

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/ CEC – CRC

Date: 14-4-2012

Dear Brother Engineers,

**SUBJECT: CONGRATULATIONS FOR A GIFT OF CADRE RESTRUCTURING TO ALL JES & CMAS  
– A BRIGHTER HOPE FOR SENIORS FOR UPGRADING TO GROUP 'B' - NEED FOR STRUGGLE**

It is really heartening that after years of struggle for removal of anomalies & disparities in cadre restructuring, finally the CRC (Cadre Restructuring Committee) Railway Board had agreed to the following percentage distribution of posts of the Technical Supervisors on the railways - in the Meeting of Cadre Restructuring Committee (CRC) – held on 11-4-2012:

## **Existing & Proposed Percentage of Technical Cadres**

**Agreed to in CRC (Cadre Restructuring Committee) Meeting - Held on 11-4-2012**

Category	Grade Pay	Existing percentage (After Merger)	Percentage agreed to by Rly Bd in CRC	Remarks
Technical Supervisors	Rs 4200	50-47%	30%	Existing variation of % age in different Estts - stands removed,
	Rs 4600	50-53%	70%	
Lab C&M Staff	Rs 4200	30%	15%	
	Rs 4600	70%	85%	
Drawing & Design	Rs 4200	55%	40%	
	Rs 4600	45%	60%	
Stores - DMS & CDMS	Rs 4200	60%	20%	Offered by Rly Bd in meeting on 17-10-2011, but no decision as yet.
	Rs 4600	40%	80%	

- a) **MAJOR ACHIEVEMENT:** All this is a major achievement – with multifarious impacts, - as under:
- Removing the disparities within the Cadre - at least partially viz-a-viz other cadres.
  - This is quite an improvement over the existing %age distribution and a major improvement over the Boards proposals in the last meeting of Cadre Restructuring Committee (CRC) – in which there was a walk out by the Staff Side and strong protest & representation by IRTSA.
  - Variation of %age distribution stands removed – between Workshops, Sheds & Open Line
  - Posts of erstwhile JE I mostly get upgraded to SSE
  - Posts of erstwhile CMA-I mostly stand upgraded to CMS. This partially meets with one of our other Main demands to upgrade CMA I in view of qualification of Engineering Degree.
- b) **SHORTCOMINGS:** There will still be some shortcomings – including the following:
- Commercial Inspectors will have 75% i.e. 5% more posts in the Apex Grade of Rs. 4600
  - Traffic Controllers will have 90% posts in the apex grade of Rs. 4600.
  - Drawing / Design will have only 60% posts in the apex Grade. This anomaly needs to be removed forthwith.
- c) **RELATED AREAS OF CONCERN:** Following are some of the related areas of concern which requires our immediate attention:
- Demand for combined Cadre Restructuring of Group A, B & C has not been conceded. Even the Federations are not taking it seriously as yet even though it relates to entire Railway men.
  - No upgrading has been given so far to SSE & CMS & CDMS in any Cadre Restructuring – resulting in large scale clustering of posts in the apex grade – causing rampant stagnation and frustration – due to lack of avenues of promotions.
  - There is a serious crisis of management in the Shops, Sheds & Depots due to multiple control in the apex scale of SSE, CMS & CDMS.

**2) TIME FOR SIMULTANIOUS JUBILIATION, SERIOUS INTROSPECTION & TO DECIDE LINE OF ACTION:**

All these developments cited heretofore, call for jubilation, serious introspection by all of Rail Engineers & for deciding line of action – especially keeping in view the following points:

- i) We have waited for too long for grant of Group B.
- ii) Railways have not implemented any of the orders of DOP on classification of posts—ever since Third Pay Commission – in spite of the directive by the CAT in *IRTSA-vs-UOI*, to consider removing the Anomaly and disparity. Rly Board replied in the negative but did not remove the Anomaly.
- iii) Case could not be pursued further at that stage (in 1990) for contempt of court or an Appeal to the Supreme Court – due some technical reasons involved in the in the word “consider” – used by CAT in its judgment.
- iv) Even the promised upgrading of 15% posts of Senior Supervisors is not forthcoming
- v) Some Technical Supervisors don't want Group B due transfers & monetary loss of Incentive involved. Others find the solace in MACPS.
- vi) Some want it desperately – especially the direct recruited SSE & CMDS – who do not get a single promotion in life time.
- vii) At present there is **SERIOUS CRISIS OF LEADERSHIP & MANAGEMENT IN SHOPS, SHEDS AND OPEN LINE DEPOTS** – due to uncertain line of control and violation of Article 39 of the Constitution and doctrine that “*an equal cannot be over an equal*”.
- viii) The only remedy it seems is to go to the court of law once again. But that will require substantial expenses and time.
- ix) Case for upgrading of SSE & CMS also hangs in the air- with no clear-cut decision.
- x) In my opinion our top most demand should be as under:  
“ALL POSTS SHOP, SHED, OPEN LINE & STORE DEPOTS & LAB INCHARGES SHOULD BE IN GROUP B (GAZETED) – TO END CRISIS OF MANAGEMENT.

*(IMP: Please comment & also cross check if it works out to be more than 15% posts in the apex grade).*

**3. MOST URGENT - SUGGESTIONS INVITED:** All CEC Members are requested to consult the Members at their end and send their suggestions early about Line of action – including the following – or such other action as deemed proper & more effective by them:

- i) Mass Signature campaign & Representation on Major pending issues
- ii) Dharnas/Demonstrations/Relay Fasts/Mass Fast at local levels
- iii) Dharnas/Demonstrations/Mass Fasts at Delhi
- iv) Court Case for Group B and/or Grade Pay
- v) Any other point

Suggestions should reach the Central President & GS IRTSA latest the end of April, 2012, based on which the Central President shall issue the directive in consultation with the General Secretary. Mass participation should be the criteria for recommending one or more lines of action.


**4. URGENT NEED FOR FUNDS:** Whatever line of action we may decide to undertake, Funds shall be required in a big way in the next few months – if we sincerely wish to effectively pursue the above said issues and other main demands.

All the Units & Subunits of IRTSA are therefore requested to take the following actions:

- i) Complete Membership drive for 2012, if not done so far, @ Rs 150 PA
- ii) Send Central Quota at the earliest @ 50% to the Central Treasurer, Er ON Purohit,, 108 Suraj Nagar, Jodhpur – 8 (through DD in favour of IRTSA payable at Jodhpur)
- iii) Launch Struggle Fund Drive @ Rs 300 per head as First instalment from all Engineers at the earliest and send the same to the Central Treasurer.

With best wishes, Hoping for best of response at the earliest,

Yours fraternally,



(Harchandan Singh),  
General Secretary IRTSA