

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

A vibrant, Constructive and Value Based Organization



ACHIEVEMENTS OF IRTSA

(NOV. 1965 - JUNE 2012)

IRTSA was formed in November 1965. Prior to that there was no organization to represent the Technical Supervisors on the Indian Railways. Since then there are numerous achievements of IRTSA – at National & Local levels - most vital amongst them are enlisted here below:

GENERAL AWARENESS, SUPPORT & INDUSTRIAL HARMONY

1. IRTSA provided a platform to unite the Technical Supervisors on the Railways - for the first time - which was able to highlight & to represent their problems before the Administration, the Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
2. IRTSA successfully developed better industrial relations with the Administration and the Staff.
3. IRTSA developed greater awareness about the Problems of Technical Supervisors amongst the Recognised Federations & Unions and was able to solicit their support to resolve the same
4. IRTSA developed a Data & Knowledge Bank and carried out intensive awareness campaigns amongst 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

CATEGORICAL ACHIEVEMENTS

(THROUGH CONTINUOUS STRUGGLE BY IRTSA & SUPPORT BY RECOGNISED FORUMS)

5. Reduction in number of pay scales of Technical Supervisors from 6 to 4 by Third Pay Commission and further reduction to only 2 by Sixth Pay Commission - *(based entirely on evidence of IRTSA)*.
6. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was later withdrawn but subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
7. Allotment of Pay Scales of Rs.840-1200 / Rs.840-1040 and Rs.2375-3500 to Technical Supervisors *(highest amongst group C)* - through 3rd & 4th CPC *(based on evidence by IRTSA)*.
8. Honorarium to JEs for payment of Boxing & Disbursement of Wages to Staff and subsequent revision thereof – *(achieved after the decision by IRTSA to Boycott Boxing & Disbursement of Wages - in 1969)*.
9. Hurt on Duty / Hospital Leave to Apprentices / Trainees.
10. Coverage under Workman Compensation Act & renaming thereof as “Employees Compensation Act Grant of Hospital Leave to Supervisors & Apprentices/Trainees *(which was earlier denied to them)*.
11. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring.
12. Cadre Restructuring of Technical Supervisors - 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 and 50% after Sixth Pay Commission in 2008. CRC has agreed for 70% in 2012. Similar upgrading has been agreed to by CRC for C&M Staff & for DMS.
(Struggle continues by IRTSA for Time Bound Promotion and 85% posts in the grade of SSE, CMS & CDMS).
13. Change of designation of Technical Supervisors as Engineers - as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996.
14. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle)* - thus increasing the strength in the higher scale(s) – improving chances of promotion of JEs.

15. Counting of Apprenticeship / training period for Retirement and incremental benefits in 1991 onwards (*through JCM – based on Data provided by IRTSA*).
16. Grant of PCO Allowance to PCO Supervisors.
17. Revision of rates of Incentive Bonus (in 1968, 1975, 1990, 1998 & 2009).
18. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
19. Stipend equal to pay / GP Rs.4200 during Apprenticeship / Training.
20. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
21. IRTSA 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.
Railway Board misconstrued the judgement due to a technical fault in it. Railway Board, however, up-graded 1500 posts of Senior Supervisors to Group B in two phases in '90s – as against 100% demanded by IRTSA.
Continuous struggle and campaign by IRTSA had resulted in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B).
22. IRTSA won the 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 direction was duly considered and accepted by Fifth CPC while deciding the Pay scale of JEs – as recorded in Para 54.36 Page 700 of its Report*).
23. PLB for all Technical Supervisors irrespective of pay limit.
24. 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*)
25. Grant of scale of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
26. Change of designation of Drawing & Design Staff as Junior Engineer, Senior Section Engineer).
27. Change of designation of Store Engineers from DSKp to DMS & CDMS
28. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - (*through intensive struggle & voluminous Data supplied by IRTSA*)
29. Merging & upgrading of pay scales of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
30. Merging & up-gradation of pay scales Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
31. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways – (*achieved after 40 years of struggle by IRTSA & support by Federations based on facts & Figures submitted by IRTSA*).

GENERAL ACHIEVEMENTS (THROUGH COMBINED EFFORTS)

32. Introduction of long Pay Band concept which eliminated the pay stagnation.
33. 3% annual increment – instead of arbitrary fixed amount.
34. HRA on percentage of Basic Pay.
35. Improved transport allowance without any distance restriction and with inflation proof.
36. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through high power Empowered Committee.
37. Reimbursement of tuition fee to the tune of Rs.1000 per child per month, eligible for two children.
38. Encashment of 60 days LAP while on service in addition to the 300 days encashment during retirement.
39. Grant of ACP by Fifth CPC & MACP by Sixth Pay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
40. Three financial up-gradations (after 10, 20 & 30 years of Service). (*This will ensure a JE to reach the Grade Pay of Rs.5400*).
41. Employees selected under LDCE/GDCE (to be treated as DRs for MACPS)

ENGINEERS!

**STRENGTHEN IRTSA – IN PURSUIT OF JUSTICE FOR RAIL ENGINEERS
CHANGES DO NOT SIMPLY HAPPEN, WE HAVE TO MAKE THEM**