

**REPORT
OF THE
GENERAL SECRETARY
IRTSA**

FOR THE YEAR 2009-10

(With Draft Resolutions)

**PRESENTED TO THE
CENTRAL GENERAL BODY
&
45th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT GORAKHPUR (NER)
ON 10th & 11th DECEMBER, 2010**

**INDIAN RAILWAYS
TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)**
(Estd. 1965, Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926)
C.H.Q. 32, Phase 6, Mohali (Pb.), Chandigarh-160 055
(Phone : 0172-2228306, 09316131598 095696 31598) Website <http://www.irtsa.net>

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

{Estd. 1965, Regd. No.1329 at Delhi, under Indian Trade Union Act, 1926} Website <http://www.irtsa.net>

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No. IRTSA / CHq / CGB-2010



Harchandan Singh,
General Secretary, IRTSA
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Chandigarh-160 055
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Dated : 11-11-2010

NOTICE

CGB MEETING & 45TH ALL INDIA ANNUAL CONFERENCE OF IRTSA **AT GORAKHPUR, (NER) ON 10 & 11 DECEMBER, 2010**

It is reiterated that the CGB Meeting & 45th All India Annual Conference of IRTSA shall be held at Gorakhpur, (NER) on 10th & 11th December, 2010.

Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme.

All the Members of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Subunit Secretaries.

AGENDA

1. Inaugural & address by President.
2. Report of Activities by General Secretary & Report on Account by Treasurer.
3. Report by Zonal Secretaries & CEC Members.
4. Seminar on "Role of Engineers in improving Safety & Efficiency on the Railways".
5. Constitutional Amendments, if any.
6. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.
- b) Resolutions of Demands & Line of Action.
7. Election of CEC, IRTSA.
8. Any other point with the permission of the Chair.

1	<u>DATE & TIMINGS</u>	I) <u>CGB MEETING:</u> II) <u>CEC MEETING:</u>	10 AM on 10.12.2010 to 4 PM on 11.12.2010
2	<u>VENUE</u>	NER SENIOR INSTITUTE, GORAKHPUR (UP)	
3	<u>RESIDENTIAL ACCOMMODATION</u>	i) Railway Stadium Hall, (NER) Gorakhpur ii) Scout Den (NER), Gorakhpur iii) Store Railway Depot Rest House (NER) Gorakhpur &/or: Such other place(s) – as may be advised at the Reception Counter, GKP	
4	<u>DELEGATION FEE</u>	Rs 300 per head	
5	I) <u>CONVENOR</u> II) <u>CO-CONVENOR</u>	Er. N. K. Sinha, Zonal Secretary, IRTSA, (Ph 05512280026 , 09336414465) 106-A, NE. Rly. Medical Colony. Gorakhpur.273001 (UP) Er. R. B. Singh, Zonal President, IRTSA, SSE Electrical (Ph: 08004651487) EMAIL: rbsingh1960@gmail.com , rbsinghner@gmail.com	
6	<u>TRANSPORT ARRANGEMENTS</u>	<u>FROM STATION TO RESIDENCE & TO VENUE</u> May be provided to the extent possible, on train timings – (On prior intimation to the Convener / Co- Convener).	
7	<u>TECHNICAL SEMINAR</u>	i) <u>"Towards Higher Productivity & Performances of Railways"</u> ii) <u>"Role of Engineers in improving Safety & Efficiency on Railways"</u> .	
8	<u>POSTERS</u>	<u>SAMPLE OF POSTERS FOR THE CONFERENCE IS BEING SENT AGAIN</u> These may be got printed by Units in larger size & quantity as required	


Harchandan Singh,
GS, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA)
REPORT OF THE GENERAL SECRETARY, IRTSA, FOR THE YEAR 2009-10
PRESENTED TO CENTRAL GENERAL BODY & 45th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT GORAKHPUR ON 10TH & 11TH DECEMBER, 2010

Dear President & Brother Engineers,

PREAMBLE

0.1 I welcome you all here at Gorakhpur at the 45th All India Annual Conference of IRTSA. Gorakhpur is an historic and religious city and an active centres of IRTSA since its inception. Hope you will have comfortable stay and purposeful deliberations in these two days.

0.2 CGB last met at Jamalpur in December, 2009. CEC met twice in-between – first at Delhi on 25 MAY 2010 & on 17 & 18 August, 2010 to review the progress on various issues and to decide the further course of action.

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

1. ON NATIONAL FRONT

1.1 **On Economic Front & Price Rise:** While India was able to bear the impact of the worst Global economic slump in the recent years – due to its in built economic resilience, but the recession did take its toll by adversely affecting the Industrial, agricultural & economic growth of the country – thus resulting in very severe impact on the Price rise – shattering the economy of the common man – especially the fixed income group. Economy had picked well during the last few months. But there seems no let up in price rise.

1.2 **DA Formula:** The Dearness Allowance was not adequate enough to meet with even a fringe of the inflation due to the age old erratic formula for its compilation. The repeated appeals to the Government and the subsequent Pay Commissions to rectify the formula for compilation of DA have all fallen on deaf years. The weightage to each of the items of regular expenses & system of compilation of Consumer Price Index, both continue to be erratic and most unrealistic – especially in the changed economic scenario.

1.3 **Anomalies of Sixth Pay Commission:** IRTSA has been in the forefront of the struggle against the plethora of Anomalies in the Report of the Sixth Pay commission. But more than 2 years have passed since the issue of orders of implementation of Sixth CPC in August-September, 2008. Nearly 4 years have passed since date of its implementation. Both National & Departmental Anomalies Committees had completed their initial tenures and have been give extension till 31st March, 2011. But no progress has been made on any of the major issues. Government had already rejected most of the demands or just sitting tight on most of the other main issues without relief to the suffering sections of the employees concerned.

Some of the important issues raised by IRTSA have been included in the Agenda of National Anomalies Committee (NAC) (as per details placed on our website www.irtsa.net) – including the following issues – which are under consideration in NAC:

- i. Uniform date of increment (*which denies annual increment beyond the period of 12 months*)
- ii. Employees of the pre-revised scales of Rs.5000-8000 & Rs.5500-9000 now upgraded to Rs.6500-10500 should be given the minimum of Rs.6500 multiplied by 1.86 as basic pay in the pay band.
- iii. Fixation of pay on promotion should not be less than the entry pay (for Direct Recruits.
- iv. Restoration of commutation of pension after 12 years instead of 15 years.

b) **Indecision on Items referred to MOF by Railway Board:** The Ministry of Railways had asked the Ministry of Finance for its approval – giving full justification - for upgrading the Posts of JEs/CMA/DMS from Grade Pay of Rs.4200 to Rs.4600 and upgrading the Post of SSE/CMS/CDMS to be upgraded Grade Pay of Rs.4600 to Rs.4800 – as per decision in the Departmental Anomalies Committee. But the Ministry of Finance had not agreed to the proposed upgrading so far – about which I shall refer to further later on in this report.

As the MOR is awaiting with uncertainty the decision of MOF on the above issues, the progress in the other matters pending in Departmental Anomalies Committee on Railways has also slowed down – which I shall refer to later on in the Report.

e) **Discrepancies in MACPS:** IRTSA had enlisted 29 discrepancies in MACPS and urged upon all concerned to remove the same. These were mostly agreed to by the two Federations also – who took up the same in the National Anomalies Committee. Finally a Committee was formed to consider the issues. Some progress has been made in the last two meetings, while other items still pending (as per details placed on our website www.irtsa.net) – including the following:

- i. Counting of training period of Junior Engineers (JEs) for MACP.
- ii. Promotion through LDCE & GDCE (*like Intermediate JEs*) be considered as entry grade for MACPS.
- iii. Entitlement of First Class Pass on Financial Up-gradation under MACPS.
- iv. Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 for MACPS ignoring promotions to the merged / up-graded grades.
- v. Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with the of Grade Pay Rs.4600 - irrespective of their date of recruitment.

1.4 Merger of DA: The Dearness Allowance is bond to cross 50% (and may be around 55%) from January, 2011. But it is not going to be merged - as in the past – due to adverse recommendations of the Sixth Pay Commission not to merge the same and decision of the Government thereon by accepting the same. Only a couple of Allowances (like Child Education assistance and reimbursement of Tuition fee, reimbursement of Hostel fee, road mileage allowance, National Holiday allowance, etc) are to be raised by 25% after DA crosses 50% mark but not the HRA, Incentive, PCO allowance etc and not the merger of DA with the pay in any case. This is a major set back to the employees and the matter should be effectively fought against by all sections of the employees unitedly.

1.5 Direct Taxes Code (DTC): Major changes are proposed in the Individual Taxation Policy in India in the shape of a Direct Taxes Code (DTC) which has been under consideration of the Government for the past some time. While some relief is expected through the same in the shape of higher exemption limit & reduced Tax burden reduced rate of Income Tax – but the larger beneficiaries of the same are to be those in the higher income brackets - especially those earning above Rs.5 to 8 lakhs; and even more so for those in the higher bracket. IRTSA had submitted a very detailed Memorandum on the grey areas of DTC – demanding exemption of all Allowances from income Tax, higher exemption limit – with an annual upward revision thereof linked with the Price Index. (*Copies of the Memorandums have been placed on our Website: www.irtsa.net*)

2 AS RAILWAYMEN

2.1 At the Commonwealth games (CWG): While India had won 101 Medals at the CWG Railways got a loins share by wining 38 medals out of the same. Railway Ministry has decided to take more steps to further encourage the sports persons and sports activities on the Railways.

2.2 Performance of Railways: The short lived & temporary set-back to the Railways – due to Industrial recession in the last couple of years, had been made up this year due to enduring efforts by the Railway men.

2.3 Productivity linked Bonus (PLB): While theoretically the number of days for payment of PLB continue to rise every year, but the there is hardly any rise in the net amount of PLB paid to the individual because of the ridiculously low and unjust ceiling of maximum wages of Rs.3500 PM taken into consideration for payment of the PLB. Still the MOR & MOF are insistent to modify the existing formula for calculation to the detriment of the Railway men – without increasing the ceiling in spite of numerous representations.

2.4 Departmental Anomalies Committee (DAC): Some progress was made in earlier part of the Tenure of the DAC (and earlier in the Priority Committee on Sixth CPC). Accordingly, some items were agreed to and referred to MOF for approval – including upgradation of the Posts of JEs/CMA/DMS and some other posts from Grade Pay of Rs.4200 to Rs.4600 and upgrading the Post of SSE/CMS/CDMS and some other posts from Grade Pay of Rs.4600 to Rs.4800.

MOF has not agreed to upgrade all the posts proposed by the Railways. As such, more efforts & struggle is required to pursue the Railways to recommend the case exclusively for the Technical Cadres – which are actually responsible for the Safety on the Railways – where the horizontal parity and vertical relativity were actually disturbed.

i) Upgradation of CMA I (in pre-revised scale of Rs.5500-9000 to pre-revised scale of Rs.7450-11500 (as per recommendations of Sixth CPC that the posts with Engineering Graduation as recruitment qualification should in Grade Pay of Rs.4600); and

ii) Upgradation of SSE/SE/CMS/CDMS (and some other posts in pre-revised scales of Rs.6500 - 10500 & Rs.7450 - 11500) - to grade Pay of Rs.5400.

2.5 Important decisions made & Administrative Orders Issued during the year: Some important decisions were made during the year under review and administrative order issued thereon, (as per list placed as Annexure I & copies placed on our website www.irtsa.net) – including the following main issues:

- i) Revised Classification and mode of filling up of posts - RBE-103-2010 & RBE-81-2010
- ii) Provisional Revised Designations after SCPC - RBE 134 Dated 14-09-2010
- iii) Revision of option exercised - Railway Services (Revised Pay Rules 2008 (RBE 102-2010)

- iv) Grant of full pension - on completion of 20 years of qualifying service - to those who retired on or after 1.1.2006 instead of 2.9.2006 – *Railway Board order No.F(E)III/2008/PN1/13, dated 15.12.2009*
- v) Reduction of Training period of App. JEs in Electrical & S&T Depts. to one year.
(Orders for Mechanical are awaited & and issue of revision of Stipend is yet to be decided).

2.6 Main issues under active consideration since long - on which decisions are still awaited inspite of repeated representations, discussions & agitations: IRTSA has been constantly pursuing and representing various issue and agitating on the main demands (as per copies of Memorandum placed on our website www.irtsa.net and enlisted in Annexure IV - for ready reference).

- i) Eligibility for First / 2AC Class Pass to all in Grade Pay Rs.4200
- ii) Upgrading of adequate % of posts from Group 'C' to Group 'B' (Gaz.)
- iii) Uniform Training Period & Stipend of Trainee (JE/CMA/DMS) of various Departments
- iv) Compensation of loss due uniform date of Increment - by shifting DOI to January 2006 for those with increment in February to June 2006.

3. AS ENGINEERS

3.1 Grade Pay: The injustice done by the Sixth Pay Commission regarding the Grade Pays of JEs, SE/SSE, CMA/CMS and DMS/CDMS have continuously and effectively been represented and agitated upon at all levels by IRTSA ever since the release of its report. Consequently the Railway Board had accepted the Anomaly in principle and had recommended for the upgrading thereof as mentioned earlier in this report. But the delay in acceptance thereof by the Ministry of Finance is causing serious concern amongst the Rail Engineers at all levels. Any further delay is bound to disturb the cadre at grass root level – which can adversely affect the morale and efficiency of this important cadre of frontline managers.

3.2 Career Planning & Cadre Restructuring: a) One of the main demands of IRTSA has always been Career Planning of Engineers on the Railways. Continuous efforts in this regard had brought in – combined cadre restructuring of JE to SE & SSE in 1984 and improvement thereof (in 1984, 1993 & 2003); and Reduction in number of grades – from 6 to 4 after 3rd CPC and to 2 grades after 6th CPC were a few steps in that direction.

b) Our continuous struggle had brought in upgradation of over 2000 posts from Group C to Group B in two stages over the years. But our basic demand to upgrade all posts in the apex grade of Rail Engineers (in GP Rs.4600) from group C to Group B had not been accepted by the Railway Board – in spite of all the representations, Seminars & agitations about it; and in spite of favourable judgment of the CAT Delhi about it. Consequently a majority of the Engineers continue to rot in Group C through out their careers. But the Board is just not bothered about the same.

c) The demand of IRTSA for Combined Cadre Restructuring of Group A, B & C, has not been accepted by the Railway Board – since it is not ready to look beyond the trodden path – notwithstanding the tremendous changes in the work content, job requirement and responsibilities of the Rail Engineers over the last few years – due to modernization & sophistication on the Railways. This is leading to demoralisation & dilution of efficiency of the cadre at a fast pace.

3.3 Injustice with C & M Engineers: The subsequent pay commissions had done a great injustice with C & M Staff by recommending lower Pay scales for them than the rest of Engineers / Technical Supervisors, in spite of higher recruitment qualifications of BE / MSc & BSc. Fifth Pay Commission partly removed the anomaly by allotting the highest of Group C scale of Rs 7450-11500 at par with the Technical Supervisors. But neither the Fifth Pay Commission nor the Sixth CPC cared to do justice to CMA I whose recruitment qualification is BE / MSc. While Technical Supervisors & other Engineering Graduates were given the scale of Rs.6500-10500 (now equated with Grade pay of Rs.4600) but CMA I continue to rot in the scale of Rs.5500-9000 (now revised to Grade Pay of Rs.4200) in spite of clear cut policy decision by Sixth CPC that posts having element of direct recruitment with Engineering Degree as qualification should be placed in the pre-revised scale of Rs.7450-11500 or GP rs.4600 (as per *Para 3.4.7 of SCPC Report*).

This is a great injustice with CMA I and IRTSA has submitted several Memorandum in this regard to Railway Board, DAC, NAC & DOP etc. The struggle for the same has to continue and the C&M Staff must join the same en-mass along with other Rail Engineers.

3.4 Inter-action with Railway Board: Central President and General Secretary IRTSA along with some other CEC Members had a series of meetings with the senior Officers of the Railway Board including the Member Staff, Member Mechanical, Additional Member Mechanical, Additional Member Staff, Advisor Staff, Advisor Industrial Relations, Advisor HRD and others at various levels – and had detailed discussions with them at Delhi, Chennai & RCF etc. on the major issues agitating the Engineers on the Railways.

A number of Memorandums were submitted to the Railway Board, DOP, DAC, NAC & others for redressal of various demands and problems of the Rail Engineers (*as per list of main ones placed as Annexure II of this Report*) and the issues have been constantly pursued.

4. ON ORGANISATIONAL FRONT

4.1 IRTSA has completed 45 years of its formation in November this year. Our consistent and continuous struggle and commitment to the cause of “Justice for Rail Engineers” has brought in many achievements over the years. Reduction in number of scales from 6 (*up to early 70s*) to just 2 scales at present, improvement in avenues of Promotion, improved Cadre Restructuring, elimination of long years of stagnation (existing earlier at every stage), re-designation of Technical Supervisors as Engineers, better relativity by Third and Fourth Pay Commissions, grant of Incentive to SSE (*at least in workshops*), grant of some Allowances (like that for Boxing & Disbursement of wages) and upgrading of over 1500 posts from Group C to Group B are some of the major achievements over the years.

I have cited some of the main achievements here lest we forget them; and also to make the younger generation aware of the same – as these made only through much struggle and dedication as well as due to the vision of IRTSA to “think beyond the trodden path”.

4.2 IRTSA is today spread all over the nook & corner of the country – including various Workshops, Sheds, Open-line C&W, P-way & Engineering Depots, Drawing & Design Offices, C&M Labs and Store Depots etc. on various Zonal Railways and Production Units. However, as the organisation grows - so do our responsibility towards the cause and the cadre – their demands and aspirations as well as their day-to-day problems.

4.3 Struggle & Action Programme during the year: All Units of IRTSA observed Protest Week from April 26 to 30, 2010. This was followed by a Dharna at Jantar Mantar, New Delhi on August 17, 2010 by CEC-IRTSA - to protest against the non-acceptance of our major demand and non-implementation of the decisions already taken.

4.4 Seminars: IRTSA held a Seminars at Delhi on 25 May 2010 on “Automation of Rolling-in Inspection of Incoming trains” & “Critical Problems of Rail Engineers”. Another Seminar was held on August 17, 2010 at New Delhi on “Career Planning of Engineers on Railways”. Large number of Engineers from all over Indian Railways attended the Seminars – which were addressed by a Union minister, Railway Board Officers, Trade Union (Federation Leaders and Others. These Seminars helped in inter-acting and highlighting the issues facing the Rail Engineers

4.5 Balance Sheet of Accounts:- The balance sheet of account for the Central Fund of IRTSA for the year 2009, will be presented to you immediately after my report. It will reflect the financial position of the Association. While it comparable to any major organisation. But there is an urgent need for further strengthening the funds more vigorously, in order to meet with challenges ahead. The dormant need to be activated to strengthen the organisation at all levels.

4.6 IRTSA Website:- IRTSA website www.irtsa.net has become very popular in a short time - with over 4 lakh hits in about 3 years and over 10,000 hits every month. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge. A large number of queries by visitors are dealt with through the Guest Book & Discussion Forum etc. Site is totally free. All CEC Members & Engineers at large are advised to visit the site regularly (*even by going to a Cyber Café*) to keep in touch with all the administrative orders & other features of interest and to offer their suggestions to make it more useful.

4.7 Our Journal – “The Voice of Rail Engineers”:- The bi-monthly Journal of IRTSA – “The Voice of Rail Engineers” is proving quite useful. Important information is provided in the journal – especially the copies of orders of Railway Board on related issues, news of activities of IRTSA and our views on vital issues.

4.8 Communication, inter-action & visits by CEC Members:- Central President IRTSA, Er M. Shanmugam along with a team of CEC members, intensively toured SR, WR, SWR, SCR, NR Units and addressed meetings there, for motivating the Members. Some other CEC Members & Zonal Secretaries also visited various places. More intensive touring by all CEC Members & others is required for effective mobilisation and strengthening the organisation at all levels. General Secretary has although been in touch with the Units & Subunits – through Internet – Guest Book & Discussion Forum of the website irtsa.net, Emails, SMS messages and Phone calls. Other CEC Members also inter-acted frequently with the Members through these Medias – especially the Zonal Secretary ICF Er. K. V. Ramesh & Zonal Secretary SCR Er. Ramana Murthy.

5. TASKS BEFORE US

5.1 The organisation has grown manifolds over the years. Membership has increased; and so has our responsibility towards the cause and the cadres. A deep sense of commitment and discipline are essential to build a strong organisation capable of delivering results. The sense of discipline should grow and so should our convictions and commitments to the cause and the organisation.

5.2 Participation of the younger generation in the Organisational activities has improved over the years and the second generation has already taken their rightful positions of responsibility in the organisation. It is the third generation which has to be now fully geared up to get effectively involved in the activities of the organisation and take up positions of responsibility at all levels – because it is their future which is at stake and they must come forward to meet the challenges before us.

5.3.1 Proposal to demand Seventh Pay Commission for Revision of wage wef 1.1.2011: Some of us are of the opinion that the Seventh Pay Commission should be set up forthwith for Revision of wage structure of Central Government employees with effect from 1.1.2011 – due to following reasons:

- i) IRTSA has always been demanding wage revision every 5 years or rather a continuous process of wage revision through a permanent Body – as rightly conceded by Fifth Pay Commission.
- ii) a) Date of implementation of 6th CPC would complete 5 year period on 1-1-2011. Govt. has already conceded to effect wage revision in PSUs after every 5 years.
b) The disparity with PSUs & Corporate Sector have increased further since Sixth CPC - and will now further increase especially due to fast improvement in economy. The PSUs got a big wage hick wef 2007 thus increasing the gap further with Central Government employees. Next wage review in PSUs is due in 2012 and the wage disparity can be just visualised.
c) Same criteria of 5 years as adopted in PSUs, should be adopted for revision of wages & pension of Central Government Employees and Pensioners.
- iii) D.A component in the wages would exceed 50% w.e.f. January, 2011. But merger of DA is not proposed to be done at this stage (as in the past) due to retrograde recommendations of the Sixth Pay Commission to the contrary.
- iv) Anomalies in Sixth CPC Report are not expected to be removed - except by a Pay Commission - since the Government is apparently not ready to agree on any of the major issues of concern.

5.3.2 The other view point on demand for Seventh CPC: Some of the Members, however, feel that since decision on some of the issues arising after Sixth Pay Commission and its anomalies are pending for a final decision on the issues like Grade Pay, MACPS, Entitlement for Pass etc, it is not appropriate to demand Seventh Pay Commission at this time.

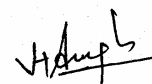
5.3.3 The CEC & CGB are requested consider both these view points in these two days and decide about the further course of action in the matter – also keeping in view the fact that the Government may take its own time in accepting this demand and the pending issues could be sorted out in the NAC & DAC or other Forums (like JCM or DC) in the meanwhile. Out standing issues can be referred to the next Pay Commission.

6. ACKNOWLEDGEMENTS

6.1 At the end I thank the active Members of CEC IRTSA for their valuable help and suggestions for running of the Association at all levels. I especially thank Er. M. Shanmugam (CP IRTSA), Er. K. V. Ramesh (ZS ICF & ACT / IRTSA), Er Kalyan Banerjee (WP, CLW), Er. Darshan Lal and other active members elsewhere for their continuous inter-action, support and suggestions. I especially thank Er Rajesh Jatana and Er Srit Singh in helping us in updating the IRTSA website and preparing a useful folder for the same by segregating large number of Administrative orders subject-wise. I thank Shri Navtej Singh – the Site Administrator of irtsa.net for his untiring efforts in continuously updating and maintaining it so well. I am also thankful to all the active members and office bearers at all levels for their response to various action programmes at all levels.

6.3 I thank the Members of North Eastern Railway Gorakhpur for making the arrangements for this Conference. I thank you all - the Delegates who have come from all over India for attending this Conference in spite of cold weather and long journeys to this remote city. I wish the Conference all success.


Jai Hind. Long live IRTSA.





(Harchandan Singh)
General Secretary, IRTSA

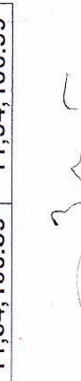
BALANCE SHEET
CENTRAL FUND OF IRTSA
STATEMENT OF ACCOUNT FOR THE YEAR ENDING 31.12.2009

S. No	Receipts	Amount Rs.	Total Amount Rs.	S. No	Expenditures	Amount Rs.	Total Amount Rs.
01.	Opening Balance on 01.01.2009			01.	Printing, Typing, Xerox, etc	36,016.00	
	a) Bank A/C.....CT	53,187.39					
ACT	37,500.00					
	b) F.D.A/C (Life Membership-629)	1,24,755.00		02.	Postage, Courier , Service, Telephones, STD, Internet, Web Designing & Update, etc.	52,338.00	
	c) F.D.A/C (General)	47,084.00					
	d) Cash Imprest	8,605.0	2,71,131.39	03.	Stationery, Books, Periodicals, Computer Accessories, etc	15,405.00	
02.	Central Quota - Subscription			04.	Organizational Expenses, TA/DA, Conveyance etc.	1,08,583.00	
	a) Membership	1,87,530.00	1,87,530.00			1,04,000.00	
	b) Life Membership	0.00		05	Donations	0.00	
03.	Legal Fund	0.00	0.00	06.	Legal Expenses		
				07.	Meetings, Conventions, Booking of Halls, Facilitations, Transportations, Catering, etc	5,57,525.00	
04.	Special Fund			08	Bank Charges	5,526.00	8,79,393.00
	a) Struggle Fund / Donations	3,33,431.00					
	b) Convention/Others	700.00		09.	Closing Balance on 31.12.2009		
	c) Delegation fee	23,550.00			a) Bank A/C.....CT	78,229.39	
	d) Advertisements	3,23,000.00	6,80,681.00	ACT	71,700.00	
05.	Bank Interest				b) F.D.A/C (Life Membership)	1,24,755.00	
	a) S.B.A/C	443.00			c) F.D.A/C (General)	0.00	
	b) F.D.A/C (Life Membership)	10,249.00			d) Cash Imprest	23.00	2,77,407.39
	c) F.D.A/C (general)	4,066.00	14,758.00		Total	11,54,100.39	11,54,100.39
	Total	11,54,100.39	11,54,100.39				


AUDITOR
IR TSA


PRESIDENT
IR TSA


GENERAL SECRETARY
IR TSA


CENTRAL TREASURER
IR TSA

IMPORTANT ADMINISTRATIVE ORDERS ISSUED IN 2010
(Copies of these and all other Adm. Orders placed on Website www.irtsa.net)

- MACPS- Clarifications_RBE-143, dated 29-09-2010
- Communication of below benchmark ACRs for years prior 2008-09 – RBE-136, dated 17-09-2010
- Facility of Semi-Private room in case of kidney transplantation, liver & critical renal failure RB OM, dated 28-06-10
- Admissibility of Representation against Average CRs - Communication of below benchmark ACRs for years prior 2008-09 RBE-136, dated 17-09-2010.*Double entry
- Provisional Revised Designations after SCPC – RBE-134, Dated 14-09-2010
- Full pension after 10 years service – RBE-118, Dated 12-08-2010
- Revised Classification and mode of filling up of posts - vacancies - RBE-81, Dated 07.06.2010.
- Allotment of Berth out of Emergency quota for Cancer Patients on Medical Passes RBE-108, Dated 29.07.2010.
- Revised Classification and mode of filling up of posts - vacancies of left over categories- RBE-103, Dated 22.07.10
- Incentive Bonus to SEs-SSEs on Pay in Substantive Post - Not on MACP Pay -Clarification RB Dated 27.07.2010.
- Brief Cases to Supervisors – Raising of ceiling of cost *Link not working
- Filling up of posts of JE-II -GP-Rs.4200 - against Inter Apps quota - Raising upper age limit RBE-85, dated 9.06.10
- Revision of option exercised - Railway Services (Revised Pay Rules 2008 RBE-102, dated 22.07.2010.
- Appointment of land losers affected by land acquisition for Railway Projects RBE-99, Dated 16.07.2010.
- Fixed Medical Allowance (FMA) Raised from Rs.100 to Rs.300 – RBE- 92, Dated 29.06.2010.
- Classification & mode of filling up of vacancies arisen on or after 01-9-2009 RBE-81, Dated 07.06.2010.
- One Year Training Module for Electrical Department RBE-11, Dated 15.01.2010.
- One year Training Module for Signal and Telecommunication RBE-225, Dated 21.12.2009.
- Second Chance of Aptitude Test for CG Appt RBE-74, dated 14.05.2010.
- Posting of husband and wife at same station RBE-23, Dated 02.02.2010.
- National Holiday Allowance-revision of ceiling limit RBE-13, Dated 18.01.2010.
- Fixation of Pay and Increment after Stagnation_30-04-10 RBE-61, Dated 23.04.2010.
- Grant of 100 % concession in basic Rly fare to Cancer patients in AC 3Tier RB, Dated 12.04.2010.
- Below Benchmark gradings in ACRs prior to the reporting period 2008-09 DoPT Dated 13.04.2010.
- MACP - Clarification Average ACR to be counted like normal promotion RBE-25, Dated 03.02.2010.
- Reservation for PTO holders in Jan Shatabdi and Shatabdi Trains RB Dated 02.03.2010.
- Eligibility Conditions for Promotion from Gr-C to Gr-B 29-3-2010 RBE-46, Dated 29.03.2010.
- Full Pension for employees retired after 1-1-2006 with 20 years of service – DOP&PW Dated 10.12.2009.
- Stipend to Graduate App -(Corrigendum for RBE No.198-2008) RB Dated 17.01.2010
- Minimum pay - Stepping-up of existing employees at par with Dir. Rects -clarification to RBE-28, dated 17.02.2010.
- MACP Benchmark cannot be higher than Benchmark for normal promotion – RB dated 12.03.2010.
- Revision of Incentive Rates for SSE from 1-6-09 & Reduction of Allowed time – Clarification RB Dated 13.02.2010.
- MACP Scheme - Average CR admissible for Upgrading RBE-25 Dated 03.02.2010. *Double entry.
- Classification of Posts on Railways – Posts in Grade Rs.1800 to Rs.4600 in Group C, Posts in GP Rs.4800 & Rs.5400 (PB 2) in Group B and all posts in PB 3 & above in Group A. Adv cor slip-110 & RBE-05, dated 08.01.2010.
- Overtime Allowance to Railway employees consequent upon revision of pay scales RBE-29, Dated 17.02.2010.
- Eligibility of Passes - Counting of Service of Ex-Servicemen RBE-65, Dated 08.05.2008.
- NDA to continue to all Non Gazetted Staff even after MACP above Rs 4600 RBE-14, Dated 18.01.2010.

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Memorandums submitted by IRTSA in 2010

(Complete Text & Copies available on the Website www.irtsa.net)

- **NEW** Memorandum reg Combined Cadre Restructuring of Group A B & C dated 20.07.2010.
- **NEW** Memorandum reg. Cadre Restructuring of Technical Supervisors on Railways Dated 12.07.2010.
- Memorandum on Proposed Direct Taxes Code (DTC) – reg. Exemption of DA, HRA, TA & Pension from Income Tax and Linking Exemption limits for Income Tax with Inflation or Price Index Dated 25.06.2010
- Memorandum reg Anomalies of MACPS & Clarifications required for MACPS - as issued for ACP Dated 16.06.2010.
- Memo to Joint Committee on Anomalies pertaining to MACPS Dated 04.06.2010.
- Memo on Problems of Technical Supervisors Dated 24-5-2010
- Memorandum reg Revised Designations & Mode of filling up posts Dated 24-5-2010
- Memorandum to RB reg Anomalies in MACP - Dated 24-5-2010
- Memorandum for Group Incentive Scheme in Sheds & Open Line Depots for meeting additional requirement of Staff for maintenance of New Trains & Assets - on account of Indian Railways "Vision – 2020" Dated 14.05.2010.
- Memorandum to Rly Bd reg Protest Week by Technical Supervisors - from 26 to 30 April 2010 Dated 12.04.2010.
- Memorandum for Eligibility of Pass to all in Grade Pay Rs 4200 Dated 05.05.2010
- Memo reg Revision of rates of Incentive of JEs Dated 07.04.2010.
- Memo reg Revised Incentive SSEs Dated 07.04.2010.
- Memo reg Inter-se-seniority for modified selections in merged scales Dated 07.04.2010.
- Memo reg First Class pass on MACP Dated 16-3-2010
- Memo reg Grade Pay of 5400 to SSE & 4800 to JEs Dated 16-3-2010
- Memo reg Group-B Gazetted status to Engineers in GP 4600 Dated 16-3-2010
- Memorandum for Eligibility of Pass to JEs & others in Grade Pay Rs 4200 - a Detailed Reminder Dated 12.02.2010.
- Memorandum reg Revision of Rates of Incentive Bonus & Date of effect thereof Dated 21.02.2010.
- Memorandum reg Grade Pay of Technical Supervisors on Railways dated 22.01.2010.
- Memo Reg: Classification of Tech. Sups as "Continuous" instead of "Excluded" under HOER Dated 02.03.2010.
- Memo reg CMT Staff Grade Pay & their Duties & responsibilities Dated 30.10.2009.
- Memo Reg. Revised designations of merged scales of Technical Sups, C & M Lab & Stores Dated 28.10.2009.
- Memorandum by IRTSA to Departmental Anomalies Committee Dated 29.08.2009.
- Memo to CRB on problems of Rail Engineers / Technical Supervisors Dated 25.08.2009.
- Memo Reg: Fixation of Pay on Promotion at par with Entry Pay *Link not working
- Memo Reg: Reduction of Percentage of Direct Recruitment in Merged Scales Dated 10.08.2009.
- Memo Reg: Redesignation of Technical Supervisors Dated 09.08.2009.
- Memo to National Anomalies Committee 3 times Rise of Pay of S 1 to 23 at par with S 30 to S 34 Dated 07.08.2009.
- Memo reg CMA's Case for higher Grade Pay of Rs 4600 - CAT Kolkata directions Dated 02.03.2010.
- Memo to MS Reg: Revision of Classification of Engineers as "Continuous" instead of "Excluded" under HOER Dated 02.03.2010.*Double Entry
- Memorandum reg. Classification of posts of Tech. Supervisors in GP 4600 in Group-B Gazetted Dated 21.02.2010.
- Memorandum reg. Revision of Rates of Incentive Bonus & Date of effect thereof Dated 21.02.2010.
- Memorandum for Eligibility of Pass to JEs & others in Grade Pay Rs 4200 - a Detailed Reminder Dated 12.02.2010.
- Memo to Secy. Finance for Upgrading of Grade Pay of C & M Staff Dated 30.01.2010.
- Memorandum reg Grade Pay of Technical Supervisors on Railways Dated 22.01.2010.
- Memorandum for First Class pass on MACP - as for ACP Dated 22.01.2010
- Adverse impact of UNIFORM DATE OF ANNUAL INCREMENTS Dated 25.02.2009.

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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DRAFT RESOLUTIONS OF DEMANDS PROPOSED TO BE ADOPTED BY C.G.B. MEETING & 45TH ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT GORAKHPUR ON 10th & 11th December, 2010

This Conference of Indian Railways Technical Supervisors Association (IRTSA) is constrained to note the apathetic attitude of the Railway Administration towards the just demands of the that the Rail Engineers / Technical Supervisors, due to which these 'Frontline Managers' continue to suffer great humiliation and frustration on account of denial of proper status and emoluments as well as lack of adequate promotional avenues on the Railways.

The conference regretted that Rail Engineers / Technical Supervisors were the worst sufferers at the hands of both Fifth and Sixth Pay Commissions especially since the Engineers / Technical Supervisors were treated worst than the Accounts, teaching & Nursing Staff – who had always been in lower scales than the former.

Even the existing relativity of Pay structure of Engineers / Technical Supervisors - after Third & Fourth Pay Commissions - had been disturbed by the Fifth and Sixth Pay Commissions in respect of the Rail Engineers / Technical Supervisors. There were many other Anomalies in the Report of Sixth Pay Commission. But none of the Anomalies have so far been removed although over 2 years have passed since the acceptance of the Report of Sixth Pay Commission.

CMA I (with recruitment qualification of BE & MSc) were treated even more adversely by being singled out to be left in the Grade Pay of Rs.4200 – in spite of clear cut recommendations of Sixth CPC to grant Grade Pay of Rs.4600 to posts with Engineering Graduate as recruitment qualification.

The conference regretted that the orders have yet not been issued by the Railway Board on some of the issues like the Revised Entitlement of Passes and Revised coverage under the Group Insurance Scheme etc. No decision has yet been taken on the revised distribution of Posts and the duties & responsibilities after the merger of scales. Even the orders on Revised Designations were "Provisional"

No major decision has yet been taken in National Anomalies Committee (NAC). Even the recommendations of Departmental Anomalies Committee (DAC) – (for higher Grade Pay of Rs.4600 to JEs & Grade Pay of Rs.4800 to SSEs & CMS etc.) have yet to be approved by the Ministry of Finance. Cadre Restructuring Committee (CRC) has yet to start working in right earnest.

Duties, responsibilities and job requirements of Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock and Locomotives, Signal & Telecommunication, Works, P-way and Bridges etc. on the Railways. But it was regrettable that neither the last two Pay Commissions nor the Railway Board have given the due credit for the same while determining their Pay Scales, Grade Pay or avenues of Promotion – in spite of strong recommendations for better status, emoluments and better Avenues of Promotion for them, by the Railway Accident Inquiry Committees and Railway Reforms Committee etc.

All this has greatly demoralized the Rail Engineers. This is bound to seriously and adversely affect their efficiency and in turn, that of the system as a whole.

The Conference, therefore, once again urges upon the Railway Board and the Government to favourably consider and redress the following just demands in the interest of natural justice and for greater safety and efficiency and for better job satisfaction of Supervising Engineers on the Railways:

Main Demands

1. **Recognition of IRTSA** to provide suitable Forum to discuss and resolve the problems of the middle management category of Engineers / Technical Supervisors on the Railways as per recommendations of Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC)
2. **Three Times Pay Rise in PB-1 to PB-3 – wef 1-1-2006** (instead of 2.26 times) (over the Fifth CPC Pay Scales) at par with 3 times rise given in PB-4 & above.
3. **Merger DA (Dearness Allowance) with Pay for all purposes w.ef. 1-1-2011 – when DA crosses 50% - as in the past – (setting aside the unjust & illogical recommendations of Sixth CPC in this regard).**

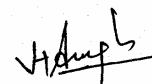
4. **Early Setting up of Seventh Pay Commission:** Early setting up of Seventh Pay Commission for Revision of wage structure of Central Government employees with effect from 1.1.2011 – since 5 years have passed since date of implementation of Sixth Pay commission; Govt. has already conceded to effect wage revision in PSUs after every 5 years – same criteria should be applied in case of Central Government employees; Disparity with PSUs & Corporate Sector have increased further since Sixth CPC; D.A would exceed 50% w.e.f. January, 2011, but merger of DA is not proposed to be done at this stage due to retrograde recommendations of the Sixth Pay Commission to the contrary.
5. **Separate Pay Commission or Wage Board for Railways** – in view of peculiar nature of working conditions on Railways.
6. **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – as per their Duties & responsibilities and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff etc.
7. **Up-grading of posts of Senior Section Engineers, CDMS, CMS & to PB-3 with Grade Pay of Rs 5400** – as per their Duties & responsibilities and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff etc.
8. **Up-grading of posts of CMA-I in pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B. Tech (Chemical / Metallurgical) or MSc (Chemistry and of Sixth CPC has recommended to upgrade to Pre-revised grade of Rs.7450-11500 – the posts with Engineering Degree as Recruitment qualifications
9. **Time Bound promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group ‘B’ Gazetted** - as in all other Government Departments like CPWD and MES, where the JEs are promoted directly to Group ‘B’ (Gazetted).
10. **Re-designation** of Senior Section Engineers, CDMS, CMS & CMA-I as Assistant Engineers and their re-classification in Group B Gazetted.
11. **Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’** - to provide adequate avenues of promotion & to fully meet with job requirements.
12. **Removal of disparity in Cadre Restructuring of Engineers / Technical Supervisors (JEs, & SSEs)** vis-a-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).
13. **Cadre Restructuring of Junior Engineers (JE) & Senior Section Engineer (SSE) in the ratio 40:60%**
14. **Upgrading of adequate %age of posts from Group ‘C’ to Group ‘B’ (Gaz.)**
15. **Grant of Special Pay to all Technocrats Engineers / Technical Supervisors - like Scientists.**
16. **Minimum Annual Increment of 5 % PA (instead of 3%).**
17. **Higher Proficiency Increment in PB-2 & PB-3 at par with PB-4.**
18. **Withdrawal of system of uniform date of Increment** (in July every year) and
Either i) Reverting back to the earlier system
OR ii) Adopting 2 dates for Annual increments – in January (for those whose increment fell due in January to June) and in July (for those whose increment fell due in July to December).
19. **Revision of rates of Incentive Bonus & PCO Allowance wef 1.1.2006** - in Railway Workshops & Production Units as per Revised Pay Bands & Grade Pay in keeping with ILO norms – (which require the rates to be based on average of the wages) – or at least 2.26 of the existing rates.
20. **Extension to left out areas & Cadres under Incentive Scheme** in the allied Shops & Sections of Workshops & Production Units,
21. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centers** in Workshops & Production Units, considering their contribution to improved productivity.
22. **PCO Allowance to JE, SSE & Staff of Progress Cadre in PCO in Southern Railway Workshops & ICF** - at par with Ex-cadre Progress Staff of PCO.
23. **Design Allowance to Drawing, Design Staff** – as recommended by Fifth CPC.
24. **Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, P-Way, Works & Bridges and S & T Depots etc.,** to meet with the additional workload in these areas.
25. **Honorarium / Incentive to Engineers & Staff for additional workload – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc,** especially on account of fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.
26. **2 AC / First Class Pass to all JEs & others in Grade Pay of RS.4200** – *irrespective of Date of appointment and at par with other Depts. & as per 6th CPC recommendations* for the class of eligibility as per recommendation of Sixth for AC 2 tier travel facility for posts carrying Grade Pay from Rs.4200 & above
27. **Inclusion of both dependent Parents (father & mother) in Privilege Pass** - as Parents are the responsibility of employee and part of family as per Indian culture.
28. **Three financial Up-gradations under MACPS after every 8 years of service in a grade** - at par with Armed Forces.
29. **Financial up-gradation under MACPS as per cadre hierarchy.**

30. Counting of initial Training period for MACPS.
31. Promotion through LDCE (Intermediate Apprentice JEs) should not be counted for Financial up-gradation under MACPS - but as initial appointment.
32. Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 for MACPS & promotions to the merged / up-graded scales should be ignored – as per accepted policy under MACPS.
33. Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the revised scale with the Grade Pay Rs.4600 - irrespective of their date of recruitment.
34. Exemption of all allowances from Income Tax - As recommended by Fifth CPC since the allowances are granted to compensate factors like prize rise & erosion of real wages.
35. Improvement of working conditions of Engineers & other Technical Staff on the *Open Line C&W, Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and PUs and I.T. cadres*
36. 2.66 times uniform increase in Transport Allowance wef 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales upto Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.
37. Restoration of CCA and payment thereof @ 10% of basic pay.
38. Uniform Training Period & Stipend of Trainee JEs. of all Departments.
39. Cadre Restructuring of JE & SSE of Drawing, Design Office at par with other Technical Supervisors / Engineers, due to their common recruitment qualifications as Diploma in Engineering, common training and vital job content & multi-skilled job requirement.
40. Promotion of serving Engineering Graduate JEs. / S.S.Es against 50% posts of direct recruitment quota of officers with necessary age relaxation.
41. 20% of Pay as P.C.O. Allowance to P.C.O. Staff including JEs & SSEs.
42. Incentive Bonus to S.S.E. in Workshops & Production Units without any deduction for Leave or Holidays or for training or out station duty – as the same is linked with Basic Pay and does not fully compensate for the Incentive Bonus based on Hourly rates like the other staff.
43. 30% Special Heavy Duty Allowance to Track Temping Staff & Engineers. (As recommended by Sub-Committee of Railway Board as long back as in 1996).
44. 30% Training Allowance for Faculty of Zonal Training Schools and Technical Training Centres at par with National/Central Training academies and Institutes for Group-A Officers.
45. 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.
46. Amendment of HOER & Factories Act to compensate for actual number of extra hours put in.
47. **Withdrawal of non-technical duties from JEs, SSEs** -for full concentration and effective utilization of Technical Supervisors in technical jobs only since the following duties divert their attention:
 - i) Custody of Stores, ii) Boxing, Disbursement & witnessing of wages; and
 - iii) Witnessing of GA attendance card punching etc.
48. Grant of Honorarium to Senior Technical Supervisors (i.e. S.S.Es.) for additional duties - till these duties are withdrawn from them – including i) Supervision of payment and disbursement of wages to workers; ii) Holding of D & A R Inquiries; iii) Holding of Trade Tests; and iv) Filling up of Confidential Reports of Staff, etc.
49. Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.
50. Provision of proper Man-Power - as per yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
51. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
52. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
53. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
54. Extension of Factories Act to Sheds and Open Line Depots.
55. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
56. Withdrawal of system of written tests for promotion from JE/SSE to Group ‘B’ Cadre - so 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’ and above in Indian Railways or for promotion from Junior Engineers to Assistant Engineers in other Central Government Departments or in the State Government Services.
57. Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
58. Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

59. **National Holiday Allowance at double the rate of wages to JEs & SSEs for working on National Holidays**
OR: One month additional salary PA to Open Line Staff - for working on Sundays & National Holidays.
60. **Restoration of Family Planning Allowance equal to one annual increment (3%) of mean value of the Pay Band plus the Grade Pay attached to the post.**
61. **Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).**
62. **Recognition of M.B.A. / G.D.M.M. etc., as additional Technical Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.**
63. **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.**
64. **Eligibility of Half C.L. for Saturdays (where Saturdays are half working days).**
65. **Payment of Night-Duty Allowance for full period of Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. - as night hazards are created after sunset.**
66. **Grant of Medical Allowance of at least Rs.1000 pm to all serving and retired employees who opt out of medical facilities of the Railways or residing beyond 2 km from Railway Hospital.**
67. **Arrangement for ‘Cashless’ Medical treatment in Government Hospitals - in case of ‘Emergency’ – as available in Recognised Private Hospitals.**
68. **Inclusion of both ‘Dependent Parents’ (Father & Mother) for Medical treatment.**
69. **Eligibility for Private In-patient Rooms (instead of General wards) for Technical Supervisors (in GP Rs.4200 & above) & their Dependents.**
70. **No reduction in Commutation value of Pension – as resorted to after Sixth CPC.**
71. **Accident Free Service Award to Engineers & other Technical Staff working in Open Line C&W Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.**
72. **Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.**
73. **Grant of Transport Allowance to those availing RCP (for self, spouse or wards), as campus & distance restrictions have now been removed after Sixth CPC.**
74. **Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service - to meet with Social obligations & other personal exigencies.**
75. a) **Provision of adequate facilities and proper maintenance of Supervisors’ Rest Houses, Holiday Homes, and Supervisors’ Institutes / Training Schools & Supervisors Hostels etc.**
b) **Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare.**
76. **Revision of Breakdown Allowance (BD Allowance) for Open line Technical Supervisors from the present Rs 200 pm to at least 20% of basic pay like special pay to loco pilots.**

RESOLUTION ON LINE OF ACTION

This all India Conference of Rail Engineers & CGB Meeting of INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION is deeply constrained due to the great injustice done with the Engineers / Technical Supervisors both by the SCPC as well as by the Railways, in spite of repeated representation at all levels. The Conference, once again called upon the Government and the Railway Board, to accept the genuine demands of the Engineers on the Railways. CGB authorizes CEC / President & the General Secretary IRTSA to decide the line of action as per situation and advise all concerned accordingly.



**Harchandan Singh,
GS, IRTSA**

AIMS, OBJECTS & HISTORICAL BACKGROUND OF IRTSA

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

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

Finally an Association was formed on 27th November, 1965, at Chennai. Shri Harchandan Singh was elected as its first General Secretary. Association was initially named as Indian Railways Apprentice Mechanics & Ex-Apprentice Mechanics Association. Within an year thereof, the name of the Association was changed to INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION (IRTSA), in a historic All India Conference held at New Delhi, on 27th November, 1966. The Conference was largely attended and widely publicized in the media. The Association worked in coordination with Indian Railways Foremen Association - which was formed in 1964 and which was finally merged with IRTSA in August, 1970 during the All India Joint Convention held at Ajmer.

IRTSA has a strong organizational base and has made remarkable achievements – continuously struggling for the betterment of Technical Supervisors and Railway men at large during the last nearly 40 years in spite of the fact that it has not been given a 'de-jure' recognition. Highlights of major achievements are enlisted on the page inside back cover, There is still a long way to go and the struggle must go on

MAJOR ACHIEVEMENTS (1965-2009)

1. Provision of an effective platform for uniting and highlighting the problems & aspirations of Technical Supervisors / Engineers on the Indian Railways and representing the same before the Administration the Pay Commissions and other forums, and developing better relations with staff & administration.
2. a) Allotment of highest Pay Scales to Technical Supervisors / Engineers amongst group C including the scale of Rs. 840-1200 through 3rd, CPC and Rs. 2375 - 3500 through Fourth CPC.
3. Reduction in number of scales of Technical Supervisors from 6 to 4 by 3rd CPC & 2 by 5th CPC.
4. Honorarium to JEs for Disbursement of wages to staff –(in 1968 and subsequent revision thereof).
5. a) Bringing entire cadre of Technical Supervisors in one category - (from JE to SSE) in 1984 onwards, for Cadre Restructuring.
- b) Raising of no. of SSEs posts from 3% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993 and 18% to 21% in 2003.
6. Change of designation of Technical Supervisors as Junior Engineer and Senior Section Engineer
7. Upgrading of Mistries to Junior Engineers.
8. Hurt on Duty / Hospital Leave to Apprentices / Trainees (in 1967).
9. Counting of Apprenticeship / training period for Retirement and incremental benefits etc.
10. Reduction of training period of JEs to 18 months (and now to 1 year)
11. Grant of PCO Allowance to PCO Staff.
12. Revision of rates of Incentive Bonus (in 1968, 1975, 1990, 1998 & 2009).
13. Revision of Stipend equal to pay during Apprenticeship / Training.
14. Grant of Special Pay / Allowance to Instructors and Lecturers.
15. Won the case in CAT for grant of Group "B" status to Sr. Technical Supervisors.
16. PLB for all Technical Supervisors irrespective of their pay limit.
17. Raising SSE pay scale to Rs. 7450-11500 instead of Rs. 7000 - 11500 recommended by 5th CPC
18. Grant of scale of Rs. 7450-11500 to Drawing & Design staff.
19. Re-designation of Drawing & Design Staff as Engineers (as Junior Engineer, Section Engineer and Senior Section Engineer)
20. Grant of Incentive Bonus to Senior Supervisors working in Production Units and Workshops.

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