written to the Government against further surrender of posts and for lifting of restriction on filling of vacancies on Railways due to factors of safety and peculiar other peculiar conditions on Railways. Board has also issued instructions in this regard to all GMs – relaxing the existing restrictions and delegating powers for filling vacancies etc. However, provision of adequate staff is still a far cry and the struggle must go on for Implementation of proper Benchmarks & Yardsticks and for Honorarium / Incentive to Engineers & Staff for additional Workload - in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD

3.7 Other Demands:- Most other demands are pending with the Sixth CPC and have been strongly pleaded for in our memorandum along with the issues referred to above.

3.8 Recognition & changed Industrial Law:- Indian Trade Union Act has been amended. Rules for Recognition of Unions have been totally changed. Arbitrariness has been replaced by democratic norms for the purpose. Referendum (or "Elections") for recognition of Unions has been held only recently, for the first time in the history of Indian Railways. The results are still being compiled and will be fully known in due course of time. However, this has also all together changed the prospects of recognition of IRTSA or for that matter, that of any other similar organisation, not with standing the recommendations of the RAIC & RRC etc.

REPORT OF GENERAL SECRETARY IRTSA (Contd.)

We shall have to review the entire issue afresh (*firstly in CEC & then in CGB*) to draw out a clear cut strategy in the matter. However, I may also add that even though we were not recognised over the years, we continued our struggle relentlessly and made remarkable achievements in these 42 years. I enlist the major achievements in Annexure – III. I must say, with all humility on my command, that even though other forums may claim in having contributed towards achieving these demands, we are proud to have initiated these issues and maintaining the requisite pressure for the same till the end. I may also, humbly add that, the struggle should go on – recognition or no recognition. Rest assured, we shall succeed at last.

3.9 RTI (Right to Information):- RTI Act 2005 is a vital instrument, which, if rightly used, can not only provide useful data and information essentially required for pleading our issues more effectively, it can also play a vital role in resolving some issues. It can also help in moving some of the issues which may otherwise be lying buried in the files for years. IRTSA has realised potential of this instrument and we have started using it to the advantage of our cause at large, even in areas unexplored so far – including health care, besides the regular demands and problems. It has also partially met our requirement of “*right to correspond*” as we continue our struggle for our “*right to negotiate*” – the other facet of “*recognition*”.

4. ON ORGANISATIONAL FRONT

4.1 Organisation has grown over the years and has taken deep roots in most regions. Membership has also increased over the years – especially in the year under review. However, my main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organisation.

4.2 Balance Sheet of Accounts:- The balance sheet of account for the Central Fund of IRTSA for the year 2006, is enclosed herewith. The position of Central Fund has improved during the year 2006 – both in terms Central Quota of Subscription as well as the contributions to Struggle Fund. While appreciating the efforts put in by the Units in this regard, I would like to emphasise the need for continuing the efforts for raising more funds more vigorously, in order to meet with challenges ahead. The sleeping areas should also be aroused to contribute more regularly to the cause.

4.3 Publication of Journal “Voice of Rail Engineers”:- I am happy to mention that we have been able to get a new Journal Registered and to start the publication of “*Voice Of Rail Engineers*” from January, 07, in lieu of “*The Rail Supervisor*” which was being published since 1969. The move (to have a new title as per changed environments) has been welcome by all the members. All existing subscribers & Life Members of “*The Rail Supervisor*” have been enlisted for the new journal as well. However, the Circulation of the Journal shall have to be increased substantially to ensure its financial sustainability.

4.4.1 Communication & Inter-action:- I am happy to inform you all that the communication and inter-action with CEC members greatly improved this year – thanks to the installation of Computer and internet in Central Headquarter IRTSA and with the Central President, I could constantly consult other CEC members through email especially during compilation of data and drafting of the Memorandum for 6th CPC as well as on other vital issues subsequently. I thank Lucknow subunit for contributing for the purchase of this Computer. Many CEC Members already have email facility directly or through their contacts. I wish all the CEC Members

had email facility or otherwise kept themselves constantly in touch with the GS & CP etc.

4.4.2 Visits by CEC Members:- Central President IRTSA, Er M. Shanmugam visited various Units including Gorakhpur, Jodhpur, Bangalore and Vijayawada, Erode, GOC/Trichy and addressed meetings there for motivating the Members. General Secretary Er Harchandan Singh, visited Cittaranjan (CLW), Liluah (ER), Jamalpur (ER) and Kharagpur (SER), during this period and addressed Meetings there to further motivate and mobilise the organisation in the Eastern Region.

4.5 Call for Unity of Engineers:- IRTSA was formed in 1965. At that time there was no other organisation to represent the entire category due to which the category suffered at the hands of especially the 1st & 2nd Pay Commissions. Struggle over the last 42 years has brought in many achievements – including those in Pay Scales, avenues of promotion, change of designations and many other sundry benefits (some of which are enlisted herewith). Over the years, other sections of the category of Engineers / Technical Supervisors (*TXRS, IOWs, PWIs, BRIs, and SIs etc*) had formed their separate Associations to represent their respective cadres. Later on Diploma Engineers had formed their separate Associations named as DEAR & DERA. Subsequently, they merged, along with another Association – TSOIR to form EIAR and then changed over to form AIREF.

We have constantly felt the need for unity amongst all the Engineers on the Railways. We have also been making efforts for the same in the past. I am happy to inform you all that, as a result of a “*Call for Unity of Engineers on Railways*” recently given by General Secretary, IRTSA (in consultation with the Central President IRTSA), some headway has been made in that direction and the response from Secretary General, AIREF had been quite encouraging. This was followed up with continuous inter-action between the two General Secretaries and consultations with other CEC Members. Finally a Joint Meeting of the Core Members of CEC of both the organisations was held at New Delhi on 14th November, 07 and a “*Resolution of Unity of Engineers on Railways*” was passed in this meeting. According to the operative part of this resolution – all steps shall be taken to bring about a unity amongst the Engineers on the Railways for an effective struggle for realisation of the common demands and objectives. A Joint Coordination Committee (of IRTSA & AIREF) shall be formed at the National level, to draw out plans for realisation of common objectives and for drawing out strategy for unification, after approval by respective CECs & CGBs. A copy of the said “*Resolution of Unity of Engineers on Railways*”, is annexed herewith for information and Ratification of the same as required therein.

5. TASKS BEFORE US

5.1 Having placed before you the entire position in detail on various aspects, I would like to just summarise the tasks before us as under, with a request to take appropriate action thereon:-

- i) To strengthen the organisation at all levels through intensive touring and personal inter- action by CEC members to develop greater awareness & commitment amongst the members.
- ii) To prepare for necessary follow up action after submission of report of 6th CPC – including effective struggle for removal anomalies and disparities in the Report.
- iii) To raise adequate funds for the struggle ahead – both through enrolment of more members and voluntary contributions of Struggle Fund.
- iv) To activate inactive or dormant areas.
- v) To improve process of communication & inter-action through email & telephony etc.
- vi) Intensive enrolment of new subscribers for “*Voice of Rail Engineers*”.
- vii) To ratify the “*Resolution of Unity of Engineers on Railways*”, and to take necessary follow up action on the same for ensuring complete unity and joint struggle of Engineers on Railways.

REPORT OF GENERAL SECRETARY IRTSA (Contd.)**MAIN DEMANDS****6. ACKNOWLEDGEMENTS**

6.1 I am deeply thankful to the Members of the CEC and Pay Commission Cell of IRTSA for their valuable help and suggestions for preparing the voluminous Memorandum to 6th CPC. In this regard I would like to record my appreciation for Er M. Shanmugam (CP/ IRTSA), Er. D. Natrajan, Er. K. V. Ramesh (ICF - ACT / IRTSA), Er. Tyagarajan (SR), Er E. Ramesh, Er. K. Chandrashekhra (SCR), Er. KMS Benjamin, Er Kalyan Banerjee & Er Ashok Chowdhary (all CLW), Er PC Behari (LKO), Er Durga Parshad (SCR) and Sh Navtej Singh (CHD) and many others their personal efforts and contributions to the Herculean effort. I am also thankful to all the members and office bearers at all levels for their valuable response to various action programmes and for raising the Struggle Fund and Membership as well as for strengthening the organisation at all levels.

6.3 I thank Er Narain Gowda, Er Kushal Kumar and all the Members of the various Committees at RWF, Bangalore, who have made such nice arrangements for this Conference inspite of a very small strength of Engineers in RWF and such a long distance from the main city. I also thank all the Guests and Delegates who have come from all over India for attending the Conference.

I wish the Conference all success. Jai Hind. Long live IRTSA.

**RESOLUTIONS ADOPTED BY C.G.B. MEETING
& 42ND ANNUAL CONFERENCE - IRTSA**

HELD AT RWF, BANGALORE ON 27 & 28 NOV., 2007

The Conference of Indian Railways Technical Supervisors Association (IRTSA), was deeply constrained to note that, inspite of a prolonged delay in the setting-up of the Sixth Pay Commission by over 3 years, the Pay Commission as well as the Government, have turned down the demand for grant of Interim Relief inspite of repeated representations, agitations and in spite of extreme hardship being suffered by the employees on account of high cost of living.

The Conference was further constrained that although there had been rise of nearly 30% of salaries every year in the Corporate & Private Sectors and two pay revisions in the Public Sector Undertakings during the last 10 years, there was no relief granted to the Central Government employees, thus sharply increasing the pay disparities and inequalities thereby causing extreme frustration and hardship to the Government employees due to their eroding purchasing power.

The Conference also regretted that the expenditure on Pay & Allowances – as %age of Revenue Receipts as well as %age of Revenue Expenditure had constantly been going down over the last 10 years and had been reduced by over 30% in this period, while the NNP (Net National Product) had increased by over 138.5% since January 1996 to January, 2006.

Conference also regretted that most of the other major demands of the employees and Rail Engineers had also not been accepted there by increasing their frustration and hardship. In fact the Engineers on the Railways were the worst hit due to this apathetic attitude of the Railways & the Government, as many of the anomalies and disparities by the previous Pay Commission(s) have not been removed and even some of the agreed upon items as well as recommendations of high powered Commissions & Committees have also not been implemented, in their case.

The conference, therefore, strongly appealed to the Government, as well as to the Sixth Central Pay Commission, to grant an adequate amount of Interim to all serving and retired employees and to accept the following long pending genuine demands in the interest of natural justice and to mitigate the extreme hardship and frustration of the employees:-

1. **Recognition of IRTSA** (to represent and discuss the problems of Engineers on Railways – as recommended by RAIC & RRC & as prevalent in MES, CPWD & Telecommunication Departments etc.)

2. a) **Immediate Grant of Interim Relief early wef 01.01.06** to all Central Government employees – keeping in view vast wage disparities and rise of wage structure elsewhere since 5th CPC.

2 b) **Grant of Pay Parity with Public Undertakings** and fair comparison with Private and Corporate Sectors.

2 c) **Grant of Revised Scales equivalent to the 5th CPC scales of Rs. 6500 - 10500 to JE/CMA/DMS, Rs.8000 – 13500 to SE/CMS-II and Rs.10000 - 15200 to SSE/CMS/CMD – wef 1.1.2006**, commensurate with the increased Duties and Responsibilities due to Modernization and much higher wage structure of their counterparts in Public Undertakings and elsewhere in the Country.

2 d) **Career Planning with time-bound promotion from JE to AE and further to Senior Scale & JA scale within stipulated period of 15 years of joining service as J.E.** - (as in other departments – like MES & CPWD)

2. e) **Modification of ACP (Assured Career Progression) scheme to provide promotion after every 4 to 5 years – as already implemented in many State Govt. services.**

3 a) **Classification as Group 'B' (Gazetted) of posts of Senior Technical Supervisors - including S.Es. and S.S.Es., C.M.S. & Store Supervisors (Scales S-12 and S-13) – (keeping in view nature of their duties and responsibilities & as per orders of D.O.P. - on similar lines as already implemented in Ordnance Factories, Telecom and CPWD).**

3 b) **Higher percentage induction of Technical Supervisors / Engineers to Group 'A' & Group 'B' – to provide requisite avenues of promotion to them.**

4. **Upgrading of 20% posts of Engineers / Technical Supervisors to Group 'B' Scale Rs.7500 – 12000 & Rs. 8000 – 13500.**

5 a) **First Class Pass to all J.Es./CMA/DMS ? and other Supervisory Categories in scales Rs.5000-8000 & above - keeping in view supervisory nature of their duties and responsibilities irrespective of Date of Recruitment on Railways.**

5 b) **"II A" 3 AC Pass to those drawing pay Rs 4100 & above and 2 AC for pay Rs.6500 & above - at par with other Central Government employees – irrespective of Scale or Date of Recruitment.**

6. **Removal of payment & eligibility ceiling for P.L.B. Payment thereof as per Actual Wages to all Railwaymen.**

7 a) **Revision of rates of Transport Allowance – as per basic pay.**

7 b) **Transport Allowance to all Employees – without restriction of distance, Residential/ Sub-urban Pass**

8 a) **Increase of Exemption Limit - for Income Tax - to Rs. 1.5 Lac.**

8 b) **Exemption of all Allowances (D.A., H.R.A. & C.C.A., etc.) from Income Tax – (as recommended by 5th CPC).**

SPECIAL DEMANDS & PROBLEMS OF ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS

9 a) **Improvement of working conditions of Supervising Engineers & other Technical Staff on the Open Line C & W. Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units etc.**

9 b) **30% Arduous Duty Allowance to all Technical Supervisors / Engineers and Staff in Loco & Car Sheds, Open-line Depots, Workshops, Production Units, OHE / TRD, Track Temping Machine and CMT Lab.**

9 c) **Introduction of Group Incentive Scheme in Diesel & Electric Loco Sheds, Car Sheds and Open Line Depots, etc. – for higher productivity & efficiency.**

RESOLUTIONS ADOPTED BY C.G.B. - IRTSA (CONTD)

9 d) Honorarium or incentive Bonus to Engineers/ Technical Supervisors & Staff for higher turnover / additional workload due to new assets & trains / Holiday & Military Specials etc. - in Loco / Car Sheds & Open Line (C & W, P-Way, Engineering / Works & S & T) Depots and TRD/ OHE etc.

10 a) Removal of disparity in Cadre Restructuring of Supervising Engineers / Technical Supervisors (JEs, SEs, SSEs) vis-a-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors, etc.)

10 b) Cadre Restructuring of Technical Supervisors Supervising Engineers in the ratio 10:20:30:40% as JEI:JEI:SE:SSE (or at least implementation of recommendation and agreement in CRC for a Cadre of 20:20:30:30% for Technical Supervisors Engineers

10 c) Cadre Restructuring of JE, SE & SSE of Drawing, Design Office at par with other Technical Supervisors / Engineers, due to their common recruitment, same qualification common training and vital job content.

10 d) Promotion of serving Engineering Graduate J.Es. / S.S.Es against 50% posts of direct recruitment quota of officers with necessary age relaxation.

10 e) Restoration of System of LDC for serving Engineering Graduate J.Es to S.Es against half of direct recruitment quota of S.Es (as existing upto 31.12.1993).

11 a) Counting 50% DP as pay for Incentive Bonus - in Workshops & Production Units.

11 b) Extension of Incentive Scheme to left out areas / Shops / Sections including Diesel & Electric Loco, POH, Training Lighting and EMU Shops etc. in Railway Workshop and Production Units.

11 c) 20% of Pay as P.C.O. Allowance to P.C.O. Staff including J.Es, SEs & SSEs.

11 d) i) Revision of Incentive Bonus to S.E. & S.S.E. as per hourly rates based on Basic Pay (as to the J.Es).

11 d) ii) No deduction of Incentive Bonus of SE & S.S.E. for Leave & out Station Duty etc. if Incentive is to continue to be paid to them on % age basis; or else it should be on hourly rates like JEs. etc.

11 e) PCO Allowance to Hq. Qtr. PCO Staff, EDP Centre, Safety Cell, Drawing - Design, Store Depot & CMT Staff in Workshops & Production Units, as they also contribute to the efficiency and productivity.

11 f) Rationalization of Group Incentive Scheme in R.C.F., D.C.W. & RWF - with realistic targets and Manpower Planning

12 a) Provision of proper Yardstick and Supervisor to Worker ratio of 1:7 (as recommended by R.R.C.).

12 b) Provision of proper Duty List / Duty Roster for Technical Supervisors in Sheds, Open-line Depots, Workshops & Production Units, etc.

12 c) Restoration of Cadre strength of Drawing & Design offices as per work load and importance of their job.

13 a) Design Allowance to J.Es. / S.Es. / S.S.Es. (Drawing & Design) as recommended by Fifty CPC (as per Para 50.19) and as granted in CPWD (vide letter No. 15/4/98-DW (S & D)/547-1000, dated 9.6.2000)

13 b) Treating Drawing & Design J.Es. / S.Es. / S.S.Es. as Technical Staff at par with other Technical Supervisors as they have common recruitment & qualifications. * ?

14 a) Modernization of Sheds, Open Line Depots and Workshops on Railways to meet with changed requirements.

14 b) Replacement of over-age Machinery, Plants, Equipment, Rolling Stock, Tracks and Bridges etc. for proper safety and efficiency on Railways.

14 c) Periodical Training of JEs / SEs & SSEs inhouse and abroad - for updating the technical know-how.

15. 30% Special Heavy Duty Allowance to Track Tempering Staff & Engineers.

(as recommended by Sub-Committee of Railway Board in 1996).

16 a) Restoration of six advance increments for acquiring additional professional qualification (like AMIE Section 'A' & 'B' etc.). instead of lump-sum payment introduced in lieu thereof, as the advantage (on account of additional qualifications), is of a recurring nature to the Railways.

16 b) Recognition of M.B.A. / G.D.M.M. etc., as additional Technical Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) - to provide greater motivation and improved efficiency.

17. Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth. (This should, however, not be done for existing incumbents in intermediate grades, as it would disturb their seniority and result in a lot of litigation and heart burning.)

18. Waiving of written tests for promotion as Section Engineers and to Group 'B' Cadres since no written tests or selections are held for promotion of Junior Engineers to Assistant Engineers (Group 'B' or Group 'A') in other Central Government Departments, or in the State Government Services.

19. Stoppage of privatization and Off-loading of workload to Trade, which will adversely affect smooth working, quality control, continuity, reliability of product & safety on Railways.

20 a) Reduction of Working Hours of all Technical Supervisors and Staff to 42 hours a week- as recommended by I.L.O. and National Commission of Labour.

20 b) Counting of Lunch Break for computing maximum number of working hours per week and payment of Overtime Allowance in lieu thereof, as prescribed under Factories Act.

20 c) Payment of full Overtime Allowance at double the rates of Wages for actual number of extra Working Hours put in, to all Technical Supervisors in Workshops, Sheds and Open Line Depots, etc.

20 d) i) Removal of Pay Ceiling for payment of Overtime Allowance

20 d) ii) Amendment of HOER & Factories Act, to compensate for actual number of extra hours put in.

20 e) Compulsory Weekly Rest to Technical Supervisors in lieu of Overtime Allowance - if over time allowance can not be paid for any reason whatsoever.

20 f) Five days working per week for all Technical Supervisors and other Industrial Staff in Workshops Production Units, and Open Line Depots, and Sheds etc., at par with Central Government Offices.

21 a) i) Grant of 16 Gazetted Holidays P.A. (including three National Holidays) to Staff and Technical Supervisors / Engineers in Open Line Depots and Sheds.

or a) ii) Payment of Overtime Allowance at double the rates of wages, irrespective of pay ceilings (which is in any case ridiculously low at present and needs upward revision.

21 b) Grant of Restricted Holidays to Workshop, Shed and Open Line Staff and Technical Supervisors / Engineers at par with Secretariat & Ministerial Staff & Head Quarter Staff, etc.

22 a) Withdrawal of system of Integrated Maintenance of Coaches on Railways:

22 b) Filling up of Confidential Reports (CRs) by Technical Officers for JEs / SEs posted on Stations (instead of by Station Managers as they have no knowledge of technical problems faced by the technical Supervisors / Engineers / staff).

23 a) Provision of proper Man-Power - as per yardstick for repair and maintenance of Rolling Stock and Tractive Units, P-Way, Works, S & T Equipment, Bridges and other Technical Services on Railways.

RESOLUTIONS ADOPTED BY C.G.B. - IRTSA (CONTD)

23 b) i) Offsetting after-effects of large scale and indiscriminate surrender of Posts with proper cadre review as per based work load and provision of staff accordingly.

23 b) ii) Rationalization of workload for manufacture, repair & maintenance targets in Production Units, Workshops and Open Line Depots, as per reduced man power, or restoration of requisite staff strength.

23 c) De-linking of "Integrated Rake Link System" - to avoid public complaints and to ensure safety.

23 e) Provision of separate Washing Lines for "Exterior Washing" and, "Cleaning of Coaches".

f) "Dry Pit Lines" for "Under-Gear Repair and Examination" for effective inspection and proper repairs.

23 g) Realistic appraisal and regular supply of correct material and spares, for P.O.H. and maintenance of Rolling Stock and Tractive Units and other related areas.

23 h) Withdrawal of duty of supervision of cleaning of coaches from J.Es. (C & W) to enable them to attend to the technical duties, and nomination of alternative agency for the purpose of cleaning of coaches etc.

24 a) Withdrawal of the following non-technical duties from JEs / SEs and SSEs for effective utilization of Technical Supervisors (JEs, SEs, SSEs) for technical jobs only.

i) Custody of Stores; ii) Boxing and Disbursement of Wages to workers;

iii) Gate Attendance and Time Booth Supervision etc.

24 b) Till the duty of Disbursement of wages to staff is withdrawn from Technical Supervisors Revision of rates of Honorarium (for Boxing and Disbursement of Wages to Workers in Workshops, Sheds and Open Line Depots etc). to J.Es. and Accounts Clerks as per amount disbursed at par with the Cashier

24 c) Grant of Honorarium to Senior Technical Supervisors (i.e. S.S.E. and S.E.) for following additional duties - till these duties are withdrawn from them:-

i) Supervision of payment and disbursement of wages to workers; ii) Holding of D & A R Inquiries;

iii) Holding of Trade Tests; and

iv) Filling up of Confidential Reports of Staff, etc.

24 d) Honorarium to J.Es., SEs & SSEs for "witnessing payment of wages to workers."

25. Grant of 20% non-practicing allowance to Technical Supervisors / Engineers (as in case of Doctors).

26a) Extension of Factories Act to Sheds and Open Line Depots.

26 b) Effective implementation of Factories Act in Railway Workshops / Production Units.

27 a) Separate seniority of Running Staff and Motor-men from Technical Supervisors for promotion to Group 'B'.

27 b) Filling up of all posts of Senior Section Engineers in Loco Sheds / Diesel Sheds by Technical Supervisors and not by Running Staff, in view of the technical nature of duties.

28. Payment of Running Allowance to Technical Supervisors / Supervising Engineers and Staff going out on "Foot Plate" Duty for escorting Locos.

29 a) Supply of uniforms to all Technical Supervisors/ Engineers in Workshops, Sheds and Open Line Depots, etc; or payment of Uniform Allowance in lieu thereof to them.

29 b) Supply of shoes to Technical Supervisors working in O.H.E., AC Loco, EMU, TRD, and TRS (as in case of CMD staff working on High Voltage and Ultra-sonic Machines).

30. Restoration of 30% Special Pay / Special Allowance to all Teaching Staff in B.T.C., S.T.S., Z.T.C. and Basic / Zonal Training Institutes / Centres & Technical Schools on Zonal Railways and Production Units.

31. Conversion of all long-term Work-Charge Posts of Technical Staff & Technical Supervisors / Engineers into permanent ones, especially those of J.E., S.E. and S.S.E., etc. of P.way and Works.

32. Grant of two advance increments or 20% Special Pay to Staff and Technical Supervisors inducted in Computer (E.D.P.) Centres.

33. Grant of Special Pay to all J.Es on Railways with effect from 1.1.1986, for supervising the work of the M.C.M. etc., who were placed in equal Pay Scale - which was a violation of fundamental principle of "equal cannot be over an equal" (as per judgment of Supreme Court in PWIs Case).

34 a) Effective adoption of "Safety First" principle by the Railways both for operation and maintenance of assets etc.

34 b) Proper investigation and removal of real cause of Rail Accidents instead of punishing individual staff - mostly victimized due to incomplete investigations based on conjectures or ill conceived notions or bias of officers assisting the Investigating Officer / Commissioner of Safety.

OTHER GENERAL DEMANDS

35. Restoration of 12% P.A. Interest on Provident Funds, or at least at par with E.P.F.

36. Restoration of 12 Days Casual Leave (unjustly decreased to 8 days after 5th CPC).

37. Counting of 50% of Pay as D.P. for all purposes - including Traveling & Transport Allowance etc.

38 a) Minimum 5% Pay as Annual Increment.

38 b) Rationalization of rates of increment in all scales.

38 c) Removal of discrimination (in %age rise) in increment in the Scale S-13 (Rs.7450-225-11500) vis-a-vis other Pay Scales (revised as per 5th CPC) - on Compensation Factor of 3.25 times rise of pay.

38 d) Introduction of Master Scale for Technical & Engineering Cadres & other Central Government Services - as adopted in many State Government Services.

38 e) Revision of Pay Scales Annually or at least after every 4 to 5 years, as in Public Undertakings & as recommended by Fifth CPC, (instead of after 10 years for Government employees at present).

38 f) Step-to-step fixation of pay in revised pay scales for every increment / years of service in existing scale - instead of for every three increments, recommended by 5th CPC.

38 g) Counting of Training period for grant of benefit of A.C.P.

39 a) Payment of H.R.A. on maximum of Pay Scales recommended by Fifth CPC.

39 b) Revision of H.R.A., to at least 40% of Pay in A-1 cities and 30, 25, 20 and 15% of Pay, in 'A', 'B', 'C' and Unclassified class of Cities respectively.

39 c) i) Rationalization and reduction in population criteria for Classification of cities.

c) ii) Revision of rates of HRA and CCA, accordingly.

40 a) Relaxation of age limit for grant of passes to sons of Railway employees and grant of pass to them till they are employed or self-dependent.

40 b) Grant of Privilege Pass for both dependent parents (i.e. father and mother (instead of for only dependent widowed mother) of Railway employees, as recommended by Fourth & Fifth C.P.C.

40 c) Removal of Income Ceiling for eligibility of pass - of dependent parents - as in Airlines.

41 a) No surrender of posts (as unjustly proposed by the 5th CPC) in Workshops, Production Units, Sheds, Open Line Depots etc. in view of Technical and safety requirements and yard stick / Bench Marks etc.

41 b) Provision & strict observance of Yardsticks and Benchmarks for Man Power Planning.

41 c) Early filling up of all vacancies, as per based workload.

42 a) Withdrawal of system of Confidential Reports - since these are invariably subjective and biased.

42 b) Stop withholding of promotion due to adverse Confidential Reports without proper inquiry under D & A Rules - as it tantamount to a punishment without opportunity for self-defense.

RESOLUTIONS ADOPTED BY C.G.B. - IRTSA (CONTD)

43 a) Eligibility to take Half Day L.A.P. (Earned Leave) as given to Artisan staff in Workshops.

43 b) Eligibility of Half C.L. for Saturdays (where Saturdays are half working days).

44. Grant of (3½ hours p.m.) Short Leave to all Technical Supervisors in Workshops, Sheds and Open Line Depots, for meeting exigencies (as in Ex-E.I. Railway Workshops).

45 a) Revision of stipend of Trainee Apprentice Mechanics / Trainee J.Es from the date of implementation of Fifth C.P.C. scales i.e. w.e.f. 1.1.1996 (instead of 1.1.1998).

45 b) Raising of stipend of (Diploma Holder) Trainee J.Es., Apprentice Mechanics, Apprentice J.Es., in Mechanical & Electrical Departments to the level of their absorption grade, as in the Civil Engineering Department. Since the Training Period is counted for all purposes including increment and seniority, etc. in all cases - discrimination in rate of Stipend of J.Es of different Departments is absolutely unjustified.

45 c) Reduction of length of Training of Trainee J.Es. of all Departments (Mechanical, Electrical and S & T) to 12 months at par with J.Es (P.Way and Works).

46 a) Proper type of Railway accommodation for all Technical Supervisors / Engineers on Railways – as “Essential Category”.

46 b) Proper facilities in Railway Quarters, for Technical Supervisors / Engineers.

46 c) “Transit Camp” Facilities for Technical Supervisors / Engineers on transfer to main stations 47 a) Proper Rest House Facilities for Technical Supervisors / Engineers and Staff on “Out Station Duty”.

47 b) Payment of rental charges for Hotel accommodation to Technical Supervisors / Engineers on Railways on “Out Station Duty”, in absence of Rest House accommodation – as applicable in RITES and other Central Government employees, and as recommended by Fifth CPC.

48 a) Deletion of Article 311(2) (Proviso a, b, c) of the Constitution of India and Rule 14(ii) (Proviso a, b, c) of D & A Rules and no removal from service should be done without proper Inquiry under Discipline & Appeal Rules, as it is against law of natural justice.

49. Grant of advance increments on transfer to all new projects/ Zones – as in case of R.C.F. Kapurthala.

50. Payment of Night-Duty Allowance for full period of Night Shift Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. 51. Discontinuation of subsidies in fixing rates of Freights and Fares on Railways or contribution thereof by Central Government or the state Government concerned.

52. Action against miscreant elements indulging in assault on or misbehavior with Supervising Engineers / Technical Supervisors; and issue of clear guidelines by Railway Board for uniform policy in such cases

53 a) Restoration of system of *ad hoc* promotion and officiating arrangements against leave vacancies for Technical Supervisor & Staff to avoid set back to work & safety

53 b) Payment of officiating allowance or duel charge allowance to Engineers / Technical Supervisors while looking after duties of higher posts against leave vacancies or till regular arrangements are made.

54. Grant of democratic right to all employees to contest elections to municipalities and panchayats etc. ; and amendment of Service Conduct Rules for the same

55 Regular filling up of all vacancies particularly in Technical Departments and timely Recruitment as per actual normal wastage of 3% of Sanctioned Cadre every year. Lifting of restriction of 0.5% to 1% on recruitment as directed by the Railway Board.

56. Grant of Medical Allowance of at least Rs 500 pm to all those who opt out of medical facilities of the Railways or residing beyond 2 km from Railway Hospital.

57. Preference to wards of Railway-men for Recruitment on Railways, especially in the case of Technical Staff / Engineer seeking Voluntary Retirement 3 years before Superannuation.

RETIREMENT BENEFITS

58. 100 percent of last Pay Drawn as Pension.

59. One Month's pay as gratuity for every year of service.

60. Payment of H.R.A and CCA to Retired employees

61. Admissibility of Pension after five years' service to “Medically Incapacitated” Staff.

62 a) Free Medical Facilities / Reimbursement of Medical Expenses to all retired employees and Discontinuation of contribution to Health Scheme / RELHS-97 by retiring employees.

62 b) Free Medical Treatment for dependent parents of Serving and Retired employees.

62 c) Upward rev of Medical Allowance to at least Rs 500 pm

63. Restoration of commuted pension after 12 years (instead of 15 years) as recommended by fifth CPC.

64. Grant of 5% & 10% Old Age Allowance as additional Pension, on reaching age of 65 years & 70 years respectively, as Granted by state Government (like Punjab etc.)

65. Senior Citizen status at of age 60 years (instead of 65 years) for the purpose of Rebate of Income-Tax.

66. Point to point fixation in revised Pay Scales of 6th Pay Commission - both for-

(a) Existing Employees, (b) Existing Pensioners – for revision of Pension.

67 Withdrawal of New) Pension Scheme. Restoration of existing Pension Scheme - for new recruits.

ORDERS OF RAILWAY BOARD ON STAFF MATTERS

Copies of enclosures of Board's Letter No. 2006/H-1/13/RTI & No. RTI Cell/2007/969 dated 03.10.2007, to Shri Harchandan Singh under RTI

Railway Board's Letter No. 2005/H/6-4/Policy dated 06.07.2007

Sub: Enhancement of powers for procurement of Hearing aid.

Arising out of demand raised by AIRF and partial modification of Board's letter No. 2000/H/6-4/Policy dated 25.7.2000, it has been decided that the ceiling on powers delegated to sanction the cost of hearing aid, as specified in Para 667 (Hearing aids) of Indian Railway Medical Manual, 2000, may be raised from Rs.5,500/- to Rs.20,000/- per case.

2. The cases where the cost of Hearing Aid exceeds the limit of Rs.20,000/-, the same would continue to be referred by Chief Medical Director concerned to the Ministry of Railways duly concurred in by their FA&CAO for consideration and approval.

ADVANCE CORRECTION SLIP TO PARA 667 of IRMM 2000**Amendment to Para 667-Hearing Aids**

The existing para 667 may be corrected to read as under

“Rs.20,000/- or the cost of Hearing Aid, whichever is lower, can be reimbursed by the Chief Medical Directors. The Administrative authority would make the payment involved direct to the supplying agency and not to the Railway employee concerned.

The cases where the cost of Hearing Aid exceeds the limit of Rs.20,000/-, the same would continue to be referred by Chief Medical Director concerned to the Ministry of Railways duly concurred in by their FA&CAO for consideration and approval.

(Authority Board's letter No.2005/H/6-4/Policy dated 06.07.2007)

RAILWAY BOARD Letter No.2000/H/6-4/Policy dated 25.7.2000

Sub: Enhancement of powers for procurement of Hearing aid.

The Ministry of Railways in partial modification of the orders contained in their letter No.85/H/6-4/28 dtd. 28.8.96/4.9.96 have decided that the ceiling on powers delegated to CMDs to sanction the cost of hearing aid, as specified in Para 667 (Hearing aids) of Indian Railway Medical Manual, 2000, required to be provided, may be raised from Rs.2,500/- to Rs.5,500/-.

The cases where the cost of hearing aids exceeds the limit of Rs.5,500/-, the same would continue to be referred to the Ministry of Railways, duly concurred in by their FA & CAO for consideration and approval.

ORDERS OF RAILWAY BOARD (Contd)**Educational qualification for recruitment to Group 'C' posts in Mechanical Engineering Deptt on Railways**

Rly Board's letter No. E(NG)- II/2007/RR-1/31 dated 27-9-2007.

Ref: Letter No. E(NG)-11/2000/ RR-1/47 dated 3-8-2001

Issue of review of prescribed educational qualification for direct recruitment to supervisory post of Junior Engineer, Gr. II (Rs. 5,000-8,000) and Section Engineer (Rs. 6,500 -10,500) in Mechanical Engineering Department has been under examination of Ministry of Railways (Railway Board).

This review was necessitated owing to demand raised in meeting with Chairmen, Railway Recruitment Boards held in June 2007 wherein several Railway Recruitment Boards stated that pure Mechanical/Electrical/Electronics Engineering as a subject is rarely chosen by students in a Degree or Diploma course now a days. These days preference is given by students for specialized courses like Production Engineering, Instrumentation Engineering etc. As only, Degree/ Diploma in Mechanical /Electrical/ Electronics Engineering are accepted as qualification for the posts of Section Engineer and Junior Engineer, Grade-II respectively in Mechanical Engineering Department on the Railways, it results in rejection of large number of applications and Railways do not get appropriate number of candidates from open market.

In consultation with Mechanical Engineering Directorate of this Ministry, it has now been decided by the Board that henceforth direct recruitment qualification for the following posts in Mechanical Engineering department on Railways will be as under:

Post : Jr. Engineer-II (Rs. 5000 - 8000 Mech Dept).

Existing Qualification: Diploma in Mechanical /Electrical/Electronics Engineering.

Revised Qualification: Diploma in Manufacturing/ Mechatronics / Industrial / Mechanical / Tools & Machining / Tools&Disc.Making/ Automobile / Production / Metallurgy / Foundry Technology / Electronics / Electrical Engineering.

Note: - Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Mechanical Engg. alone. All candidates selected will, however, be borne on a common cadre.

Post : Jr. Engineer-II (Rs. 5000 - 8000) (C&W).

Existing Qualification: Diploma .in Mech/Electrical Engineering.

Desirable: Diploma in Rail Transport & Management from the Institute of Rail Transport, New Delhi will be an additional qualification.

Revised Qualification: Diploma in Manufacturing / Mechatronics/ Industrial / Mechanical / Tools & Machining/Tools&Disc.Making/ Automobile / Production / Metallurgy / Foundry Technology/Electronics/Electrical Engineering.

Desirable: Diploma in Rail Transport and Management from the Institute of Rail Transport, New Delhi will be an additional qualification.

Note :- Indenting Railway shall have the discretion to specify the number of candidates required from each discipline. Subject to a rider that at least 50% of the intake shall be from Mechanical Engg. alone. All candidates selected will, however, be borne on a common cadre.

Post : Section Engineer(Rs. 6500 - 10500) (Mech Deptt).

Existing Qualification: Degree in Mechanical / Electrical /Electronics Engineering.

Revised Qualification: Degree in Manufacturing / Mechatronics / Industrial / Mechanical /Tools & Machining / Tools & Disc. Making / Automobile/Production/Metallurgy/Foundry Technology / Electronics / Electrical Engineering.

Note:-Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Mechanical Engg. alone. All candidates selected will, however, be borne on a common cadre.

Post : Section Engineer (Rs. 6500 -10500) (C&W).

Existing Qualification : Degree in Mech or Electrical Engineering.

Revised Qualification: Degree in Manufacturing/

Mechatronics / Industrial / Mechanical / Tools & Machining / Tools&Disc.Making / Automobile / Production / Metallurgy / Foundry Technology / Electronics / Electrical Engineering.

Note :- Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Mech. Engg. All candidates selected will, however, be borne on a common cadre.

These instructions will be effective from the date of its issue and ongoing recruitments for the above said categories where notification has been published will be governed by past instructions on the subject.

2. Educational qualification for recruitment to Group'C'posts in Electrical Engineering Departments.

Rly Board's, letter No. E(NG)- III2007IRR-1132 dated 27-9-2007.

Ref: RB Letter No. E(NG)-II/2000/ RR-1/47 dated 3-8-2001

Issue of review of prescribed educational qualification for direct recruitment to supervisory post of Junior Engineer, Gr. II (Rs. 5,000 - 8,000) and Section Engineer (Rs. 6,500 - 10,500) in Electrical Engg Dept. was under examination of this Ministry.

This review was necessitated owing to demand raised in meeting with Chairmen, Railway Recruitment Boards held in June 2007 wherein several Railway Recruitment Boards stated that pure Mechanical/Electrical/Electronics Engineering as a subject is rarely chosen by students in a Degree or Diploma course now a days. Preference is given for specialized courses like Electronics & Communication Engineering, Instrumentation Engineering etc. As only, Degree/Diploma in Mechanical /Electrical/ Electronics Engineering are accepted as qualification for the posts of Section Engineer and Junior Engineer, Grade-11 respectively in Electrical Engineering Department on the Railways, it results in rejection of large number of applications and Railways do not get appropriate number of candidates from open market.

In consultation with Electrical Engineering Directorate of this Ministry, it has now been decided by the Board that henceforth direct recruitment qualification for the following posts in Electrical Engineering department on the Railways will be as under:

Post: Jr. Engineer-II (Rs. 5000-8000 Electrical Deptt.).

Existing Qualification: Diploma in Mechanical /Electrical/ Electronics Engineering.

Revised Qualification : Diploma in Electrical/ Electronics & Telecommunications /Electronics /Electrical Power Systems/ Electronics & Communication/Electronics & Video Engineering/ Instrumentation & Control /Industrial Electronics/Mechanical/ Production/Product on Technology/ Industrial Engineering.

Note :- Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Electrical Engg. alone. All candidates selected will, however, be borne on a common cadre.

Post : Section Engineer (Rs. 6500-10500) (Electrical Deptt.).

Existing Qualification: Degree in Mechanical / Electrical / Electronics Engineering.

Revised Qualification: Diploma in Electrical /Electronics & Telecommunications /Electronics/ Electrical Power Systems /Electronics & Communication /Electronics & Video Engineering /Instrumentation & Control /Industrial Electronics/Mechanical /Production/ Production Technology/Industrial Engineering.

Note:-Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Mechanical Engg. alone. All candidates selected will, however, be borne on a common cadre.

These instructions will be effective from the date of its issue and ongoing recruitments for the above said categories where notification has been published will be governed by past instructions on the subject.

NO PROPOSAL TO RAISE RETIREMENT AGE

As per a Press Statement issued by the Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions, there is no proposal before the Government regarding raising the retirement age of Central Government employees from 60 years to 62 years.

CENTRAL EXECUTIVE COMMITTEE (C.E.C)- IRTSA (2007-2008)
Elected by CGB on 02.12. 07, at Bangalore

Sl.No	Designation	Name	Address	Tele / Mob
1A	Patron	Er. Siya Ram Bajpai	53,Uphar,Eldico Colony Udayan Jail Road, Lucknow (U.P)	05222446677 05223252495
1	President	Er. Shanmugam	4, Sixth Street, TVS Nagar, Chennai – 600050 (TN)	04426540817 09443140817
2	Wkg. President	Er. K.V. Surendra Nathan	1545,Nitya Flats (2 nd Floor) Rama Nagar, Anna Nagar, West Ext. Chennai-600101	04426564747
3	Sr. Vice President	Er. Darshan Lal	148-A, Type-IV,RCF Colony, Kapurthala (Pb)	01822229322 09463183922
4	Sr. Vice President	Er. S. Rahman	529, GA-12, Friends Colony, Vikas Nagar, Sec.-7, Lucknow (UP) (Ph. 522-3950031)	05222386249 09415002830
5	Sr. Vice President	Er. Munuswamy	7-55-A, Sidco Nagar, Villivakam, Chennai-600049.	04426171871 09444484706
6	Sr. Vice President	Er. Appala Swami	15-36-2 Rajanagar,Malkajgiri,Mirjalguda,Secundrabad-47	04027063040 09849130500
7	Vice President	Er.N.Ragushankar Gowd	418, RWF West Colony, Yalahanka, Bangalore-64	
8	Vice President	Er. Antony Lasrado	SE-Welding, SW Rly. Workshop, Mysore	09448434491
9	Vice President	Er. K.K. Srivastava	MD-192,Sector-9,LDA Colony, Kanpur Road, Lucknow-5	05222432882 09335217898
10	Vice President	Er. Ravindhran R.	15/1, Venkat Raman Street Perambur, Chennai-600011.	04425519947
11	Vice President	Er. Tamil Maran	109-Venkateshwar Nagar, Kolathur, Chennai-600 099	04426505895
12	Vice President	Er. Chinmay Ghosh	St. No. 6, Qtr. No. – 19 A PO Chittaranjan (Dist. Bardwan)	09433278001
13	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 e-mail:- gsirtsa@yahoo.com	01722228306 09316131598
14	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-8. (Mobile: 09828024476)	02912713123
15	Asstt. Central Treasurer	Er. K.V. Ramesh	G-3 Likith Homes, 3 Lakshman Nagar, West Street Peravelur, Chennai-82. e-mail: rameshirtsa@yahoo.co.in	09444100842
16	Auditor	Er. P.S. Pandey	3-W-34 Kuri Bhagatram Housing Board Colony, Jodhpur-5	
17	Jt Genl. Secretary	Er. Gautam Mukerjee	6-10, Gopal Chatterjee Road, Cossipore,Kolkatta-700002	03325587516 09433009671
18	Jt Genl. Secretary	Er. Malik Basha	264 / 62 F.No, 512, NPL Anjali Apartment, MTH Road,Villivakam Chennai-49	
19	Jt Genl. Secretary	Er. R. Sri Ram	95, 7 th Cross Street, Srinivasa Nagar, Kolathur, Chennai.	04426505562
20	Jt Genl. Secretary	Er. Madan Rai	LD-139-A, Talkatora Road, Alambagh, Lucknow-226005.	05222460141 09415196693
21	Jt Genl. Secretary	Er. P.K.Shukla	37, Uphar Eldeco Colony, Udhyan, Jail Ropad, Lucknow.	05222446289
22	Jt Genl. Secretary	Er. Anthony Francis	SE/PCO, EMU Workshop, W.Rly. Mahalaxmi, Mumbai	
23	Jt Genl. Secretary	Er. P.K.Bose	St. No.73 -Qtr.22A,Chittaranjan-713 331 (M-09434071592)	03412525707
24	Jt Genl. Secretary	Er. K.Gopinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur,Chennai-99	09444100841
25	Jt Genl. Secretary	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala (Pb).	09815567861
26	Jt Genl. Secretary	Er. Rajesh Jatana	130 / A Type-IV, RCF, Kapurthala (Pb).	0988534146
27	Jt Genl. Secretary	Er. SP Srivastva	Block No. 106-A NE Rly Medical Colony Gorakhpur (UP)	09451811882
28	Jt Genl. Secretary	Er. Kartikeyan S.	403, RWF West Colony, Yalahanka, Bangalore-460064	09945695560 08028092209
29	Jt Genl. Secretary	Er. S.M. Yusuf	#22, Noor Fateh Nagar, Dayamava Temple, Hubli-580024	0836230530 09845674280
30	Jt Genl. Secretary	Er. Ravichandran T.	10 – 6, 6 th Avenue, Ashok Nagar, Chennai - 83	04424711194
31	Jt Genl. Secretary	Er. Ashok Kumar	Room No. 14, Hostel No -1, CLW, Chittaranjan - 713 331	09434123105
32	Jt Genl. Secretary	Er. Md. Famu Jaman	S.E. / EC Railway Workshop, Samastipur (Bihar)	
33	Jt Genl. Secretary	Er. Bhaskar Babu G.R.	1355-1-A, Deen Dayal Nagar, 2 nd . Street, Hyderabad - 40	09849051268
34	Jt Genl. Secretary	Er. B. Kishore	SSE, Electric Loco Shed, SC Rly. Vijaywada - (AP)	09848162241
35	Jt Genl. Secretary	Er. L. Markandeyan	43/5, 9-St, North Jeganathan Nagar, Villivakam,Chennai-40	04426501898 09841333041
36	Jt Genl. Secretary	Er. K.K. Deb	Vidhan Pali , Jaljhaliya, Malda (WB). Mobile: 09336414465	03512269556
37	Jt Genl. Secy. (Fin)	Er. M.M. Nandi	SSE(Devp) NW Railway Workshop, Jodhpur.	02912622138
38	Jt Genl. Secy. (RS)	Er. M.Selvaraj	4, Kenaich Chetty Street, Venkatapuram, Ambatur, Chennai-53.	09444284961
39	Org. Secretary	Er. Sai Bal Deb	3 P.K. Chaterji Street, Liluah (Distt. Howarah)	03326453436
40	Org. Secretary	Er. Raja Parbhakar	27, VII Street, 2 nd Cross Vaishnavi Nagar, Chennai-600109	
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44	Org. Secretary	Er. B.D. Mishra	SE N.RLY.Loco Workshop, Charbagh, Lucknow	05222464101
45	Org. Secretary	Er. Nirmal Chandran	A-5, Sterling Lotus Apts, 11 th Street, Korathur, Chennai-80 (e-mail nirmalchanran@yahoo.co.in)	09884085065
46	Org. Secretary	Er. N.B. Ramanamurthy	10-365-1Sultya Raghavandor Colony,Malkajgiri, Hyderabad	09246500238
47	Org. Secretary	Er. Harminder Singh	107 D-Type IV, RCF Township, Kapurthala (Pb).	09417167550
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50	Org. Secretary	Er. Vinodh Kumar K.L.	1588-44-Srirampura, 2 nd Stage, Mysore-500023 (Email klvk2002@yahoo.co.in)	09448253319
51	Org. Secretary	Er. Baldev Raj	319 - E – Type III RCF Colony, Kapurthala (Pb.)	9855080286
52	Org. Secretary	Er. Mohan Rao	10-5-344 / 4, Tukaram Gate, Secundrabad - 5000170	
53	Org. Secretary	Er. E.Raju	3 / 282, 3 rd Main Road Evergreen Flats, Reghav Nagar, Madipakkam, Chennai - 600091	032689583 09444177045
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56	Org. Secretary	Er. S. Kamraj	105/2, ICF West colony, Chennai-600038	
57	Org. Secretary	Er. Gowtham Maji	St. No.8 -Qtr.D-3, Chittaranjan-713 331 (Dist Burdwan)	09832244311
58	Org. Secretary	Er. Chander Shekhar K.	# 202 Sarvodya Residency, Tulasi Nagar Colony, Golnaka, Amberpet Road, Hyderabad-500013	09290019778
59	Org. Secretary	Er. E. Raghvan	No. 6, 4 th Street, Sathyavani Muthu Nagar, AN Kandigai, Palani Pet, PO, Arakunam- 631002	09865122922
60	Org. Secretary	Er. Mukesh Mani	S.E. / M.G. E.C. Railway, Hazipur (Bihar)	
61	Member CEC	Er. Naveen Chandera T.	SE, AC Elect.Shop, SC Rly. Workshop, Secundrabad (AP)	09440088191
62	Member CEC	Er. Indra Babu P.	6-1-343/12 Padma Roa Nagar, Secunderabad-500025	04027501841 09949926105
63	Member CEC	Er.O.P. Srivastava	C-2/130 Sec F Extn LDA Colony, Kanpur Road, Lucknow	09335605712
64	Member CEC	Er. BS Bedi	SSE BSS), Northern Railway Workshop, Amritsar (Pb)	
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66	Member CEC	Er. Chandra Shekhar	24, Kedar, 3 rd Main, Pipe Line West, Kasturba Nagar, Bangalore – 26 (email avcshekar@gmail.com)	09448444489
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75	Member CEC	Er. E. Ramesh	22, VV Koil Street, Kodaperi, Tambram, Chennai-600045 E-mail erameshe@yahoo.com	09841018415
76	Member CEC	Er. Daya Nand	308- B- RWF West Colony, Yalahanka, Bangalore-64	
77	Member CEC	Er. Damodran	Section Engr. C & W Depot, EC Rly. Darbanga, (Bihar)	
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82	Member CEC	Er. Sudip Dey	SE, Diesel Shed, NF Railway, Malda	09434189849
83	Member CEC	Er. Tyagarajan	Pritish West, 35 Ravi Garden, Madhavaram, Chennai-600060 e-mail:- thiagupriya@yahoo.co.in	09994881115
84	Member CEC	Er. Lakshmi Narayan P.	No. 2, Vikrama Flats, 40-21, Neels Garden, 2 nd Street, Perumbur, Chennai- 600011	
85	Member CEC	Er Sunil Kumar	SE, Electrical Shop, S.Railway C & W Workshop, Perumbur, Chennai (TN)	
86	Zonal Secy. (ER)	Er. S.K. Bhattachariya	15-5-3, Satish Chakraborty Lane, BALLY (W.B.) Mob.09830072350	03326540461
87	Zonal Secy. (SR)	Er. Abdul Salam	RC Kamalam Apts. Fl. No. A-28, III Street, Rajaji Nagar Vilivakam, Chennai-	04426505895 09381000086
88	Zonal Secy. (SCR)	Er.G.Krishna Rao	4-44-3, 8 th Street, Habisguda, Hydrabad-7	04027153986 09989653968
89	Zonal Secy. (NER)	Er. N.K.Sinha	106-A, NE. Rly. Medical Colony. Gorakhpur.(UP)	05512280026 09336414465
90	Zonal Secy. (NFR)	Er. K.K. Deb	Vidhan Pali , Jaljhalia, Malda (WB) . Mobile:	03512269556
91	Zonal Secy. (NR)	Er. S. Rahman	529, GA-12, Friends Colony Vikas Nagar, Sec.-7, Lucknow (UP) (Ph. 0522-3950031)	05222386249 09415002830
92	Zonal Secy. (WR)	Er. R.B. Singh	SE (Esti), W.RLY.EMU Workshop, Mahalaksmi, Mumbai.	02220700316
93	Zonal Secy. (SER)	Er. Randhir Chakraborty	287, 4-II Avenue, Kharagpur, (W. Bengal)	03222224767
94	Zonal Secy. (CR)			
95	Zonal Secy (DLW)	Er. T.D. Singh.	SSE/Prog. /Loco-LAS, DLW, Varanasi - (0542 2271607)	05423119129
96	Zonal Secy (CLW)	Er. Kalyan Banarjee	63, 8A CLW Colony, Chittaranjan- 713331	03412528577
97	Zonal Secy (ICF)	Er. D. Natarajan	Flat No.6, Achuyutha Castle, 14-15 Damodar Perumal Colony, 2 nd Level, Chennai-49.	04426180537 09444255269
98	Zonal Secy (RCF)	Er. Myank Bhatnagar	114-D RCF Colony, Kapurthala	9872029079
99	Zonal Secy (RWF)	Er. Kaushla Kumar	303D West Colony RWF, Yalahanka, Bangalore	09449054893
100	Zonal Secy (DMW)	Er. Rajinder Singh Ankhi,	2162, DMW Colony, Patiala (PB.)	09855953000
101	Zonal Secy (NWR)	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur	02912643123
102	Zonal Secy (SWR)	Er. Antony Lasrado	SE-Welding, SW Rly. Workshop, Mysore e-mail:- antony_lasrado@yahoo.com	09448434491
103	Zonal Secy (SECR)	Er. DK Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)	09907475771

Aims and objectives of IRTSA

The Aims and objectives of the Association as enumerated in its Constitution are as follows:-

- a) To promote brotherhood and spirit of cooperation between the members.
- b) To organize and unite the Technical Supervisors of India Railways, and to strive for their betterment in general, through constitutional means and to regulate their relations with the employer.
- c) To expand and improve the technical knowledge of the members through papers, periodicals, seminars, lectures and technical tours.
- d) To cooperate, federate or affiliate with any other organization having similar aims and objectives, both inside and outside the country.

HISTORICAL BACKGROUND OF IRTSA

IRTSA was formed in November, 1965, with an objective to unite & strive for better service conditions and emoluments of the Technical Supervisors on the Indian Railways. Prior to formation of IRTSA, there was no platform or organization to represent this vital Middle Management Category of Technical Supervisors on the Railways. Consequently the category had suffered tremendously at the hands of First and Second Pay Commissions due to lack of any forum to represent them before either of these forums (set up between 1946 - 1948 & 1957 - 1959 respectively).

On November 1, 1965, initiative was taken by a group of Apprentice Mechanics & Ex-Apprentice Mechanics of Northern Railway, Lucknow, to form an Association to represent them at various levels. Shri Harchandan Singh – who was at that time only a third year Apprentice of Northern Railway at Lucknow - was asked to take the lead. He immediately toured and contacted counterparts on other zonal Railways and called them for a meeting at ICF Chennai, in the last week of November, 1965, The meeting was attended by representatives from each of the 9 Zonal Railways and 3 Production Units.

Finally an Association was formed on 27th November, 1965, at Chennai. Shri Harchandan Singh was elected as its first General Secretary.

The Association was initially named as Indian Railways Apprentice Mechanics & Ex-Apprentice Mechanics Association. Within an year thereof, the name of the Association was changed to INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA), in a historic All India Conference held at New Delhi, on 27th November, 1966. The Conference was largely attended and widely publicized in the media. The Association worked in coordination with Indian Railways Foremen Association - which was formed in 1964 and which was finally merged with IRTSA in August, 1970 during the All India Joint Convention held at Ajmer.

IRTSA has a strong organization and has made remarkable achievements – continuously struggling for the betterment of Technical Supervisors and Railway men at large during the last nearly 40 years in spite of the fact had it has not been given a 'de-jure' recognition. But there is still a long way to go and the struggle must go on

MAJOR ACHIEVEMENTS OF IRTSA

PREAMBLE - IRTSA was formed in 1965. Prior to that there was no organisation to represent the Technical Supervisors / Engineers on the Indian Railways, due to which the category suffered a lot at the hands of the first

two Pay Commissions as well as the administration which did not treated this category of "Frontline Managers" as its part as far as the facilities & perks were concerned but exploited it to execute its polices.

Since its inception, there were numerous achievement of IRTSA - most vital amongst them being:-

1. **Provision of an effective platform for uniting and highlighting the problems & aspirations of Technical Supervisors / Engineers on the Indian Railways** and representing the same before the Administration as well as before all the Pay Commissions and other forums, and developing better industrial relations with staff & administration.
2. **Allotment of highest Pay Scales to Technical Supervisors / Engineers amongst group C** including the scale of Rs. 840-1200 by 3rd, Pay Commission and Rs. 2375 - 3500 by Fourth Pay Commission (CPC).
3. **Reduction in number of Pay Scales of Technical Supervisors from 6 to 4 by 3rd Pay Commission.**
4. **Change of designation of Technical Supervisors as Engineers (as Junior Engineer, Section Engineer and Senior Section Engineer) in 1996.**
5. **Honorarium to JEs for payment of Boxing & Disbursement of wages to staff - (in 1968) and subsequent revision thereof.**
6. a) **Bringing entire category of Technical Supervisors / Engineers - (from JE to SSE) in one cadre (in 1984 onwards), for Cadre Restructuring.**
b) **Raising of number of Senior Section Engineers posts from 3 % in Workshops & 1.5 % on the Open Line to 10% in 1984, 17 % in 1993 and 18 % to 21 % in 2003.**
c) **Raising of number of Section Engineers post from 12 % to 29 %.**
7. **Redesignation of Mistries as Supervisor and their subsequent upgrading as Junior Engineers.**
8. **Hurt on Duty / Hospital Leave to Apprentices / Trainees (in 1967).**
9. **Counting of Apprenticeship / Training period for Retirement and incremental benefits.**
10. **Reduction of training period of JEs to 18 months.**
11. **Grant of PCO Allowance to PCO Staff.**
12. **Revision of rates of Incentive Bonus (in 1968, 1975, 1990 & 1998).**
13. **Revision of Stipend equal to pay during Apprenticeship / Training.**
14. **Grant of Special Pay / Allowance to Instructors and Lecturers.**
15. **Winning of court case in CAT / New Delhi for grant of Group "B" status to Senior Technical Supervisors.**
16. **PLB for all Technical Supervisors irrespective of their pay limit.**
17. **Raising SSE pay scale to Rs. 7450-11500 instead of Rs. 7000 - 11500 recommended by 5th Pay Commission (CPC).**
18. **Re-designation of Drawing & Design Staff as Engineers (as Junior Engineer, Section Engineer and Senior Section Engineer)**
19. **Grant of scale of Rs. 7450-11500 to Drawing & Design Staff.**
20. **Grant of Incentive Bonus to Senior Section Engineers & Section Engineers in Production Units and Workshops.**

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Editor-in-Chief, Er.Harchandan Singh, GS-IRTSA,
Chairman, Er.M.Shanmugam, President- IRTSA,
Resident Editor, Er.M.Selvaraj

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Phase-6, Mohali, Chandigarh – 160055.

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