



REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEARS 2019-21

PRESENTED TO THE
CENTRAL GENERAL BODY IN 56th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD ON 27th & 28th AT RCF KARURTHALA



INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

Regd. No. 1329 Under Trade Union Act of India. Website: www.irtsa.net

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PRESENTED TO THE CENTRAL GENERAL BODY IN 56th ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD ON 27th & 28th Nov'2021, AT RCF KARURTHALA

Dear President & Brother Engineers,

PREAMBLE

1.1 I heartily welcome you all to the 56th All India Annual Conference & Central General Body Meeting of IRTSA, being held at Rail Coach Factory, Kapurthala.

1.2 After CGB held at Lucknow on 10th & 11th December 2019, we physically meet today at RCF Kapurthala. No one could have predicted how much COVID-19 would impact everyday life and present difficult challenges for people from all walks of life. At some point, COVID-19 will subside and life will return to normal. But what will be that new normal?

1.3 During the pandemic CEC met twice virtually on 23rd August 2020 and on 20th June 2021, keeping in view the extraordinary circumstances created due to the spread of pandemic COVID-19.

1.4 I would like to convey my heartfelt condolences to the families of all those who have expired due to COVID within our category, as well as in India as a whole and elsewhere in the world.

1.5 IRTSA provides a strong platform for Technical Supervisors/Rail Engineers working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 56 years and continues to strive to overcome the challenges before us and to scale bigger heights in the years ahead.

1.6 Government is going ahead with the introduction of about 151 trains under private operations in 12 clusters across the country. In addition, Government is proceeding on corporatization of the Production Units of Indian Railways.

1.7 There are many challenges ahead on category issues – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors regarding requisite Pay Levels, avenues of promotion & classification of the category as Group 'B' (Gaz) etc.

1.8 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe in collective bargaining. Only collective efforts and joint struggle can bring effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach –especially for the common objectives.

1.9 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA. We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization.

1.10 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) COVID-19 pandemic made devastating impact on Nation's economy. From April to June 2020, India's GDP dropped by a massive 24.4%. Overall rate of contraction in India was 7.3% for the whole 2020-21 financial year. 2020-21 is the worst year in terms of economic contraction in the

country's history. Lower capacity utilization and supply slowdown increased the inflation. It is highly unlikely that India will become a five trillion economy by 2024-25 due to the slowdown caused by the COVID-19 pandemic.

1.2) In this difficult situation Government's decision to freeze increase in rates of dearness allowance and dearness relief to Central Government employees and Central Government pensioners added the burden of pandemic.

1.3) National Monetisation Pipeline: The total indicative value of National Monetisation Pipeline (NMP) for Core Assets of Central Government has been estimated at Rs 6.0 lakh crore over the 4-year period, FY22-25 as given in the table in Annexure-1.

2. AS RAILWAY MEN

2.1) Indicative Monetisation Value from Indian Railways is Rs 152,496 crore, 26% of total NMP value. The Potential Asset Base considered includes assets owned and operated under the Ministry of Railways including identified PSUs and entities under it. Key assets of Indian Railways proposed for monetisation over FY22-25 is given in Annexure-2.

2.2) **IRTSA joins with All Unions in protest against Corporatization of PUs & Private train operators**

It is high time that Railway men unitedly make the government to further think and reconsider this proposal. IRTSA stands with the decision of reconstitution of '*National Coordination Committee for Railwaymen's Struggle*' (NCCRS) to lead united struggle against privatization and corporatization of Indian Railways with the participation of all major Unions and Associations. First meeting of NCCRS was held on 29.10.2020. General Secretaries of 17 major unions & Associations AIRF, NFIR, BRMS, ALIRSA, AISMA, AIGC, AITCA, IRTCSO, IRSTMU, AIRTU, AIREC, KEC, IRLRO, RKTA, DREU, IRTSA and AISCTEA addressed first virtual meeting. Meeting unanimously elected Com.S.G.Mishra GS AIRF and Dr. M. Raghavaiah GS NFIR as Convener and Co-Convener respectively.

Planning committee of NCCRS was formed with following eight members. Shri Shiva Gopal Mishra General Secretary, AIRF Dr, M.Raghaviah General Secretary, NFIR, Shri Ashok Shukla General Secretary BRMS, Shri M.N. Prasad Secretary General ALIRSA, Shri K.V. Ramesh Sr.Jt. Secretary IRTSA, Dr. A. Mathew Secretary KEG, Shri Anuj Shukla General Secretary AIRTU and Shri L.N. Pathak, Zonal Secretary, AIRF(For Coordination). First meeting of the planning committee was held on 04.12.2020.

3.SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR

Some important Adm. decisions on staff matters during this period are enlisted in Annexure-3.

4. AS RAIL ENGINEERS

4.1) **Recognition of IRTSA**: Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front-Line Managers / Technical Supervisors. We have to pursue the issue effectively.

4.2) **Persuasion of Demands**

When COVID-19 restrictions were relaxed, Team IRTSA camped in New Delhi three times in three months for vigorous persuasion of demands particularly higher Pay Level & grant of Group 'B' status. Team IRTSA met Secretary Department of Expenditure, Chairman Railway Board, Railway Board Members, Assistant Secretary Department of Expenditure, Department of

Expenditure officials, Railway Board officers including Principal ED (IR), EDPC-I, EDPC-II and others.

Memorandums of IRTSA were forwarded from His Excellency Vice President's office and Hon'ble Prime Minister's office to Ministry of Finance & Railways. Team IRTSA requested Cabinet Ministers and Members of Parliaments to forward the demands of Technical Supervisors / Rail Engineers to Ministry of Finance and Ministry of Railways. Team IRTSA has represented the issues to JCM and Federation leaders and held intensive discussions with them.

4.2.a) In the month of August 2021 Team IRTSA visited New Delhi for pursuing following main demands:

- 1) Payment of additional installments of DA & DR due on 01.01.2020, 01.07.2020 & 01.01.2021 as arrears.
- 2) Appeal for reconsidering the decision on Proposal for private train operators in Indian Railways and Corporatization of Production units (PUs) of Rolling Stock of Indian Railways.
- 3) Justified Pay Level compared to the duties and responsibilities shouldered by JE & SSE for safe, punctual and comfortable train operation and disturbance of horizontal parity and vertical relativity.
- 4) Combined Cadre Restructuring of Group A, B and C services on the Railways. Combined cadre strength of Technical Departments including all posts in Group- A, B and C on Indian Railways may please be restructured as comparable with the all India Average % age of Group A, B & C of Central Government employees in other Departments.
- 5) Classification of posts as Group 'B' (Gaz.) at par with our counterparts in other Central & State Government departments.

4.2.b) During the month of September 2021 Team IRTSA camped in New Delhi for pursuing demands including following main demands.

- 1) Justified Pay Level compared to the duties and responsibilities shouldered by this category for safe, punctual and comfortable train operation and disturbance of horizontal parity and vertical relativity with other cadres.
- 2) Classification of posts as Group 'B' (Gaz.) at par with our counter parts in other Central & State Government to departments.
- 3) Negligible career progression due to lack of promotional avenue & Anomalies in MACPS and
- 4) Hazardous & Strenuous working conditions and its related allowances.

4.2.c) Again, in the month of October 2021, Team IRTSA camped in New Delhi for the persuasion of demands of IRTSA, particularly Pay Level upgradation of Technical Supervisors / Rail Engineers. Intensive persuasion made by team IRTSA has brought the issue of higher Pay Level to surface once again and activities of IRTSA are very much focused on this for the past six months.

4.3) Railway Board's proposal for upgradation of Pay Level of Apex Group-C:- Railway Board has sent a proposal to Finance Ministry seeking its approval to upgrade 35,000 posts out of available 70,000 posts from Pay Level-7 (GP 4600) to Pay Level-8 and non-functional upgradation to Pay Level-9 (GP 5400), which is under active consideration of Finance Ministry. IRTSA will continue its efforts for introduction of Pay Level-8 & 9 for the category to restore the historical supremacy and based on functional requirements.

4.4) Implementation of 7th CPC recommendations for CMT Engineers:-IRTSA has sought implementation of 7th CPC recommendation vide para11.40.124, that Chemical and Metallurgical Assistants should be upgraded to GP Rs.4600, and Chemical and Metallurgical Superintendents to GP Rs.4800. Orders are still awaited and need to be pursued further.

4.5) Demands on Important Allowances

- 1) Night Duty Allowance - Payment of Night Duty Allowance (NDA) pursuant to the recommendations of 7th Central Pay Commission without any ceiling for entitlement of NDA.
- 2) Grant of Risk & Hardship allowance for JEs & SSEs working in open line, as applicable from the Risk & Hardship Matrix recommended by 7th CPC.
- 3) PCO Allowance at the rate of 7.5% of basic pay for SSE and 15% of basic pay for JE and staff working in PCO organisations.
- 4) Training Allowance at the rate of 15% of basic pay for all non-permanent faculty members joining training institutions after a selection on tenure basis.

4.6) Anomalies in MACPS.

MACP Scheme is supposed to bring relief to the employees stagnant in one grade for more than 10 years. But the scheme has created many new anomalies and several cases are filed across the country in Central Administrative Tribunals, High Courts & Supreme Court. DoPT the nodal department is not considering the merit of the cases adequately in coordination with respective ministries or departments. Government is refusing to implement the Judgements of Tribunals and Courts including that of Hon'ble Supreme Court. Technical Supervisors category demanding to resolve the following four main demands immediately.

- 1) Implementation of MACPS w.e.f.01.01.2006.
- 2) Counting of initial training period for MACPS as regular service since it is qualifying service for pension & other benefits.
- 3) Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
- 4) Withdrawal of unfair Benchmark of "Very Good" implemented after 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as "Good".

4.7) Adverse Working Conditions: Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers' apathy and unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals steadfastly.

4.8) Court case filed by IRTSA in CAT for higher Pay Levels for JEs& SSEs:

OA No. 1568/17 filed by IRTSA in CAT Chennai pleading for higher Pay Level for JEs & SSEs on Railways, is making a slow progress. With the submission of rejoinder statement by IRTSA on 22.07.2019 itself, when argument was expected to start COVID lockdown & restrictions were implemented. Physical hearing of cases at CAT Chennai has started from last month, IRTSA will take all steps to get the positive verdict at the earliest.

4.9) Memorandums submitted during this period:- Number of Memorandums were submitted to Finance Minister, Railway Minister, MoSR, Members of Parliament, Railway Board, DoPT and to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE & on the IRTSA Website www.irtsa.net for the information of all the Members. List of memorandums submitted by IRTSA at various levels are given in Annexure-4

4.10) Effective persuasion and struggle at all levels is essential to achieve these and other demands. For all this we need unity, mass participation and adequate funds – especially for the Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership Drive, raise Legal-cum-Struggle Fund as decided by CEC & CGB IRTSA.

5. ON ORGANISATIONAL FRONT

5.1) There is an urgent need to unite all Rail Engineers / Technical Supervisors under the umbrella of IRTSA not only for achieving the demand of the category, but for the existence of Indian Railways as a major Government sector support system for all round growth & development. Indiscriminate privatization, outsourcing, work contracting, corporatization, wet-leasing, etc. will lead to disintegration of Indian Railways. All Zones, Divisions & sub-units are urged to strictly adhere to the line of action taken by this CGB and further decisions thereon.

5.2) Accounts & Balance Sheet:- The Central Treasurer of IRTSA, Er. O. N. Purohit is very sick and is in hospital for the last few days. We feel deep concern about his health. Since he is not in a physical condition to prepare and place Accounts and Balance Sheet for the year 2020, we would request CEC and CGB to bear with the situation and give permission for postponing the same till next meeting of the CEC. We wish him an early recovery.

5.3) Publication of Journal "Voice of Rail Engineers":-The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. All Zones are requested to send their annual subscription regularly to the Manager "Voice of Rail Engineers" at the beginning of the year itself.

5.4) IRTSA in Social Media:-a) Website of IRTSA www.irtsa.net is now over 15 years old. It is one of the very popular Websites as it is regularly updated with multifarious information and intensively visited by Rail Engineers.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and replies by Central President, General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

5.5) Communication, Interaction & Visits by CEC Members:- Continuous flow of information from Central Headquarter is ensured through all channels 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 also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC member to visit at least one unit in their zone or other zones every month.

6. TASKS BEFORE US

Following tasks are before us as of now and the incoming CEC and to all of you shall have to take appropriate action thereon:-

6.1) Effective Pursuance on long pending demands particularly for which Railway Board had sent proposals to Finance Ministry - to bring atleast some relief to the category as referred to in earlier parts of this Report.

6.2) Court Cases:- OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Levels for JEs & SSEs, which is being keenly followed up by Er. K.V. Ramesh Sr.JGS, Er. Abdul Salam, Zonal Secy/SR and other office bearers of ICF & Southern Railway. You are all requested to raise & send funds for the same to the Central Treasurer IRTSA so that we have the requisite funds to effectively pursue the same further on at higher levels of judiciary as well.

6.3) Membership Drive:- It is vital to enroll each and every Technical Supervisor as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

6.4) 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 for the court cases and struggle in the aftermath of 7th CPC. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

6.5) Appointment of new Central Treasurer:- We record our highest appreciation for all the great services rendered by Sri O. N. Purohit as the Central Treasurer of IRTSA and as Zonal Secretary, IRTSA/NWR. We pray for his complete and early recovery from the present ailment.

In view of the present condition of health of Sri O. N. Purohit, I propose that a new Central Treasure of CGB/IRTSA (preferably from RCF/Kapurthala) may be appointed to ensure smooth working of IRTSA. Resolutions to that effect for transfer and operation of the account of the IRTSA by the newly appointed Central Treasurer are attached and CGB is requested to approve the same.

7. ACKNOWLEDGEMENTS

Before I conclude, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the demands.

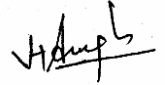
I place on records the tremendous hard work done by Er.M.Shanmugam, Central President, Er.K.V.Ramesh, Er.E.Ramesh, Er.A.N.Ganesh Babu and Er.G.Aranganathan by camping in New Delhi three times in short period of time for effective persuasion of main demands, particularly higher Pay Level in Finance Ministry & Railway Ministry, right from the level of Secretary finance to section officers.

I especially thank Er. Shanmugam President IRTSA, Er. Darshan Lal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er. K.V. Ramesh Sr.JGS for helping me in preparing various memorandums, resolutions and other documents including the brief for the Advocate for the Court Cases and helping me in discharge of my other duties as the General Secretary.

I thank all the Delegates who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Er. Darshan Lal & Er. M. Bhatnagar and their team for making all the arrangement for this Conference.

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



(Harchandan Singh)
General Secretary, IRTSA

**UNITS & SUBUNITS ARE REQUESTED
LAUNCH THE MEMBERSHIP DRIVE & SEND
CENTRAL QUOTA @ 50% OF TOTAL COLLECTION
&
STRUGGLE FUND
AS PER RESOLUTION OF CEC / CG IRTSA
TO THE CENTRAL TREASURER IRTSA**

Brake up sectoral share of NMP

S.N	Sector	Value Rs. in Cr.	Value in % to Total
1	Roads	1,60,200	27.4 %
2	Railways	1,52,496	26.1 %
3	Power Transmission	45,200	7.7 %
4	Power Generation	39,832	6.8 %
5	Natural Gas pipeline	24,462	4.2 %
6	Product pipeline / others	22,502	3.8 %
7	Urban real estate	15,000	2.6 %
8	Telecom	35,100	6.0 %
9	Warehousing	28,900	4.9 %
10	Mining	28,747	4.9 %
11	Aviation	20,782	3.6 %
12	Ports	12,828	2.2 %
13	Stadiums	11,450	2.0 %
	Total	5,97,499	

Key assets of Indian Railways proposed for monetisation over FY22-25

S.N	Asset	Total Available with Railways	Proposed Asset Monetisation		
			Quantity	% to total	Indicative value Rs. In Cr
1	Railway stations	7,325 Nos	400 Nos.	5.5%	76,250
2	Passenger trains	13,169 Nos	90 Nos.	5%	21,642
3	Railway track	67,956 km	1 route of ~1,400 km	2%	
4	Konkan Railways		741 km	100%	
5	Hill Railways	5 Nos	4 Nos., 244 km route		
6	Railway owned Good-sheds	1,246 Nos	265 Nos	21%	
7	DFC track and allied infrastructure	Total length of Eastern & Western Dedicated Freight Corridor 2,843 km	673 km	20%	
8	Others–Railway colonies and stadiums		15 Railway stadiums & selected Railway Colonies		

Some important administrative decisions on staff matters during this period

- 1) METHOD OF CALCULATION OF FINANCIAL IMPLICATION OF "REVENUE POSTS" FOR CREATION/SURRENDER ON IMPLEMENTATION OF 7TH PAY COMMISSION - E(MPP)2016/1/58, RBE No: 181/2019, dated 28/10/2019
- 2) REVISED TRAINING MODULES OF NON-GAZETTED STAFF OF CIVIL ENGINEERING DEPARTMENT - E(MPP)2019/3/46, RBE No: 183/2019, dated 28/10/2019
- 3) 100% OBJECTIVE TYPE PAPER FOR DEPARTMENTAL EXAMINATION - CLARIFICATION REGARDING NEGATIVE MARKING - E(NG)I/2018/PM1/4, RBE No: 194/2019, dated 14/11/2019
- 4) DATE OF NEXT INCREMENT UNDER RULE 10 OF RAILWAY SERVICES (REVISED PAY) RULES, 2016, PC-VII/2017/R-I/7, RBE No: 212/2019, dated 18/12/2019

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- 5) FILLING UP NON-GAZETTED POSTS ON RAILWAYS - CLASSIFICATION OF POSTS AS SAFETY CATEGORIES IN ELECTRICAL AND MECHANICAL DEPARTMENT - E(NG)I/2010/PM 1/19, RBE No. 02/2020, dated 06/01/2020
- 6) GDCE - CLARIFICATION REGARDING ELIGIBILITY OF EMPLOYEES OF PU'S - E(NG)I/2018/PM1/23, RBE No. 03/2020, dated 07/01/2020
- 7) AMENDMENT OF IREM VOLUME -I , Rules Governing promotion of Group C staff to Group B posts - E(GP)2005/2/69, RBE No. 05/2020, dated 16/01/2020
- 8) REVISED TRAINING MODULES OF NON-GAZETTED STAFF OF ELECTRICAL DEPARTMENT - E(MPP)2019/3/44 RBE No. 10/2020, dated 27/01/2020
- 9) RAILWAY SERVICES (REVISED PAY) RULES,2016 - CLARIFICATION REGARDING FIXATION OF PAY UNDER RULE 13 ON PROMOTION IN VARIOUS SITUATIONS WHERE FEEDER AND PROMOTIONAL CATEGORIES LIE IN SAME LEVEL IN THE PAY MATRIX - PC-VII/2016/I/6/7, RBE No. 23/2020, dated 18/02/2020
- 10) COVERAGE UNDER RAILWAY SERVICES(PENSION)RULES, 1993, IN PLACE OF NATIONAL PENSION SYSTEM, OF THOSE RAILWAY EMPLOYEES WHOSE SELECTION FOR APPOINTMENT WAS FINALIZED BEFORE 01.01.2004 BUT WHO JOINED RAILWAY SERVICES ON OR AFTER 01.01.2004, D-43/12/2018-F(E)III, RBE No. 28/2020, dated 03/03/2020
- 11) REVISED TRAINING MODULES OF NON-GAZETTED STAFF OF MECHANICAL DEPARTMENT(SUPERVISORS) - E(MPP)2019/3/48, RBE No. 32/2020, Dated 18/03/2020
- 12) REVISED TRAINING MODULES OF NON-GAZETTED STAFF OF SIGNAL & TELECOMMUNICATION DEPARTMENT - E(MPP)2019/3/50, RBE No. 42/2020, dated 05/06/2020
- 13) REVIEW OF POLICY ON CREATION OF POSTS, E(MPP)2018/1/1, RBE No. 48/2020, dated 02/07/2020
- 14) GENERAL DEPARTMENTAL COMPETITIVE EXAMINATION(GDCE) FOR FILLING UP OF 25% NET DIRECT RECRUITMENT QUOTA VACANCIES IN GP-C CATEGORIE - EXTENSION OF CURRENCY UPTO 31.03.2022, E(NG)I-2020/PM1/9, RBE No. 49/2020, dated 06/07/2020
- 15) PROTECTION OF PAY TO THE CENTRAL GOVERNMENT SERVANT CONSEQUENT TO APPOINTMENT TO A NEW POST IN DIFFERENT SERVICE OR CADRE IN CENTRAL GOVERNMENT, THROUGH DIRECT RECRUITMENT WHERE EITHER HIGHER DUTIES AND RESPONSIBILITIES ARE INVOLVED OR NOT, AS THE CASE MAY BE, UNDER FR-22-B(1) (RULE 1315 OF IREC. VOL.II), IN THE 7TH CPC SCENARIO - 2020/F(E)II/3/1, RBE No: 69/2020, dated 25/08/2020

- 16) CLARIFICATION ON RECKONING OF RE- PROMOTION OF AN EMPLOYEE FIXED UNDER FR 22(1)(a)(2)FOR THE PURPOSE OF FINANCIAL UPGRADATION UNDER MACPS - PC-V/2016/MACPS/1, RBE No: 81/2020, dated 18/09/2020
- 17) PAYMENT OF NIGHT DUTY ALLOWANCE (NDA)PURSUANT TO THE RECOMMENDATIONS OF 7TH CPC - E(P&A)II-2017/HW-1, RBE No: 83/2020, dated 29/09/2020
- 18) FIXATION OF PAY ON GRANT OF BENEFIT UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) - EXTENSION OF THE BENEFIT OF ENTRY LEVEL PAY PROVIDED IN BOARD'S LETTER DATED 12.0.2018(RBE.NO.158/2018) - PC-V 2016/MACPS/1, RBE No. 88/2020, dated 13/10/2020

YEAR 2021

- 19) COVERAGE UNDER RAILWAY SERVICES(PESION)RULES, 1993 IN PLACE OF NATIONAL PENSION SYSTEM, OF THOSE RAILWAY EMPLOYEES WHOSE SELECTION FOR APPOINTMENT WAS FINALISED BEFORE 01.01.2001 BUT WHO JOINED RAILWAY SERVICES ON OR AFTER 1.01.2004 - D-43/12/2018-F(E)III, RBE No 27/2021, dated 07/04/2021
- 20) MODIFICATIONS IN THE RATES OF RISK ALLOWANCE IN CONSONANCE WITH THE DOP&T'S ORDERS DATED 03.11.2020 UNDER 7TH CPC - E(P&A)I-2017/SP-1/AD-1, RBE No. 30/2021, dated 13/04/2021
- 21) REGULATION OF MCPS IN CASES OF PROMOTION TAKING PLACE IN THE PRE-REVISED PAY STRUCTURE BETWEEN 01.01.2006 AND THE DATE OF NOTIFICATION OF CCS(RP)RULES, 2008 AND THE SUBSEQUENT MERGER OF THE PRE-REVISED PAY SCALES OF THE PROMOTIONAL AND THE FEEDER POSTS IN A COMMON GRADE - PC-V/2016/MACPS/1 – RBE No 31/2021, dated 22/04/2021
- 22) DATE OF NEXT INCREMENT UNDER RULE 10 OF RAILWAY SERVICES (REVISED PAY)RULES, 2016 - PC-VII/2017/R-I/7, RBE No. 35/2021, dated 24/05/2021
- 23) IMPLEMENTATION OF RECOMMENDATIONS OF 7TH CPC - PARAS 11.40.83& 11.12.140 - GRANT OF GRADE PAY OF RS. 5400/-(PB-2)LEVEL-9 OF PAY MATRIX TO POSTS IN ACCOUNTS DEPARTMENT OF RAILWAYS - PC-VII/2016/R/II/2 – RBE No. 39, dated 21/06/2021
- 24) EXTENSION OF TIMELINE FOR SUBMISSION OF ANNUAL PERFORMANCE ASSESSMENT REPORT(APAR)IN RESPECT OF GROUP-C PERSONNEL OFINDIAN RAILWAY FOR THE YEAR 2020-21 - E(NG)I-2021/CR/1, RBE No. 42/2021, dated 22/06/2021
- 25) SAFETY AND OTHER SAFETY CATEGORIES - REVISION OF LIST & FORMAT - E(MPP)/2021/II/17, RBE No: 45/2021 dated 06/07/2021
- 26) REVISED RATES OF DEARNESS ALLOWANCES TO INDIAN RAILWAY EMPLOYEES W.E.F. 01.07.2021 - PC-VII/2016/1/7/2/1, RBE No. 52/2021, dated 20/07/2021
- 27) RESTOTATION OF DIRECT RECRUITMENT TO THE POST IN LEVEL-7 OF SENIOR SECTION ENGINEER(SSE) - E(NG)II/2018/RR-1/31 – RBE No. 59 dated 06/08/2021
- 28) EXISTS AND WITHDRAWALS UNDER THE NATIONAL PENSION SYSTEM REGARDING - 2016/F(E)III/191/3, RBE No. 61, dated 10/08/2021
- 29) CLARIFICATION ON CHILDREN EDUCATION ALLOWANCE(CEA)DURING COVID-19 EPIDEMIC LOCKDOWN PERIOD - E(W)2017/ED-2/3, RBE No. 49/2021, dated 12/08/2021.
- 30) RESTORATION OF DIRECT RECRUITMENT TO THE POSTS IN LEVEL-7 OF CHEMICAL AND METALLURGICAL SUPERINTENDENT (CMS)& CHIEF DEPOT MATERIAL SUPERINTENDENT (CDMS) - E(NG)II/2018/RR-1/31, RBE No. 66/2021, dated 13/09/2021

MEMORANDUMS ON MAIN DEMANDS SUBMITTED BY IRTSA

- 1) Public Private Partnership in Passenger Train Operation
- 2) Proposals for consideration of all alternatives for Raising Production of Coaches in RCF –instead of allowing Private Contractors inside the Factory.
- 3) Corporatization of Production Units (PUs) on Indian Railways – Suggestions for consideration of other options to achieve the objectives instead of Corporatization.
- 4) Freezing of Dearness Allowance to Central Government employees and Dearness Relief to Central Government pensioners at the current rates till July 2021 – Appeal for review of decision; And Grant of option to credit the Additional DA to Provident Fund.
- 5) Training Module & Refresher Course (RC) for Supervisors of Mechanical Engineering Dept (Diesel)
- 6) Updation of Indian Railway Establishment Code (IREC) - Suggestions on main issues.
- 7) Combined Cadre Restructuring of Group A, B and C services on the Railways.
- 8) Filling up of non-gazetted posts in Railways in Production Units – Classification of posts as Safety Categories in Electrical and Mechanical department of Production Units & Review of policy on creation of posts.
- 9) Ex-gratia compensation to the families of Central Government employees who died due to Covid-19 infection caught up in performance of their duties.
- 10) Central Government Employees Group Insurance Scheme (CGEGIS) – Revision of coverage & monthly subscription.
- 11) Facilities for the staff working during COVID-19 pandemic.
- 12) Introduction of e-Privilege Pass/PTO in HRMS Module- Hardship faced by employees.
- 13) 100% testing of staff with fingertip pulse oximeter as a precautionary measure to prevent spreading of Covid-19 among Railway employees & following procedures announced by State Governments.
- 14) Revision of rate of PCO Allowance for SSE, JE & PCO Staff
- 15) Counting of training period of Junior Engineers (JEs), Senior Section Engineers (SSEs) and other Technical non-gazetted staff for financial upgradation under MACPS.
- 16) Benefits of MACPS w.e.f. 01.01.2006.
- 17) Special cash package equivalent in lieu of Leave Travel Concession Fare for Central Government Employees during the Block 2018-21.
- 18) Clarification regarding issuance of Privilege Pass Surrender Certificate (PPSC) and availing of Special Cash Package.
- 19) Bearing of Railway Pension Fund by Ministry of Finance.
- 20) Annual target of surrenders through Work Studies by Zonal Railways for the year 2021-22.
- 21) Memorandum to CRB not to implement Board's order on surrender of posts.
- 22) Procedure order on regularization of absence during Covid-19 epidemic full lockdown period as well as lockdown with specific relaxation.
- 23) Payment of Night Duty Allowance (NDA) pursuant to the recommendations of 7th Central Pay Commission without any ceiling for entitlement of NDA.
- 24) Higher Pay Level for Technical Supervisors / Rail Engineers.

- 25) Payment of additional installments of DA & DR due on 01.01.2020, 01.07.2020 & 01.01.2021 as arrears - IRTSA memorandum to Finance Minister & Members of Parliament.
- 26) Implementation of recommendations of 7th CPC relating to grant of House Rent Allowance (HRA) for central Government employees. IRTSA Memorandum to Secretary DoE.
- 27) Main demands of Technical Supervisors / Rail Engineers including higher Pay Level, Group 'B' status, combined cadre restructure, anomalies of MACP Scheme.
- 28) Memorandums were also submitted by Zonal Secretaries and sub-unit Secretaries on the local issues pertaining to their areas.



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INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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DRAFT RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

**ADOPTED BY CGB MEETING & 56TH ANNUAL CONFERENCE OF IRTSA
AT RAIL COACH FACTORY (RCF), KAPURTHALA, 27TH & 28TH DECEMBER 2021**

The 56th All India Annual Conference and Central General Body Meeting of IRTSA, held on 27th & 28th November 2021 at Rail Coach Factory (RCF) Kapurthala, resolved to once again draw the kind attention of the Government and especially the Ministry of Railways and urged upon them to consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Rail Engineers / Technical Supervisors (JEs, SSEs, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways -including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 7 lakhs workforce out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation and economic utilization of all manpower and material resources.

Technical Supervisors shoulder direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipments on the Railways. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

Main demands of the category - higher Pay Level and Classification of Posts of Technical Supervisors in Group B Gazetted are not getting resolved. There are many other areas where we have continuously been representing for acceptance of our demands for MACPS from 01.01.2006 & counting of training period for the purpose of MACPS, for ex gratia payment to the families of the of those who died due to covid, as well as on other issues.

One of the unprecedented situations created in the recent period was freezing of rates of dearness allowance and dearness relief for the central government employees and the pensioners for one and a half year from 01.01.2020 to 30.06.2021.

Government's decision for introduction of about 151 trains under private operations in 12 clusters across the country and corporatization of the Production Units of Indian Railways are being opposed by entire trade union movement in the country, since they will be detrimental for Railways and the nation.

56th Conference and CGB Meeting of IRTSA urged upon the Government & Railways to accept the following genuine demands of Technical Supervisors and urged the Railway Minister for sending exclusive proposal to Finance Ministry regarding Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1. a) **RECOGNITION OF IRTSA** – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task

Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).

b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.

2. PAY LEVEL OF TECHNICAL SUPERVISORS:

3) Junior Engineer (JE) be placed in level-7 & Senior Section Engineer (SSE) be placed in level-8 & 9 of the Pay Matrix in view of their relative duties & responsibilities vis-à-vis those working under them.

4) 33% posts of SSE be upgraded as Principle SSE in Level-10 as promotional avenue.

5) DMS, CMA & JE/IT be placed in level-7 and CDMS, CMS & Sr. Er/IT in level-8 & 9 of pay matrix.

6) 33% of these cadres may be placed in Level-10 as Functional / Non-Functional promotion.

3. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report

4. 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.

5. 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.

6. a) Removal of maximum ceiling of Rs.7000 for payment of PLB.

b) Payment of PLB as per actual Pay.

7. National Holiday Allowance at double the wages including DA to JEs, SSEs and other technical staff - for working on National Holidays

8. No corporatization or privatization of Production Units & Workshops or any Rail segments.

9. No Private train operators be allowed to avoid erosion and deterioration of safety and operational efficiency of existing normal train operation and misuse of Railway's resources by the concerned private operators.

10. No demonetization of any Railway assets.

11. Review the decision on Freezing of Dearness Allowance to Central Government employees and Dearness Relief to Central Government pensioners at the current rates till July 2021.

PAY, INCREMENT & DESIGNATIONS

12. Acceptance of following proposals of Railway Board submitted to Ministry of Finance:

a) To place 29,721 posts of SSE (50% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength of Technical Supervisors) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4200.

b) To place 1163 posts (45% of sanctioned strength of the Stores Cadre) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength of the Stores Cadre) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength of Stores Cadre) in the Grade Pay Rs.4200.

c) To place 1841 posts of SSE (Design) (45% of sanctioned strength of Cadre) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength of Cadre) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength of Cadre) in the Grade Pay Rs.4200.

- d) To place 770 posts (60% of sanctioned strength) of Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.
13. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM
1. Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
 2. Re-designation of CMA and CMS as JE & SSE / AE (C&M) respectively.

CAREER PROGRESSION AND AVENUES OF PROMOTION

14. Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
15. 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)
16. 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.
17. Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
18. 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.
19. Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
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. 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. Direct recruitment of Graduate in Engineers should be made in Gazetted cadre and 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 for promotion on occurrence of vacancy.
27. No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.

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 (vis-à-vis 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 other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above 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. Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.
32. Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.

INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS

33. Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).
 34. 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.
 35. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
 36. 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.
 37. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.
 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 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 & PCO Allowance 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).

- c) Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or outstation 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. Implementation of MACP w.e.f.01.01.2006 as per Supreme Court Judgement & as implemented by Defence Ministry.
47. Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).
48. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
49. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
50. 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)
51. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.
- b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.
- c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.
52. 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

53. Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
54. Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.
55. 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.
56. Children Education Allowance:
- b) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.

c) The scheme be extended to college education also.

57. All India Leave Travel Allowance (AILTC) for Railway Employees:

1. Eligibility to travel by flight for employees in Pay Level 6 & 7.
2. Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.

58. 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.

59. Exemption of all Allowances from income tax.

ALLOWANCES SPECIFIC TO CATEGORY

60. Breakdown Allowance be paid as percentage of basic pay plus DA.

61. Payment of Night Duty Allowance (NDA) pursuant to the recommendations of 7th Central Pay Commission without any ceiling for entitlement of NDA.

62. 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 Sunset.

63. Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7th CPC.

64. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

65. Training Allowance be restored to 30 % of basic pay

66. Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.

OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.

67. Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:

- Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
- Holding of Trade Tests;
- Custody of Stores,
- Witnessing of GA attendance card punching etc.
- Filling up of Confidential Reports of Staff, etc.

68. Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.

69. 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.

70. Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

WORKING CONDITIONS & HOURS OF WORK, OTA etc.

71. 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.
72. 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.
73. 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.
74. 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 to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)
75. Amendment of Factories Act - to compensate for actual number of extra hours put in.
76. Classification of posts as Safety Categories in Electrical and Mechanical department of Production Units.
77. 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.
78. Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
79. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
80. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
81. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
82. Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
83. Provision of Benchmark for infrastructure for C&W, Engineering, S&T& Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

PENSION & RETIREMENT BENEFITS

84. Bearing of Railway Pension Fund by Ministry of Finance as done for other Government departments.
85. 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).
86. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.

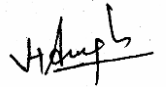
87. **FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.**
88. **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
89. **Ex-gratia compensation to the families of Central Government employees who died due to Covid-19 infection caught up in performance of their duties.**
90. **NPS: a) Withdrawal of National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them (or) giving option for the employees to choose any one of the pension systems – and
b) Refund of contributions made by them so far with Interest thereon at appropriate market rates.**
91. **National Pension System (NPS): If NPS is to continue then the following protections be provided:**
 - 29) **Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.**
 - 30) **Monthly pension payable under NPS should not be less than minimum pension for respective Pay Level.**
 - 31) **While extending family pension in case of premature death, part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates.**
 - 32) **Extension of repayable loan from Tier-I account of every individual subscriber.**
 - 33) **Make Tier-II operational for NPS subscribers with final withdrawal facility.**
 - 34) **Consultation with stake holders periodically at micro level and formation of permanent negotiating body including serving employees as its members.**
 - 35) **Withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.**
 - 36) **Service tax levied at the time of annuity purchase may please be exempted on NPS.**

WELFARE, GENERAL AMENITIES & MISCELANIOUS

92. **Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.**
93. **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.**
94. **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.**
95. **Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).**
96. **Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.**
97. **Equality in number of passes for all Group 'A', 'B' & 'C' employees both on respect of Privilege & Complimentary Passes.**
98. **E-Pass system**
 - a) **Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs optionally.**
 - b) **Employees may be given option to choose for getting the pass/PTO either through manual or through HRMS.**

- c) Eligibility to travel in Tejas express in HRMS e-Pass system, which was available in manual pass system.
 - d) Eligibility to travel in trains running in shorter routes than the route pass was issued as available in manual pass system.
 - e) Crediting of cancelled pass & PTO into employees account in e-Pass system.
99. 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
 100. Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).
 101. "Accident Free Service" Award to Technical Supervisors & 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.
 102. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
 103. 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.
 104. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.
 105. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
 106. Separate pool of quarters for all technical supervisors.
 107. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
 108. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents/Widow Sisters dependent on him/her included in the Pass besides spouse & 2 children.
 109. Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.
 110. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.
 111. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
 112. Increase of ceiling of only one/two seats/Births on Pass in Durgam, Rajdhani, Shatabdi& Tejas.
 113. Increase in quota of seats for Pass / PTO in Durgam, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Durgam / Tejas Express. Medical and Pass facility to the dependents of Trainees / Apprentices.
 114. Eligibility to travel in premium special trains for employees traveling with pass/PTO
- FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS**
115. Development of 100% indigenous facilities in Railway PUs & Workshops for manufacturing all types of Locos and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.

116. a) Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets to ensure safety and better quality of service.
- b) Protection of existing facilities of Railway men for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets.
117. Requisite investment of additional Capital by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.
118. No Foreign Direct Investment (FDI) in Railways.
119. Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.
120. Additional Funds be raised through Public Bonds and from Central Funds.
121. No transfer of Intellectual property Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.
122. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.
123. No transfer of work to Private Sector like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc.)
124. No closure of Railway Printing Presses. Instead they should be modernised according to the modern day needs and technology.



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MAIN ACHIEVEMENTS OF IRTSA IN 54 YEARS (1965 – 2021)

AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted problems of Technical Supervisors / Rail Engineers and effectively represented their demands to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed greater awareness among Technical Supervisors & other about related issues
4. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
5. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day to day conflicts thus further improving the productivity.
6. 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.
7. Continuous inter-action through Seminars & Meetings on vital issues, publication of Souvenirs & the periodical “Voice of Rail Engineers” (VRE), Website www.irtsa.net, Face Book & WhatsApp IRTSA Groups etc.

MAIN CATEGORICAL ISSUES RESOLVED

8. 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)*.
9. 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)
10. 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.
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 basis)*.
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 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 from April 1996).*
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus (*in 1968, 1975, 1990, 1998, 2009 & 2019 through JCM).*
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 Training Allowance to Instructors and Lecturers & 4 revisions thereof.
27. a) 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 – (*Subsequent denial by Railway Board was challenged by IRTSA in Petition PBCAT& Supreme Court which termed it as in administrative jurisdiction to decide the issue).*
 b) *Continuous struggle and campaign by IRTSA had convinced RAICs & RRC, the Federations and the Railway Board about the genuineness of the demand – resulting in proposal by the Railway Board to MOF(DOE) to upgrade certain percentage of posts of Senior Supervisors to Group B. A Committee has also been formed by the CRB to examine the whole issue in detail.*
 c) *IRTSA has pleaded for classifying all posts in GP 4600 / Level 7 to Group B as per DOP orders.*
28. IRTSA 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 5thCPC
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.
36. Continuance of 15% incentive bonus for SSE working PUs & workshops during the incentive revisions on 2009 & 2019.
37. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota in higher scales.
38. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
39. 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).
40. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
41. Merger & up-grading of P-way Supervisors as JE P-way and its spread effect to entire cadre.
42. Abolition of written test for selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.

GENERAL DEMANDS CONCEDED

43. Elimination of stagnation of pay through introduction of Pay Band/Grade Pay concept by 6th CPC and Pay Matrix by 7th CPC.

44. Annual increment equal to 3% of basic pay – instead of arbitrary fixed amount.
45. HRA on percentage of Basic Pay.
46. Improved transport allowance without any distance restriction and with inflation proof.
47. 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.
48. Reimbursement of inflation proof tuition fee for two children.
49. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
50. Grant of ACP by 5thCPC & MACPS after 6thPay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
51. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (*This ensures a JE to reach Pay Level-9*).
52. Employees selected under GDCE to be treated as DRs for MACPS.
53. 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, i.e. promotion from JE-II to JE-I & SE to SSE.
54. Fixation of pay on promotion to the next level in 7th CPC pay matrix, at least equal to the entry pay of direct recruits in the same level i.e. 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.
55. Grant of first increment immediately after promotion or financial upgradation on the following 1st July or 1st January as the case may be on completion of 6 months of qualifying service.
56. Issue of pass/PTO through online and reservation on pass/PTO through online.