

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)

51st All India Conference & CGB
Senior Institute Lalaguda, Secundrabad on 3rd & 4th October, 2016

REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2015-16



**Draft Resolutions of
Demands
Main outstanding demands
of IRTSA
&
Achievements over the last
51 years**

C.Hq. 32, Phase 6, Mohali, Chandigarh-160055. Website: www.irtsa.net
Email: gsirtsa@yahoo.com; Phone: 01722228306, 09316131598, 09569631598

Contents

	Page No
1. Report of General Secretary IRTSA	- 1
2. Main demands pursued by IRTSA post 7th CPC	- 6
3. Achievements of IRTSA 1965 – 2016	- 7
4. Draft resolutions on demands to be adopted by 51st CGB	- 9
5. Draft resolutions on line of action and organizational matters	- 17
6. Proposed Constitution amendment	- 19

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION
REPORT OF THE GENERAL SECRETARY, IRTSA
PRESENTED TO THE CENTRAL GENERAL BODY &
51st ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT SENIOR INSTITUTE LALAGUDA, SECUNDRABAD ON 3RD & 4TH OCTOBER, 2016

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to the 51st All India Annual Conference & Central General Body Meeting of IRTSA, being held at this historic city of Secunderabad and hosted by SC Railway Zone of IRTSA.

0.2 The journey of struggle by IRTSA started in the year 1965 for the welfare & upliftment of Technical Supervisors on the Indian Railways. IRTSA has provided a strong platform for the Technical Supervisors and has made remarkable achievements in these 51 years and the Journey continues to achieve bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3rd to 7th CPC), as well as before the Railway Reforms Committee, Accident Inquiry Committees, Cadre Restructuring Committees, various Prime Ministers, MORs and other Ministries besides the Railway Board and Zonal administrations etc. and has made many achievements – some of which are enlisted in end of this report.

0.4 Over the years IRTSA has also created a repo with the Organised labours as well as with the administration at various levels, and has always worked for upliftment of the Rail Engineers as well the working class as a whole and for the development of Railways and the Nation.

0.5 Sincere and diligent way of functioning has brought all these achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA These have been made possible through continuous and collective efforts of all concerned, teamwork and struggle by the Members at large as well as through motivation and guidance by the leadership some of whom are not with us today.

0.6 I salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause all these years shoulder to shoulder and sacrificed a lot with conviction and dedication and faced victimization - especially during the 1974 strike.

0.7 While there are many glittering achievements on board IRTSA, but at the same time there are tough challenges ahead to overcome especially to achieve further and to climb higher peaks.

0.8 South Central Railway Zone is celebrating its Golden Jubilee year. IRTSA SC.Rly Zone has also grown from strength to strength as being one of the leading Zones of IRTSA.

0.9 CGB & CEC last met on 27th & 28th of October, 2015 at ICF, Chennai. During this period IRTSA has organized agitations at New Delhi & regional level against damaging recommendations of 7th CPC. IRTSA submitted representation to Minister for Railways, Ministry of Finance, Empowered Committee of Secretaries and other four committees formed by Govt after implementation of 7th CPC recommendations.

0.10 I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

1. ON NATIONAL FRONT

1.1. State of Economy: The Economic Survey predicted that India will grow at 7 to 7.75 per cent in current financial year. Growth rate is further expected to improve by 8 to 10 percent in next 2 to 5 years. Even though lot of argument placed on high subsidy given by Government and call to increase the tax net, but the fact is that tax-to-GDP ratio is the lowest. India has to increase its tax base by effectively using information technology and by centralized collection of data on asset purchase and financial market investments, not by simply taxing salaried Government employees.

It is also pertinent to mention that gold, predominantly bought by the rich, is taxed at 1.6 per cent compared with 26 per cent for normal goods. It is high time to rationalize the system and set right our priorities in this regard.

Gross non-performing assets of commercial banks are estimated to be Rs 4.50 lakh crore at the end of December 2015. However, if there are no rigorous steps to curb black money and tax people who escape the taxman, efforts to correct the tax structure would only hurt the organised salaried class whose income is official with minimal tax evasion.

1.2 Inflation:- The Indian economy is affected by many factors, inflation is a major factor which affects the economy. Inflation which was 4.83% in March 2016 has increased to 6.07% in July 2016. High rate of inflation is harmful to the growth of the economy and Government should take strong initiative to contain the inflation in tolerable level.

SEVENTH CPC REPORT & ITS FOLLOW UP

1.3 Submission & Acceptance of Seventh CPC Report: 7th CPC submitted its report on 19th November, 2015, badly shattering the expectations among the all sections of employees in general and the Technical Supervisors on Railways in particular. It was the worst ever Report of a Pay Commission in the last 70 years.

The proposed multiplication factor was the lowest of all times and grossly inadequate especially since it will impact the employees severely for another ten years till the next Pay Commission. Many of the Allowances are proposed to be reduced, Some of the Allowances are proposed to be abolished, and no improvement is proposed in Transport Allowance and Children Education Allowance. Very high deduction on Central Government Employees Group Insurance Scheme (CGEGIS) was proposed, which will eventually end up in employees getting less take home pay after the implementation of these recommendations of 7th CPC – unless the same are adequately modified as demanded by all sections of the employees.

Demands of technocrats particularly Technical Supervisors working in Indian Railways were not properly considered by the Pay Commission particularly regarding higher pay levels, career progression and classification into Group 'B' (Gazetted).

1.4 Proposed Strike by Constituents of JCM & Formation of Committees on 7th CPC report.

7th CPC report had drawn acrimonious response from all sections of Central Government employees including all ministries, all departments, all groups, all field of workers. On all around protests by the Unions / Federations, IRTSA and others, the Government formed an Empowered Committee of Secretaries which was Notified on 13th Jan 2016, to give its recommendations on 7th CPC report.

Unfortunately Empowered Committee didn't come out with clear cut proposals and its recommendations to the Government have not yet been made public even after being sought under RTI – on the ground that the some parts of the same are still under consideration of the Government.

Without heeding to the demands of Staff Side, Cabinet approved implementation of 7th CPC recommendations on 29th June 2016.

With no other option in hand and with no channel made available for negotiation, NJCA (National Joint Council for Action) decided to go ahead with the proposed indefinite strike from 11th July 2016 and the situation was likely to go out of control, particularly since the Railway employees were also gearing up for the strike. There were agitations, processions, demonstrations, etc by Railway employees as well as by the other Central Government employees as a prelude to the ultimate struggle.

Government belatedly stepped in, at the highest level, to diffuse the tension. On 30th June, 2016 Home Minister, Finance Minister and Minister for Railways held intensive dialogue with Staff Side/NJCA. On 6th July 2016 Government gave assurance to representatives of NJCA that the issues raised by them relating to the pay and other recommendations of the 7th Pay Commission would be considered by a High Level Committee especially regarding minimum pay and (common) multiple factor for fixation of revised Pay and Pension.

Reports of all these Committees are likely to be submitted to the Govt. by the end of November 2016.

2. AS RAILWAY MEN

2.1. Role of Indian Railways & challenges ahead:- India is a land of diverse culture, and Railways play a key role in not only meeting the transport needs of the country, but also in binding together dispersed areas and promoting national integration. Indian Railways have emerged as the sinews of the Indian economy, and have reached out to bring together the great Indian family.

2.2 Privatization & FDI:- Indian Railways have been the prime movers to the nation and have the distinction of being one of the largest railway systems in the world under a single management. Privatization & FDI are opened in every field of Railways, which will change the face of Railways from common man mode of transport to corporate mode of transport and Railway may become alien to common man. Countries which are having private rail operators are supporting them with state funding. Some of the countries are switching back to state operated rail network since private operation were failed. Well established government owned network should not be diluted and Railways should always remain as Government entity to serve all class of citizens throughout the country.

2.3 No for Downsizing - Strength of Technical Category need to be improved:- Railway is a growing industry, by following the policy of downsizing, Indian Railways keep many safety category posts including that of Technical Supervisors vacant, endangering passenger safety. Route km & Track km are steadily increasing and Railways is expected to make huge addition in its infrastructure in the coming years. Downsizing of man power makes the Railways to depend on outsiders for execution of even very small project or modification in infrastructure and there was no comparison available on cost effectiveness. Railways execute work from incompetent private work force; their prime motto is profit not safety. Railways should say no to downsizing and sanctioned strength particularly in Technical categories should be increased in proportion to addition of new infrastructure.

2.4 Merging of Railway budget with General Budget :- Government has decided to merge the Railway Budget with the General Budget from the FY 2017-18. This will be a big departure from 92 years of a tradition. While, this may save about Rs.9000 PA towards the Dividend which the Railways pays to the Centre towards the Capital investment made by the Centre on the Railways, but this is not likely to bring in the much needed additional investment from the Centre as it is proposed to let the Railway generate its own resources thus letting it either starve for funds for its expansion and modernization or to increase the fares and freights.

Government's decision of merging Railway budget with General Budget is a step closer to hand over Railway system completely to private players. For many years Railway has tried to get private investment in a big way to improve the infrastructure of Railways, which did not materialize both on account of opposition by the Railway men and more on account of long gestation periods for return on investment made on Railway projects as compared with investment done in other fields. Merging of Railway budget with the General Budget will give a free hand to the Government to hand over existing rail net work to private operators, which will either escalate passenger fares or Government will end up in compensating the private players. As such, it is going to be lose-lose situation instead of win-win situation, for employees & common man.

There are also chances of the Railway men losing some of the facilities like Passes and exclusive Railway health services. These will be a big threats which the employees strongly resist to protect the same.

Government is also going ahead in setting up of independent RRAI with quasi-judicial power but without any accountability as recommended by Dr. Bibek Debroy committee and implementation other recommendation of the committee are steps in favour of private players, which will jeopardize the interest of common man.

Instead of merging the budget, Government should increase its budgetary support to Railways and cost of social service obligations to the tune of Rs.30,000 crore per annum should be compensated to the Railways.

2.5. Decisions on staff matters, during the year:-

2.5.1. 7th CPC submitted its report during this period, which shattered the hopes of the category. Various committees formed to study various aspects of 7th CPC recommendations are started functioning.

2.5.2. Promotion earned in merged grades (from JE-II to JE-I and SE to SSE) between 1.1.2006 and 29.09.2008 are protected.

6th CPC had granted GP Rs.4200 JEs by merging pre revised pay scales of JE-I & JE II in Rs.5000-8000 and JE-I in Rs.5500-9000, and granted GP Rs.4600 to SSE by merging pre revised pay scales of SE in Rs.6500-10500 and SSE in Rs.7450-11500. While implementing 6th CPC recommendations, Pay fixation in 6th CPC scales have been done as on 1.1.2006, promotions earned from JE-II to JE-I and SE to SSE between 1.1.2006 and 29.9.2008 were ignored.

IR TSA had appealed to protect the status & pay of Govt employee as on 29.09.2008 ie date of implementation of 6th CPC recommendations, since promotions earned and pay fixation given between feeder and promotional posts cannot be nullified or withdrawn. Agreeing belatedly, Ministry of Finance issued OM on 16th October 2015 to extend pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carried the character of feeder and promotional grades as per rule 13 of CCS (RP) Rules 2008. Railway Board have issued orders vide RBE No.33/2016 dated 08.04.2016, to implement the orders of Finance Ministry issued vide Dept of Expenditure OM No.F-2-1/2005-E.III (A) dated 16-10-2015.

2.5.3. NPS employees eligible for retirement gratuity & death gratuity:- Employees covered by National Pension System (NPS) will be eligible for 'Retirement gratuity and Death gratuity' as per CCS (Pension) Rule 1972. DoPT issued its OM No.7/5/2012-P&PW(F)/B dated Aug 26th 2016.

3. AS RAIL ENGINEERS

3.1.1 7th CPC had let down Technical Supervisors on Railways for mysterious reasons:-

7th CPC recorded in its report that "Technical Supervisors on Indian Railways play a vital role in the safe and efficient running of trains". But it failed to recommend higher Pay scales for Technical Supervisors on the Railways. Higher recruitment qualifications, training, Job Requirements, onerous nature of duties, and increase in their responsibilities due to modernization and introduction of high speed trains, relativity as compared to other non-technical cadres like Accounts etc. has not been considered at all by the CPC.

7th CPC not only refused to concede most of the demands but surprisingly, even after accepting our contention and recording that the Technical Supervisors on Indian Railways play a vital role in safe and efficient running of trains, and even after our bringing to its notice the views of some of the Members of the Railway Board including those of the FC Railway Board that classification of SSE & other senior Supervisors in Group 'B' will have substantial financial benefit for Railways particularly in terms of reduced outsourcing expenses. But still the Pay Commission denied rightful pay Level & Classification to the SSE and other Senior Supervisors at par with other Departments and as per orders of DoP&T.

3.1.2. Railway Board's decision of higher Grade Pay for JE & SSE not honoured:- Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) as recorded in item-3 of Minutes of the Departmental Anomalies Committee (Railways) held after 6th CPC, which was not considered by 7th CPC or Railway Board might not have brought it to the knowledge of 7th CPC.

3.1.3. Railway's own decision of upgrading SSE to Group 'B' was not honoured by Railways itself:- Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and held several meetings for implementing the decision. Railway Board had agreed with the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized"*. In all the departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted.

Financial Commissioner Railway Board had already given concurrence for the proposal of other Board Members to upgrade the posts of Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed to by Railway Board.

Commitment given by CRB to the two Federations in Departmental Council has not been implemented. In the meeting with both the Federations held on 07.04.2014, official side headed by CRB agreed for upgradation of posts from Group 'C' to Group 'B' and it was recorded that the matter has already been referred to MOF / DoPT, MS and FC will pursue Secretary, MOF & DoPT to resolve the matter urgently even though there was no need for such reference.

Stagnation in the career was not addressed by 7th CPC. Even after accepting the fact that there was an element of stagnation at SSE level, 7th CPC failed to provide any relief to the category.

3.1.4 Adverse Working Conditions: Working conditions are getting more & more tough & strenuous for us especially in the Sheds and Open-line Depots. We are easy victims of the officers above us and unscrupulous elements among the working class below us. It is a must for all of us to get united under the banner of IRTSA and move forward towards our goals.

3.2.1 Court Case for Group 'B' Gazetted status:- IRTSA had filed a case in CAT Chandigarh in March, 2014 that the Posts of SSE, CMS, CDMS and Sr. Er(IT) on the Indian Railways -in the grade pay of Rs.4600 – be classified as Group-B (Gazetted) as per "The Gazette of India (Extraordinary) S.O.946(E) issued by Ministry of Personnel. The CAT Chandigarh has dismissed the OA vide its judgement dated 12th March, 2016. This has caused wide spread resentment amongst the Technical Supervisors / Rail Engineers on the Railways.

The judgement has many infirmities – both legal & factual. All related aspects were affectively placed by IRTSA in the pleadings before the Tribunal. But the Tribunal has apparently ignored the same.

3.2.2 Court Case for Grade Pay of JE/SSE:- Central Administrative Tribunal (CAT) Chennai directed Ministry of Finance to initiate action on Railways proposal on upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and SSE to Rs.4800 from Rs.4600. Finance Ministry is advised to reply within 3 months

After many postponements due to various reasons, CAT Chennai on OA 706/2013 IRTSA Vs Union of India gave its direction to Finance Ministry to initiate action on OM No. PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 of Railways, if not taken so far. Ministry of Railways has already asked for the approval of Ministry of Finance on the OM for allotment of Grade Pay Rs.4600 to JE and Grade Pay Rs. 4800 to SSE, based on higher qualifications, longer period of induction training, higher duties & responsibilities shouldered by them for safe running of trains, adverse working conditions etc . CAT has given three months time to Finance Ministry.

During the earlier hearings Ministry of Railways respondent-1 had submitted its reply statements to the petition filed by IRTSA and IRTSA also filed its rejoinder pleading for higher Grade Pay for JE & SSE. Arguments also happened between senior councils appearing for IRTSA and Ministry of Railways. Ministry of Finance respondent-2 has not submitted its reply statement despite of notices served by CAT and private notice served by council for IRTSA.

3.4 Memorandums submitted during the year:- Number of Memorandums were submitted to the Railway Minister, Finance Minister, Railway Board, DoPT, empowered committee, committees nominated after the implementation of 7th CPC recommendations & others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed on the IRTSA Website www.irtsa.net.

3.5 Main demands pursued by IRTSA Post 7th CPC:- Main demands which IRTSA has pursued especially after submission of the Report of the 7th CPC by mass fast, agitation, Dharna and through memorandum, etc. are indicated in immediately after this Report.

4. ON ORGANISATIONAL FRONT

4.1 Over the years IRTSA has grown from strength to strength and has taken deep roots in most regions. Membership has also increased over the years. 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 organization.

4.2 **Accounts & Balance Sheet:-** The balance sheet of account for the “*Central Fund of IRTSA*” for the year 2014, and “*Voice of Rail Engineers*” shall be presented to the House by the Central Treasurer & Manager “*Voice of Rail Engineers*” after this Report.

4.3 **Publication of Journal “Voice of Rail Engineers”:-** The bi-monthly magazine of IRTSA is being published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. I request the Central General Body to take necessary steps to increase the circulation of “*Voice of Rail Engineers*” to develop greater awareness among the Engineers.

4.4 **Website www.irtsa.net:-** The multifarious website of IRTSA, www.irtsa.net has become so popular that it had been visited by more than 23 lakh visitors since its inception in January 2008. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge.

4.5 **Facebook & WhatsApp:-** Facebook of IRTSA & WhatsApp have been effectively utilized for the communication with the members in real time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other members. Facebook & WhatsApp have become an effective tool even to deal with deliberate negative comments by non-performing persons who are also persuaded to join the struggle and then raise their queries.

4.6 **Communication & Inter-action:-** Continuous flow of information from central head quarter is ensured through all channels i.e. “*Voice of Rail Engineers*”, circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS & some other CEC Members. GS regularly communicates with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at grass root level.

4.7 **Visits by CEC Members:-** President & General Secretary IRTSA along with CEC members visited various zones & sub units to spread the activities of IRTSA. However I feel that all the CEC members should visit at least one of the sub units in their zone and other zones every month.

5. TASKS BEFORE US

I would like to just summarise the tasks before us as under, with a request to take appropriate action thereon:-

5.1 **Pursuance of outstanding demands aftermath of 7th CPC Report:-** 7th CPC report has done severe damage to our category, instead of analysing the demands independently, it has just based its report on the submission made by Railways. Getting the demands conceded aftermath of 7th CPC is the biggest challenge before us. IRTSA members should rise up to the situation to get some of the demands resolved..

5.2 **Court Cases:-** Orders have been pronounced by CAT on both the cases filed by IRTSA. It will be required to file an appeal at High Court of Chandigarh against the order of CAT Chandigarh in Group ‘B’ case. Finance Ministry’s response is awaited on the order passed by CAT Chennai on Higher Pay for JE & SSE. A long legal battle is ahead of us and I seek all your help and cooperation for the same.

5.3 **Demands on MACPS:-** With no career avenue, MACPS provide main relief to the category, though not at desired level. But the scheme has major deficiencies and inclusion of training period, financial upgradation on promotional hierarchy, Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in all cadres, Considering entry grade pay as Rs.4200 for the purpose of MACP for all tracers in Design/Drawing cadre, etc need to be resolved by Government.

5.4. **Membership Drive:-** It is vital to enroll each and every Technical Supervisor / Rail Engineer as a Member of the Association. Zones & sub units which are inactive should also be aroused to contribute more regularly to the cause, and the active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provision of the Constitution.

5.5 **Legal Fund & Struggle Fund:-** There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and high financial requirement for the court cases and struggle immediately in aftermath of 7th CPC. CEC Members and Office bearers at all levels need to take more initiative to raise the funds at all levels.

6. AN INTROSPECTION

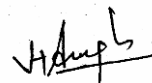
6.1 We need to do some introspection about the negative report by the 7th CPC after accepting our basic contentions – as by me in earlier part of my Report. How and why it happened is something which needs deep consideration & remedial action. Apparently, some elements were responsible for this turnaround by the 7th CPC. Factors & elements responsible for it must be identified, exposed and isolated. Was it under administrative pressure of Railway Board or some other elements – this need to seriously analyze and remedial action should be taken.

7. ACKNOWLEDGEMENTS

Before I conclude my Report I would like to thank all the Members of CEC for their cooperation – especially Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er Darshan Lal Working President for their valuable advice & help from time to time. I especially thank Er.K.V.Ramesh Sr.JGS for helping me in drafting all Memorandums and in discharge of my other duties as the General Secretary.

I also thank you - all the Delegates - who have come from all over India for attending this Conference in spite of long journey. I thank the Zonal Secretary SCR IRTSA Er Ramanamurthy and his entire team for hosting this conference and for making all the arrangement for the same.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

Main demands pursued by IRTSA Post 7th CPC

Main demands which IRTSA has pursued especially after submission of the Report of the 7th CPC by mass fast, agitation, Dharna, submission of memorandum, etc.

1. Multiple factor of 3.15 times of 6th CPC BP
2. Pay Level 8 for JEs and Level 10 for SSEs
3. Up-gradation of 33% posts of SSE as Principal SSE in Level-11
4. Pay Level 8 for CMA, DMS & JE/IT
5. Pay Level 10 for CMS, CDMS & Sr. Er/IT.
6. Classification of Sr. Tech. Sups. in Group 'B'.
7. Raising of all Allowances as per multiple factor
8. Breakdown Allowance equal to OTA
9. National Holiday Allowance @ two day wages
10. PCO Allowance at existing rates.
11. PCO Allowance to CMT Lab, Stores, Design/ Drawing and other left out areas.
12. Teaching Allowance @ 30% of basic pay.
13. Time Bound Promotions for Tech Supervisors.
14. Promotion of Graduate Engineers against 50% posts in IRES & SCRA.
15. Annual increment of 5% of pay.
16. Two increments on Promotion & MACP.
17. Counting of training period for the purpose of MACPS
18. Rejection of benchmark of "Very good" for MACPS
19. MACPS in cadre hierarchy after 4,8,16 & 24 years.
20. Grant of Financial up-gradation under MACPS to the direct recruit Graduate Engineers in Design & Drawing Cadre - Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre.
21. Risk & Hardship Allowance to JEs & SSEs working in Sheds and Open-line Depots.
22. Reasonable monthly deduction for GIS.
23. Withdraw NPS. Restore of old Pension Scheme
24. FMA @ Rs.2000 per month
25. Parity of Pension of Pre & Post 2016 Retirees
26. Additional Pension from 65 years onwards
27. Exemption of DA & other Allowances from Income Tax
28. Raising of Exemption Limit for Income Tax to Rs. 5 Lakhs.

For Up-to-Date information of our Activities, Views on Vital Issues & Copies of Administrative Orders

Read Regularly "VOICE OF RAIL ENGINEERS"

Official Bimonthly Journal of IRTSA (Previously published as "The Rail Supervisor")

Send your Subscription @ Rs. 80 PA & News of Activities of Units & Subunits & Articles for publication to:
Er. K.V.Ramesh, Manager VRE, G3-Likit Homes, 3-Lakshmanan Nagar, West Street, Peravallur, Chennai-82.
(Ph: 9003149578, 9444100842) Email-rameshirtsa@yahoo.co.in

ACHIEVEMENTS OF IRTSA 1965 – 2016

GENERAL AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Railway Engineers / Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted of problems of Rail Engineers /Technical Supervisorsand effectively represented their demands to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed a large Data Base to project the problems realistically and effectively.
4. Developed greater awareness amongst Technical Supervisors / Rail Engineers & others concerned through numerous Seminars on vital issues, publication of Souvenirs & the periodical “Voice of Rail Engineers” (VRE) as well as through its Website www.irtsa.net &continuous interaction on Face Book “IRTSA Group” etc.
5. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
6. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day to day conflicts thus further improving the productivity.
7. Developed greater awareness about the Problems of Technical Supervisors amongst recognized Federations & Unions and get their support to resolve many issues at national & local levels – through struggle and collective efforts.

MAJOR CATEGORICAL ISSUES RESOLVED

8. Reduction in number of pay scales of Technical Supervisors from age old 6 scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006) – *(based entirely on evidence of IRTSA)*.
9. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
10. Allotment of highest Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors amongst entire group C by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity after 40 years based on evidence by IRTSA)*.
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revision thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969)*.
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament)*.
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as “Employees Compensation Act *(after getting it raised in the Parliament)*).
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge)*.
15. Stopping direct recruitment of Engineering Graduates as JE-I and starting it in SE Grade in 1987 and in SSE grade from 2008.
16. Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from the then existing 3 to 6% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013.
17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data provided by IRTSA)*.
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle- increasing the strength in the higher scale(s) – (improving chances of promotion of JEs)*.
21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on ‘Work-to-Rule)*.
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus *(in 1968, 1975, 1990, 1998 & 2009)*.
24. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.

25. **Raising of Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.**
26. **Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.**
27. **Won the case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" status to Senior Technical Supervisors –** (Subsequent denial by Railway Board was also challenged by IRTSA in Supreme Court but the SLP was not admitted by Supreme Court. *Continuous struggle and campaign by IRTSA had convinced the Federations also about the genuineness of the demand – resulting in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Approval of MOF has been asked for. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B as per DOP orders).*
28. **Won the Court case in CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – with directions to grant higher scale to JEs as ‘an equal cannot be over an equal’ –** (This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report).
29. **Got the order from CAT Chennai (OA No 706/2013) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600.**
30. **Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.**
31. **Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC -** (through intensive struggle & voluminous Data supplied by IRTSA)
32. **Grant of Rs.2375-3500 to Drawing & Design Engrs& CMS in place of Rs.2000-3200.**
33. **Change of designation of Drawing & Design Staff as Junior Engrs, Senior Section Engr.**
34. **Change of designation of Store Engineers from DSKs to DMS & CDMS**
35. **Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 -** (through intensive struggle & voluminous Data supplied by IRTSA)
36. **Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota.**
37. **Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.**
38. **Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).**
39. **First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.**
40. **Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.**
41. **Abolition of written test in the selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.**

GENERAL CONCEDED

42. **Introduction of long Pay Band concept which eliminated the pay stagnation.**
43. **3% annual increment – instead of arbitrary fixed amount.**
44. **HRA on percentage of Basic Pay.**
45. **Improved transport allowance without any distance restriction and with inflation proof.**
46. **Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through “High Powered Committee” set up after submission of Sixth CPC Report.**
47. **Reimbursement of inflation proof tuition fee to the tune of Rs.1000 per child per month for two children.**
48. **Encashment of 60 days LAP while in service in addition to the 300 days encashment on retirement.**
49. **Grant of ACP by 5th CPC & MACP after 6th Pay Commission – to end stagnation** (Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions).
50. **Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS.** (This ensures a JE to reach the Grade Pay of Rs.5400).
51. **Employees selected under GDCE to be treated as DRs for MACPS.**
52. **Extension of pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carried the character of feeder and promotional grades, which were merged by 6th CPC, ie. promotion from JE-II to JE-I & SE to SSE.**
53. **Fixation on pay on promotion to the next level in 7th CPC pay matrix, should be atleast equal to the entry pay of direct recruits in the same level. ie JE on his promotion as SSE to pay level-7 will be fixed not less than Rs.44900 which is entry pay for direct recruit SSEs.**

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

Estd, 1965, Regd No 1329, Web Site <http://www.irtsa.net>,

C.HQ, 32 Phase 6, Mohali, Chandigarh – 160055 Phone 0172-2228306, 9316131598

No:IRTSA/CHQ/Resolutions – CGB 2016

Date: 3rd - 4th October 2016

Draft RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS / RAIL ENGINEERS

Proposed to be

**ADOPTED BY CGB MEETING & 51st ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT SENIOR INSTITUTE, LALAGUDA, SECUNDRABAD, S.C.RLY.**

Indian Railways Technical Supervisors Association (IRTSA) represents 70,000 Technical Supervisors / Rail Engineers (*JE, SSE, CMS, CMA, CDMS, DMS & IT Engineers*) working in various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design, Material Management / Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8.2 lakhs workforce out of around 12.8 lakhs railway employees.

IRTSA while holding its 51st Annual Conference & Central General Body Meeting on 3rd & 4th October 2016 at Senior Institute, Lalaguda, Secundrabad, South Central Railway, resolved the following on the demands of the category.

7th CPC had badly shattered the expectations of the working class. It was the worst ever report of a Pay Commission in the last 70 years. The proposed multiplication factor was the lowest of all times and grossly inadequate especially in view of the fact that it will adversely affect the working class very severely for another ten years till the next Pay Commission. Many of the Allowances are proposed to be reduced, some of the Allowances are proposed to be abolished. There will be no improvement even in Transport Allowance and Children Education Allowance in spite of high inflation especially in these areas. Very high deduction was proposed for Central Government Employees Group Insurance Scheme (CGEGIS). All this will eventually end up in employees getting less take home pay after the implementation of 7th CPC recommendations.

Demands of technocrats particularly Technical Supervisors / Rail Engineers working in Indian Railways were not properly considered by the Pay Commission particularly regarding higher pay levels, career progression and classification into Group 'B' (Gazetted), even though 7th CPC admitted that the category of Technical Supervisors play a vital role in safe and efficient running of trains. After accepting the fact that there is element of stagnation at the stage of SSE, 7th CPC recommended no relief to the category. Empowered committee appointed by the Government had also not provided any relief. Some Committees formed to review some issues have also yet to submit their Reports.

Pay scales of Technical Supervisors are getting eroded from 5th CPC onwards and have gone from bad to worst under 7th CPC. Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE) and other assets and equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments.

Government do not recognize the significance and sensitiveness of the work content of the Technical Supervisors / Rail Engineers on the Railways, their responsibility and accountability in the system as well as the factors like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well as accountability towards public safety and efficiency of the Railways. Further the fact that Indian Railways is basically a technically oriented organization and the safe, successful and efficient performance of this organization lies primarily in the hands of its technical work force - had escaped their reckoning.

It was regretted that the Ministry of Railways argued before the 7th CPC & the CAT Chennai against its own proposal sent earlier by MOR to MOF for granting Grade Pay Rs.4600 to JEs & Rs.4800 to SSEs. Even in the case filed by IRTSA in CAT Chandigarh Railways placed aggressive arguments against its own policy decision of upgrading senior supervisors to Group 'B' (Gaz), inflicting lot of heart burn among the stagnated seniors.

51st CGB & the Conference of IRTSA, therefore, strongly appealed to the Government and the Ministry of Railways, 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 especially amongst Technical Supervisors / Rail Engineers.

MAIN DEMANDS - IRTSA

1. a) **RECOGNITION OF IRTSA** – a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by the Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).
b) **Continuance of system of Staff Council in the Production Units of Railways**, which has separate representation for Technical Supervisors.
2. **Reg. Pay Level of Technical Supervisors:**
 - a) Junior Engineer (JE) may please be placed in level-8 of pay matrix recommended by 7th CPC.
 - b) Senior Section Engineer (SSE) may please be placed in level-10 of pay matrix.
 - c) 33% posts of SSE may please be upgraded as Principle SSE & placed in Level-11
 - d) Similarly placed Rail Engineers who have same recruitment qualifications as those of Technical Supervisors and who are working in CMT, Stores & Information Technology wings of Railways i.e. DMS, CMA & JE/IT may please be placed in level-8 of pay matrix and CDMS, CMS & Sr. Er/IT may please be placed in level-10 of pay matrix. 33% of these cadres may be placed in Level-11.
3. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted) existing benefits of Pension & GPF for those appointed after 1.1.2004.
4. a) **Withdrawal of National Pension System (NPS)** and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.
b) Refund of contributions to NPS with Interest thereon at appropriate rate.
5. a) **Removal of maximum ceiling of Rs.7000 for payment of PLB.**
b) **Payment of PLB as per actual Pay**
6. **National Holiday Allowance at double the wages** including DA to JEs, SSEs and other Technical staff - for working on National Holidays

PAY, INCREMENT & DESIGNATIONS

7. **Minimum Pay & Multiple factor:**
 - a) **Minimum Pay of Rs.24000** – Considering present day retirements, social obligations towards children as well as towards Parents under the Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
 - b) **Grant of Living Wage – instead of minimum Need Based Wage** - Adding 7.5% for housing, 20% for fuel, electricity, etc, 25% for medical, marriage, recreation, etc and 25% for living conditions.
 - c) **Multiple Factor:** Multiple Factor may please be fixed at least 3.15 times of 6th CPC basic pay i.e. with 40% of Pay rise with merger of DA with Pay as in the past Pay Commissions.
8. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS at the earliest as per Para11.40.124 of 7th CPC report.
9. **Annual Increment of 5% of Basic Pay.**
10. **Two Increments on promotion/financial upgradation** under MACPS equal to 10% of basic pay or at least two cell improvement in 7th CPC pay matrix.
11. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM
b) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND PROMOTIONAL AVENUES

12. a) **Proper Career Planning & Time Bound promotions** for Technical Supervisors / Rail Engineers as done for Group A.
13. **Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted** - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)
14. **Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways** - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
15. Upgrading of adequate %age of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
16. **Grant of at least 5 Functional or Non-Functional promotion** to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.

17. a) **Restructuring / Reorganisation of staffing pattern of IT Centres in Zonal Railways & PUs - as per staffing pattern of Computer Centre in Railway Board** (vide letter No No:ERB-I/2011/25/4 dated 14.07.2011).
b) Upgrading the existing posts of JE/IT from Level-6 to Level-7 and the existing posts of Senior Engineer/IT from Level-7 to Level-8 – at par with their counter parts in the Railway Board.
 18. **Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted** – as in all other Departments.
 19. Restoration of cuts made in the recommendations of Cadre Restructuring Committee wef 2013.
 20. **Integrated seniority for promotion from Group 'C' to Group 'B'** be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.
 21. **Removal of disparity in Cadre structure of Technical Supervisors** (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).
 22. **Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors**, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.
 23. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers** (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
 24. a) Graduate Engineers recruited directly as SSE in Level-7 should made eligible automatically to appear for Group 'B' LDCE selection whenever JEs/SSEs who are Junior to DR SSE are eligible to appear for the said selection.
Or b) Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.
 25. In future Direct recruitment of Graduate in Engineers should be made only in Group 'A' but not in Group 'C' – as nowhere else they are recruited in Group C.
 26. Formulation of annual calendar for Timely holding of all selections and timely completion of processes thereof.
 27. **No accumulation of vacancies** be allowed at any level as it seriously and adversely affects promotion of concerned staff.
 28. All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).
 29. **Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways** – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.
 30. **Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre** - so as to bring in uniformity with officers and with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.
 31. **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 without affecting the seniority of the existing incumbents.
- INCENTIVE, SPECIAL PAY, BENCHMARKS & YARDSTICKS**
32. **No reduction of PCO Allowance, as recommended by 7th CPC.**
 33. **Extension of Incentive Scheme** to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.
 34. **Provision of additional Staff & Technical Supervisors** – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
 35. **Honorarium / Incentive to Technical Supervisors & Staff for additional workload** – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.
 36. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors** – as granted to the scientific officers in other departments.

37. **Revision of rates of Incentive Bonus & PCO Allowance from the date of effect of Seventh Pay Commissions** (Para 01.01.2016) in Railway Workshops & Production Units;
38. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
39. **Revision of rates of Incentive Bonus & PCO Allowance** - in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.
40. a) **Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**
b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)
OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion from JE to SSE).
c) **Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty** – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.
41. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
42. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units**, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).
43. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops** - at par with Ex-Cadre Staff Working in PCO in all Workshops.
44. **Design Allowance to Drawing, Design Engineers** – as recommended by Fifth Pay Commission.
45. **Special Pay or IT Allowance** to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

46. **Financial upgradation under MACPS after 4, 8, 16 & 24 years.**
47. **MACPS AS PER CADRE HIERARCHY**– as per judgments of various courts including Supreme Court of India.
48. **3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion** – whichever is earlier, cut off date of 1.9.2008 should be abolished.
49. **Counting of initial training period for MACPS** as regular service since it is qualifying service for pension & increments and paid for from general revenue.
50. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
51. **Withdrawal of unfair Benchmark of “very good”** proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)
52. **Grant of Financial up-gradation under MACPS to the direct recruited Graduate Engineers in Design & Drawing Cadre** - Considering entry at Level-7 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre – Ignoring the promotion earned in the pre revised scale from 5500-9000 to 6500-10500 as the same had been up-graded.
53. **Counting of Past service of P-Way Supervisors as JEs** (since 1-11-2003 like all other Departments) for grant of MACPS.
54. **Provision of all benefits on financial up-grading under MACPS** - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

55. **Indexing of Allowances in 7th CPC Scale**
 - a) Allowances that are paid in fixed amount and not indexed with DA be multiplied by multiple factor recommended by 7th CPC - as may be revised by the Govt.
 - b) Allowances that are paid in fixed amount and indexed partially with DA be indexed by 80% of multiple factor recommended / modified by Government.
 - c) **Allowances that are paid in fixed amount and indexed fully with DA be raised by 40% over the existing rates.**

- d) Allowances that are paid in percentage of Basic Pay shall be retained in same percentage in 7th CPC pay levels.
56. **Dearness Allowance**
- Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
 - Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.
57. **House Rent Allowance**
- 40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.
 - 30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.
 - 20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.
58. **Transport Allowance:** 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.
59. **Children Education Allowance:**
- Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by 2.57 raised to Rs.46,260.
 - The scheme may please be extended to college education also.
 - Children Education Allowance & Hostel Subsidy shall be allowed to avail concurrently.
60. **Family Planning Allowance** at least equal to one increment in the revised scale, or it should be indexed by the factor of 2.57 and rounded off to next hundred.
61. **CCA** – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.
62. **Exemption of all Allowances from income tax.**

SPECIFIC TO CATEGORY ALLOWANCES

63. **Breakdown Allowance be paid as percentage of basic pay plus DA.**
64. **Night Shift Allowance:** Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present - in view of hazards of work during Night Shift after Sun set.
65. **Risk & hardship allowance** to Sheds & Depots and Open-line Technical staff & Technical Supervisors as per medium & low risk factors of Risk & Hardship Matrix recommended by 7th CPC.
66. **30% Special Heavy Duty Allowance** to Track Temping Staff & Track Temping Engineers / Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)
67. **Training Allowance be restored to 30 % of basic pay** and
68. Continuation of 8 years tenure for Teaching Staff in Railway training institutes.
69. **Overtime Allowance for Senior Section Engineers (SSE)** for putting in additional working hours in Production Units, Workshops, Open line sheds & Depots, etc. for exigency of work.
70. **Compensatory Rest or Honorarium** / Overtime Allowance to SSE for working on Sundays and Holidays for exigency of work.
71. **Grant of Honorarium to all Technical Supervisors for non-technical duties**, including the following:
- Boxing & Disbursement of wages to workers
 - Supervision and Witnessing of payment of wages to workers;
 - Holding of D&AR Inquiries;
 - Holding of Trade Tests;
 - Custody of Stores,
 - Witnessing of GA attendance card punching etc.
 - Filling up of Confidential Reports of Staff, etc.
- OR: One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.
72. **Communication Allowance:** Technical Supervisors may please be granted Rs.1000 as communication allowance. Or all supervisors may please be provided with CUG connections with free talk time of Rs.1000 per month.
73. **Restoration of six advance increments for acquiring additional professional qualifications** (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.

74. **Extension of allowances like HRA, Transport allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, CMA/CMS, DMS/CDMS & JE/Sr.Er(IT).**

FINANCIAL MANAGEMENT, EXPANSION SANS PRIVATISATION

75. a) **Reconsideration of decision to merge Railway Budget with General Budget to ensure better efficiency & productivity..**
b) **Protection of existing facilities of Railway men** for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets – if it is finally done.
76. **Early requisite investment of additional Capital** by the Centre for expansion & modernization of Railways.
77. **Expansion of Rail net work to 2 Lakh kilometres** in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, Districts Head Quarters and State Capitals.
78. **No Foreign Direct Investment (FDI) in Railways.**
79. **Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.**
80. Additional Funds be raised through Public Bonds and from Central Funds.
81. **No privatization or corporatization** of Production Units & Workshops or Rail segments.
82. **No transfer of Intellectual property** Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.
83. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.
84. **No transfer of work to Private Sector like high density rail traffic corridors** (like Mumbai – Ahmedabad, Chennai – Bangalore etc)

WORKING CONDITIONS

85. **Improvement of working conditions & work environments** and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.
86. 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.
87. **Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff** – as provided for in the Factories Act as maximum of 48 Hours a week.
88. **Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–**
a) Classification of all JEs & SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities
b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.
c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
d) Over Time Allowance under HOER include HRA under HOER similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
89. **Amendment of Factories Act** - to compensate for actual number of extra hours put in.
90. **Restoration of Linen management to the Commercial Departments** for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
91. **Provision of proper Manpower** - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
92. **Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety & efficiency.**
93. **De-linking of “Integrated Rake Link System”** to avoid public complaints and to ensure safety.
94. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
95. **“Dry Pit Lines”** for “Under-Gear Repair and Examination” for proper inspection and repairs.
96. **Extension of Factories Act to Sheds and Open Line Depots and Power Houses.**
97. **Provision of Benchmark for infrastructure** for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit of the availability of the infrastructure (by independent agencies).

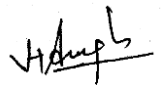
PENSION & RETIREMENT BENEFITS

98. **Parity of pension of pre & post 7th CPC pensioners** as per option-I of para 10.1.67 of its report.
99. Multiple factor for revision of pension after 7th CPC may please be fixed as 3.15.
100. **Additional Pension:** 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
101. Fixed medical allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
102. **FMA:** Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.
103. **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
104. Rate of interest on SRPF should be at par with interest on PPF.
105. Minimum Ex-Gratia Pension to all SRPF Optees – at par with 50% of Minimum wage of CG Employees.
106. **NPS:** a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and
b) Refund of the contributions made by them so far with Interest thereon at appropriate market rates.
c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
107. **National Pension Scheme (NPS):** If the NPS is to continue, it is requested that:
a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
b) Extension of family pension in case of premature death should be made regular & Part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates on death of the subscriber.
c) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
d) Permission for final withdrawal from Tier-I account for the purpose of purchase of house, education & marriage expenses, super speciality medical treatment, etc.
e) Extension of repayable loan from Tier-I account of every individual subscriber.
f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
g) Consultation with stake holders periodically at micro level.
h) All withdrawals under NPS should be tax exempt to place NPS at par with other pension scheme.
i) Service tax levied at the time of annuity purchase may please be exempted.
j) Association of employees be made part of consultation mechanism in framing rules & finalising regulations.

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

108. **Monthly deduction for CGEGIS should not be more than the premium of New Amulya Jeevan-II policy offered by LIC - for risk insurance amount of Rs.25,00,000 annual contribution is only Rs.3,652 per year.**
109. **Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors** as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
110. Recognition of M.B.A. / G.D.M.M. etc., as additional professional 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.
111. **Eligibility of Half day C.L.** (Casual Leave) for half working days (like Saturday etc.).
112. **Arrangement for 'Cashless' Medical treatment** in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
113. **Inclusion of both Dependent Parents (father & mother) in Privilege Pass** - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
114. **Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents** – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
115. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant

116. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
117. **Accident Free Service Award to Technical Supervisors** & other Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
118. **Provision of CUG Mobile Phones** / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS for better efficiency and inter-action.
119. **Replacement of system of Confidential Reports** with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
120. **Provision of Laptops / Computers** to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.
121. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
122. **Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.**
123. **Separate pool of quarters for all technical supervisors.**
124. Proper amenities & maintenance of quarters for all technical supervisors as for officers.
125. **Removal of ceiling of 4 Dependents on Privilege Passes** specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.
126. **Remove age limit of 25 years for entitlement of Pass for dependent son in case the son** continues to be dependent / unemployed beyond that age also.
127. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
128. On-line booking / Reservation on Pass / PTO – against a Unique ID Code / Aaddhar Card or Smart Card.
129. "Tatkal" facility for "Privilage / Complimentary Passes" – on payment of "Tatkal" charges.
130. Eligibility for Pass / PTO in premium trains.
131. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
132. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 dependents on Privilege Pass to travel in Rajdhani / Shatabdi / Duronto Express – Removal / increase of ceiling of only one/two seats/Births on the Pass.
133. Medical and Pass facility to the dependents of Trainees / Apprentices.
134. Doubling of amount of Gratuity in case of death in harness
135. Raising of Exemption Limit from Income Tax to Rs. 5 Lakhs
136. Exemption of DA, HRA & other Allowances from Income Tax as recommended by Fifth CPC.



Harchandan Singh
General Secretary, IRTSA

Draft Resolutions on Line of Action and Organisational Matters

Proposed to be adopted in 51st CGB Meeting at Secunderabad on 3rd & 4th Oct., 2016

1. Resolution on line of action:

Central General Body (CGB) IRTSA noted that Committees have been formed by the Government on some of the burning issues raised by the JCM and employees Unions, Federations and Associations regarding the Seventh Pay Commission Report – including the issue of Multiple Factor for Pay Fixation, Revision of Allowances, NPS and CG Group Insurance Scheme etc. GS IRTSA had submitted detailed Memorandums to these Committees on the respective subjects. The Committees are likely to submit their Reports in November 2016 after which the Government will decide on these issues.

CGB IRTSA, therefore, resolved to authorise President and the General Secretary IRTSA to continue to pursue all the demands and to decide on the Line of Action as required especially in view of the decision of the Government on the issues referred to the said Committees on the implementation of the 7th CPC Report.

2. Resolution on Court cases:

a) Reg. Classification of Senior Supervisors on Railways in Group B (Gazetted)

Central General Body (CGB) IRTSA regretted that the CAT Chandigarh had given an adverse judgment on the issue in OA 211/2014 Reg. Classification of Senior Supervisors on Railways in Group B (Gazetted), without even going through the merits of the detailed submissions made by the Applicants in the OA and the Rejoinder / Re-application thereof. This was a violation of Law of Natural justice as well as a violation of the settled law by the Apex Court and the Constitution of India.

CGB IRTSA, therefore, resolved that an Appeal / Writ Petition be filed by and on behalf of IRTSA in the Punjab & Haryana High Court, Chandigarh, against the judgment of CAT Chandigarh in OA 211/2014 IRTSA-Vs-UOI & others.

CGB authorised Working President IRTSA Shri Darshan Lal, General Secretary IRTSA Shri Harchandan Singh and Senior Joint General Secretary IRTSA Shri K. V. Ramesh, Sr.JGS to file an appeal in High Court of Chandigarh against the order of CAT Chandigarh in OA 211/2014, demanding Group 'B' (Gaz) for SSE, CDMS, CMS & Sr.Er(IT) on Railways.

They were authorised to sign and submit Affidavits for and on behalf of IRTSA and take legal advise and action as required for the purpose.

b) Reg: Higher Grade Pay of Rs.4600 to JEs & Rs.4800 to SSE (as agreed to in the Departmental Anomalies Committee of Sixth CPC)

i) Central General Body (CGB) IRTSA noted that CAT Chennai had directed Ministry of Finance to decide on the proposal of the Ministry of Railways for grant of Grade Pay of Rs.4600 to JEs & Rs.4800 to SSE.

ii) CAT's Orders were to be complied with within 3 months of receipt of its Orders. Copy of the said orders of CAT had been sent by GS IRTSA to MOF & MS/ RB followed by a Memorandum in August, 2016.

iii) CGB IRTSA authorized President Shri M. Shanmugam and General Secretary IRTSA & Senior JGS IRTSA Shri KV Ramesh to decide on the appropriate legal course of action as advised by the Legal Councilors concerned after the expiry of the period prescribed by the CAT.

Action thereon may include issue of Legal Notice, filing of Contempt Petition / Review Petition in CAT Chennai and or an Appeal in High Court Chennai on OA 706/2013, demanding higher pay for JE & SSE.

3. Resolution on Legal Fund:

- a) CGB IRTSA made fervent appeal to Members of IRTSA / Rail Engineers to contribute liberally to the Legal Fund of IRTSA with a minimum of Rs.500 at the earliest to effectively pursue the two Court Cases to their logical conclusion Reg. Group B and Grade Pay – as per details mentioned in Resolution No. 1 & 2 above.

CGB of IRTSA resolved the said Legal Fund be sent at the earliest and before 15th November, 2016 to the Central Treasurer IRTSA. It was resolved that Legal Fund will be used exclusively towards legal expenses of court cases for higher pay to JE & SSE and Group 'B' (Gaz) for SSE, CDMS, CMS & Sr.Er(IT).

4. Struggle Fund: CGB of IRTSA resolved and appealed to all Members of IRTSA to contribute Rs.500 per member for effective and intensive struggle for pursuance of demands. Rs.200 will be kept for Zones & sub units and Rs.300 will be credited to CEC account of IRTSA with central treasurer.

5. Constitution Amendment Reg. Membership Subscription of IRTSA

CGB IRTSA considered the proposal of the GS IRTSA & Manager "Voice of Rail Engineers" (VRE) to segregate the Membership Subscription of IRTSA and VRE as the accounting had become difficult since 2014 after clubbing the two together at Centre, Zonal / Unit and Subunit levels and circulation of VRE was also adversely affected.

51st CGB IRTSA approved the Constitution amendment of Clause 7 as per copy attached regarding Annual Subscription and its distribution among Centre, Zone, Divisions & Sub units levels.

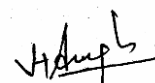
6. Subscription for "Voice of Rail Engineers" 51st CGB approved to raise the subscription for IRTSA's official Bi-monthly journal "Voice of Rail Engineers" from Rs.80 to Rs.100 PA in view of increased cost of printing and paper. Cost of each issue was fixed as Rs.20 as per statutory requirement.

7. Membership Drive: CGB advised all Units & Sub-Units of IRTSA to launch an intensive drive for Membership of IRTSA @ Rs.300 PA and complete the same within 2 months and send the Central Quota to Central Treasurer and Unit Quota to Unit Treasure at the earliest.

CGB appealed to all Rail Engineers to enroll as active Members of IRTSA for their welfare and up-liftment. CGB asked all Units and Subunits of IRTSA to approach every Rail Engineer / Technical Supervisor in their area for active participation in the activities of IRTSA.

8. Observance of 51st Foundation Day of IRTSA: All Units of IRTSA were directed to observe the 51st Foundation Day of IRTSA on 27th November, 2016, with all fervor and solidarity.

9. 52nd Conference & CGB Meeting of IRTSA: 51st CGB of IRTSA decided to hold 52nd Annual Conference & Central General Body Meeting at Mumbai and it will be hosted by Western Railway Zone of IRTSA. Date of 52nd CGB will announced in due course of time well in advance.



(Harchandan Singh)
General Secretary, IRTSA

Encl: Constitution Amendments

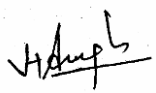
**AMENDMENTS IN THE CONSTITUTION OF IRTSA –
PROPOSED TO BE ADOPTED BY THE CGB IRTSA AT ITS MEETING
HELD AT SECUNDERABAD, ON 3RD & 4TH OCTOBER 2016
CONSTITUTIONAL AMENDMENTS TO BE EFFECTIVE FROM 1ST JANUARY, 2017)**

Comparative Statement of Existing & Amended Clauses

Following amendments are adopted by Central General Body (CGB) IRTSA in the Constitution of IRTSA, in the 51st CGB Meeting of IRTSA held at Secunderabad:

EXISTING CLAUSE	AMENDED CLAUSE	Justification
<p>7. Funds:- (A) Funds of the Association shall comprise of :-</p> <p>(1) Subscription. (II) Donations.</p> <p>1. Subscription:- (a) Annual subscription for the member shall be Rs.300 per head and will be collected at the Sub-Unit level by 31st March of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 30th June of each year as per clause 7(A)(iii).</p> <p>(i)(b) Life Membership:- Life Membership of the Association shall be Rs.3000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Unit and Sub Units Level in proportion of the distribution provided in clause 7(a)(1)(iii)</p> <p>(ii) The amount of Subscription may be increased or decreased according to the necessity of funds required for the purpose with the consultation of Central Executive Committee; proper notification in this regard will be given to the members by the Central / Unit Executive Committee, at least 10 days before the month of enforcement. But prior to implementation, the amendment shall be sent to Registrar Trade Union, for approval.</p> <p>(iii) Life membership may be revised by the CGB as per requirement and may be notified accordingly. The existing life members shall be required to pay the difference of the amount of the life membership paid by them and as enhanced from time to time, within one year of such a revision thereof and the same may be paid within a period of one year.</p> <p>iv) Distribution of Annual Subscription:- Annual Subscription of the Association, as provided for in clause 7(A)(1), shall be distributed among the Centre, Units & Sub-Units in the following proportion:-</p> <p>In case of Zonal Railways:</p> <p>a) Central Quota Rs.100 per Member b) Unit/Zonal Quota Rs.60 per Member c) Sub-Unit Quota: Rs.60 per Member d) "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 80 per member</p> <p>In case of Production Units & Metro Railways:</p> <p>a) Central Quota Rs.120 per Member</p>	<p>7. Funds:- (A) Funds of the Association shall comprise of :-</p> <p>(1) Subscription. (II) Donations.</p> <p>1. Subscription:- (a) Annual subscription for the member shall be Rs.300 per head and will be collected at the Sub-Unit level by 31st March of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 30th June of each year as per clause 7(A)(iii).</p> <p>(i)(b) Life Membership:- Life Membership of the Association shall be Rs.3000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Unit and Sub Units Level in proportion of the distribution provided in clause 7(a)(1)(iii)</p> <p>(ii) The amount of Subscription may be increased or decreased according to the necessity of funds required for the purpose with the consultation of Central Executive Committee; proper notification in this regard will be given to the members by the Central / Unit Executive Committee, at least 10 days before the month of enforcement. But prior to implementation, the amendment shall be sent to Registrar Trade Union, for approval.</p> <p>(iii) Life membership may be revised by the CGB as per requirement and may be notified accordingly. The existing life members shall be required to pay the difference of the amount of the life membership paid by them and as enhanced from time to time, within one year of such a revision thereof and the same may be paid within a period of one year.</p> <p>iv) Distribution of Annual Subscription:- Annual Subscription of the Association, as provided for in clause 7(A)(1), shall be distributed among the Centre, Units & Sub-Units in the following proportion:-</p> <p>In case of Zonal Railways:</p> <p>a) Central Quota Rs.100 per Member b) Unit/Zonal Quota Rs.100 per Member c) Sub-Unit Quota: Rs.100 per Member</p> <p>In case of Production Units & Metro Railways:</p> <p>a) Central Quota Rs.150 per Member b) Unit or Zonal Quota Rs.150 per Member</p>	<p>To improve the financial position of the Association in view of heavy inflation and o separate annual subscription for "Voice of Rail Engineers" from IRTSA membership subscription</p>

<p>b) Unit or Zonal Quota Rs.100 per Member</p> <p>c) Voice of Rail Engineer (VRE) (Official journal of Assn.): Rs. 80 per member</p> <p>v) Distribution of Life Membership:- The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:-</p> <p>In case of Zonal Railways:</p> <p>a) Central Quota Rs.1000 per Member</p> <p>a) Unit/Zonal Quota Rs.600 per Member</p> <p>b) Sub-Unit Quota: Rs.600 per Member</p> <p>c) "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member</p> <p>In case of Production Units & Metro Railways:</p> <p>a) Central Quota Rs.1200 per Member</p> <p>b) Unit or Zonal Quota Rs.1000 per Member</p> <p>c) "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member</p> <p>(vi) It will be the moral duty of all the members to pay their subscription automatically & voluntarily, before the last date of March every year.</p> <p>vii) The amount of subscription shall be sent by the Unit/Sub-Unit Secretary/Treasurer to the Central Treasurer, Unit Treasurer & Manager VRE – as per distribution of Funds indicated heretofore, along with List of Members & their complete addresses, preferably before the last day of April every year.</p> <p>viii) Subscription may be deposited in advance, if a member wishes to do so.</p>	<p>v) Distribution of Life Membership:- The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:-</p> <p>In case of Zonal Railways:</p> <p>a) Central Quota Rs.2000 per Member</p> <p>b) Unit/Zonal Quota Rs.500 per Member</p> <p>c) Sub-Unit Quota: Rs.500 per Member</p> <p>In case of Production Units & Metro Railways:</p> <p>a) Central Quota Rs.2000 per Member</p> <p>b) Unit or Zonal Quota Rs.1000 per Member</p> <p>(vi) It will be the moral duty of all the members to pay their subscription automatically & voluntarily, before the last date of March every year.</p> <p>vii) The amount of subscription shall be sent by the Unit/Sub-Unit Secretary/Treasurer to the Central Treasurer, Unit Treasurer & Manager VRE – as per distribution of Funds indicated heretofore, along with List of Members & their complete addresses, preferably before the last day of April every year.</p> <p>viii) Subscription may be deposited in advance, if a member wishes to do so.</p>	
--	--	--


(Harchandan Singh)
General Secretary IRTSA