

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA / CHQ / M/ CGB Resolutions/ 2012-25

Date: 11-12-2012

1. CHAIRMAN, RAILWAY BOARD, RAIL BHAWAN, NEW DELHI
2. MEMBER STAFF, RAILWAY BOARD, RAIL BHAWAN, NEW DELHI.

Respected Sir,

Sub: Resolutions adopted by 47th All India Annual Conference & Central General Body Meeting of IRTSA held at RCF, Kapurthala on 4th & 5th December, 2012

47th All India Annual Conference & Central General Body (CGB) Meeting of IRTSA (Indian Railways Technical Supervisors Association) were held at RCF (Rail Coach Factory), Kapurthala on the 4 & 5.12.2012. Resolutions adopted in the Conference & CGB Meeting are submitted herewith for the kind consideration of the Railway Board.

The meeting expressed strong anguish over the apathetic attitude of Government of India & Ministry of Railways in resolving the problems of Technical Supervisors on the Railways. The sentiments of this front line management category has been hurt deeply since any of the issues pertaining to this category is not even heard properly nor resolved seriously.

Poor status, humiliating pay scales, negligible avenues of promotion, absolute lack of career planning and complete disregard of their duties and responsibilities in safe & efficient running of trains, adverse working conditions, lack proper work norms, lack of requisite infrastructure, missing element of motivation, no compensation for ever rising additional work load, undue work pressure from superiors, unconcerned & uncalled for behavior from many of the subordinates, incompetent and corrupt contractors, have all put this important category in a highly aggrieved situation.

Duties, responsibilities and job requirements of these Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock, Locomotives, Signal & Telecommunication, Electrification, Works, P-way and Bridges etc. on the Railways.

It was regretted that the anomalies created by Fifth and Sixth Pay Commissions were not addressed with due concern for justice. Disturbance of vertical relativity and horizontal parity is a matter of serious concern and Railway Board is not doing justice by keeping the categories working under the Technical Supervisors in the same Grade Pay.

No decisions were taken in the National Anomaly Committee (NAC) and Departmental Anomaly Committee (DAC) with regard to the pay scales of Technical supervisors / Rail Engineers. Denial of Group-B status to senior supervisors, sluggish cadre restructuring exercise, non acceptance of combined restructuring of Group-A, B & C, non-addressing of mounting anomalies in the MACP Scheme - demonstrates the non-seriousness of Ministry of Railways towards grievance redressal – causing much frustration and killing all motivation amongst Technical Supervisors on Railways.

We, therefore, urge upon the Railway Board to please redress the heartburning issues of the front line Engineers / Technical Supervisors early – as enshrined in the Resolutions submitted herewith and to recommend to the Government / other concerned Ministries to accept the demands as may relate to them.

Encl: Resolutions of Demands adopted in the Conference & CGB Meet of IRTSA

Yours faithfully,

Copy for information & favourable consideration to:

1. Secretary (Estt), Railway Board, New Delhi
2. Additional Member / Staff, Railway Board, New Delhi.
3. Additional Member / PU, Railway Board, New Delhi.
4. Executive Director - I / Pay Commission, Railway Board, New Delhi.
5. Executive Director - II / Pay Commission, Railway Board, New Delhi.
6. Director / Pay Commission, Railway Board, New Delhi.


(Harchandan Singh),
General Secretary, IRTSA

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No:IRTSA/ CHQ / M/ Resolutions CGB / 2012-23

Date: 4-5 December, 2012

RESOLUTIONS OF DEMANDS

ADOPTED BY

**CENTRAL GENERAL BODY MEETING & 47TH ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT RCF KAPURTHALA, ON 4TH & 5TH DECEMBER, 2012**

Central General Body (CGB) and Central Executive Committee (CEC) of Indian Railways Technical Supervisors Association (IRTSA), which met at RCF Kapurthala on 4th & 5th December, 2012, expressed strong anguish over the casual & apathetic attitude of Government of India & Ministry of Railways in resolving the problems of Technical Supervisors on the Railways. The sentiments of this front line management category has been hurt deeply since any of the issues pertaining to this category is not even heard properly nor resolved seriously.

Poor status, humiliating pay scales, negligible avenues of promotion, absolute lack of career planning and complete disregard of their duties and responsibilities in safe & efficient running of trains, adverse working conditions, lack proper work norms, lack of requisite infrastructure, missing element of motivation, no compensation for ever rising additional work load, undue work pressure from superiors, unconcerned & uncultured behavior from the subordinates, incompetent and corrupt contractors, have all put this important category in a highly aggrieved situation.

Duties, responsibilities and job requirements of the Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock, Locomotives, Signal & Telecommunication, Works, P-way and Bridges etc. on the Railways.

It was regretted that the anomalies created by Fifth and Sixth Pay Commissions were not addressed with due concern for justice. Disturbance of vertical relativity and horizontal parity is a matter of serious concern and Railway Board is not doing justice by keeping the categories working under the Technical Supervisors in the same Grade Pay. No decisions were taken in the National Anomaly Committee (NAC) and Departmental Anomaly Committee (DAC) with regard to the pay scales of Technical supervisors / Rail Engineers. Denial of Group-B status to senior supervisors, sluggish cadre restructuring exercise, non acceptance of combined restructuring of Group-A, B & C, non-addressing of mounting anomalies in the MACP Scheme - demonstrates the non-seriousness of Ministry of Railways and Government towards grievance redressal - causing much frustration and killing all motivation amongst Technical Supervisors on Railways..

The meeting resolved to seek legal remedies and to agitate suitably if the genuine and long pending demands were not redressed early.

The meeting urged upon the Government and Railways to redress the heartburning issues of the front line Engineers / Technical Supervisors on the Railways early.

MAIN DEMANDS

- 1. FORUM TO DISCUSS AND RESOLVE THE PROBLEMS of the Frontline & middle management category of Technical Supervisors on the Railways - as per recommendations of Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).**
- 2. IMMEDIATE SETTING-UP OF SEVENTH PAY COMMISSION;**
- 3. REVISION OF WAGES W.E.F. 1-1-2011 – Five years after last revision as recommended by Sixth Pay Commission;**
- 4. Merger of 50% DA with Basic Pay for all purposes w.e.f. 1-1-2011 – as in the past since there is erosion of real wages due to unjust and unrealistic weight-age to elements in the compilation of**

Price Index – ignoring present day realities and requirements of the working class – an aspect which had been ignored by the Sixth Pay Commission – while recommending non merger.

REG: PAY SCALES / PAY BANDS, GRADE PAY, INCREMENTS & DESIGNATIONS

5. **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – keeping in view their Duties & responsibilities and increase thereof due to modernization & safety requirements and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc.
6. **Up-grading of posts of Senior Section Engineers, CDMS, CMS to Grade Pay of Rs 5400 PB-3** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain Pre- Sixth CPC “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc..
7. **Up-grading of posts of CMA-I to pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry); and as the Sixth CPC had recommended (*vide Para 3.4.7*) that the posts with Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500.
8. **Up-grading & Re-designation of P-way Supervisors & Senior P-way Supervisors as Junior Engineers**
9. **Parity in Fixation of Pay of Promotes & Direct Recruits - *Fixing the pay of promotes at least at Entry Pay for Direct Recruits in each grade.***
10. **Minimum Annual Increment of 5 % PA (instead of 3%).**
11. a) **Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.**
b) **Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.**

CAREER PROGRESSION AND PROMOTIONAL AVENUES

12. **Early implementation of decisions taken in the Cadre Restructure Committee.**
13. **Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’** - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
14. **Time Bound promotions 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).
15. **Grant 5 functional promotion to all Technical Supervisors as is provided for in the case of Group A services.**
16. **Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted** – as per orders of DOP
17. **Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (Gazetted).**
18. **Integrated seniority for promotion from Group C to Group B - be considered for the same Grade Pay of Rs.4200 both for Technical Supervisors and for Running Staff** – to avoid discrimination and as the Training period is counted for seniority for LDCE.
19. **Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).**
20. **Cadre Restructuring of JE & SSE of Drawing & Design and DMS (Stores Supervisors) at par with other Technical Supervisors**, due to their common recruitment qualifications as Diploma in Engineering, common training and vital job content & multi-skilled job requirement.
21. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of officers (IRES & SCRA) - with necessary age relaxation.**
22. **Withdrawal of system of written tests for promotion from JE/SSE to Group ‘B’ Cadre** - as in the case of officers and in other Departments - since no written tests or selections are held for promotion from Group ‘B’ to Group ‘A’ and above in Railways nor in other Central or State Govt. Departments for promotion from Junior Engineers to Assistant Engineers.

- 23. Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in Workshops and Production Units** with a unified Trade of “Mechanical Engineering” to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.

INCENTIVE & SPECIAL PAY

- 24. 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.
- 25. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
- 26. 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 fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.
- 27. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other departments..**
- 28. Revision of rates of Incentive Bonus & PCO Allowance** wef 1.1.2006 (instead of 1-6-2009 - in Railway Workshops & Production Units; and further Revision thereof wef 1-1-2011 – when the DA crossed 50%.
- 29. Revision of rates of Incentive Bonus & PCO Allowance -** 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 rates prior to Sixth CPC.
- 30. Payment of Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**
- 31. 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 the existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) –** (to compensate for loss of take-home- Pay on promotion from JE to SSE.
- 32. Incentive Bonus to S.S.E. in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty –** as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.
- 33. Incentive rates / PCO Allowance should be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
- 34. Extension to left out areas & Cadres under Incentive Scheme in the Allied Shops & Sections of Workshops & Production Units,**
- 35. 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 (and as already adopted for C & M Staff in DMW Patiala).
- 36. PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all shops.**
- 37. Design Allowance to Drawing, Design Staff – as recommended by Fifth CPC.**

MACPS

- 38. Three financial Up-gradations under MACPS after every 8 years of service in a grade - at par with Armed Forces (instead of after 10, 20 & 30 years of Service given to Civilian employees).**
- 39. Financial up-gradation under MACPS as per cadre hierarchy & not Grade hierarchy.**

40. Counting of initial Training period for MACPS as it is COUNTED AS QUALIFYING SERVICE FOR PENSION & INCREMENTS AND AS PAID FOR FROM GENERAL REVENUE.
41. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
42. Proper implementation of Railway Board (No: PC-V/2009/ACP/2, dated - 29.12.2011) order on third financial upgradation under MACPS on completion of 20 years of service from the first promotion, 10 years after ^{2nd} Promotion or 30 years after appointment – whichever is earlier.
43. Entry grade of Tracers and Assistant Draftsman should be considered from the Grade Pay of Rs.4200 for MACPS – as the promotions to the merged / up-graded scales should be ignored – as per accepted policy under MACPS.
44. Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the pre-revised scale of Rs.7450-11500 - irrespective of their date of recruitment & irrespective of their date of promotion to the pre revised scale of Rs.6500-10500.
45. Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc.

ALLOWANCES & MERGER OF DA ETC.

46. Merger of DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 – when DA crossed 50% – as in the past – to neutralize the impact of excessive inflation.
47. Exemption of all allowances from Income Tax - as recommended by Fifth CPC since the Allowances are granted to compensate the prize rise & erosion of real wages.
48. 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.
49. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (As recommended by Sub-Committee of Railway Board in 1996).
50. 30% Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centres, Zonal Training Schools and Technical Training Centers at par with National/Central Training Academies and Institutes for Group-A Officers.
51. a) Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties –
OR b) Withdrawal of the following Non-Technical Duties from Technical Supervisors:
 - 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.
52. National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays
53. Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.
OR: One month's additional salary in an year to Open Line Staff - for working on Sundays & Holidays.
54. a) Revision of rates of Incentive for acquiring additional Professional qualifications;
b) 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).
55. 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.

56. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
57. 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.

WORKING CONDITIONS

58. No privatization or corporatization of Production Units & Workshops on Indian Railways.
59. Improvement of working conditions & work environments and provision of basic needs & amenities in the Open Line C&W - Electrical & Mechanical Depots, Diesel Sheds, Electrical Loco Sheds & 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.
60. 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.
61. Amendment of HOER & Factories Act - to compensate for actual number of extra hours put in.
62. Withdrawal of following Non-technical duties, unjustly imposed on Technical Supervisors (JEs & SSEs), even though separate staff is provided for the same; while these non technical duties & responsibilities divert the attention of Technical Supervisors from vital technical duties – adversely effecting the safety & efficiency of the system:
- i) Boxing, Disbursement of wages to workers
 - ii) Supervision and Witnessing of payment of wages to workers;
 - iii) Holding of D&AR Inquiries;
 - iv) Holding of Trade Tests;
 - v) Filling up of Confidential Reports of Staff,
 - vi) Custody of Stores,
 - vii) Witnessing of GA attendance card punching etc.
63. Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
64. 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.
65. Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.
66. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.
67. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
68. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
69. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
70. Extension of Factories Act to Sheds and Open Line Depots.
71. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit of the availability of the infrastructure *(by independent agencies)*.

PENSION & RETIREMENT BENEFITS

72. Withdrawal of New Pension Scheme – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004.
73. 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.
74. No reduction in Commutation value of Pension – as resorted to after Sixth CPC.
75. Fixed medical allowance for New Pension Scheme (NPS) retirees – at par with Pre-2004 appointees.
76. Grant of Medical Allowance of Rs.1200 pm to all retired employees at par with those of EPFO and keeping in view high cost of medicines for day to day treatment Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).

77. Rate of interest on SRPF should be at par with interest on PPF.

78. Minimum Ex-Gratia Pension of Rs.3500 plus DR to ALL SRPF Optees – at par with 50% of Minimum wage of CG Employees.

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

79. 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.

80. 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.

81. Eligibility of Half C.L. (Casual Leave) for half working days.

82. Restoration of 12 days CL (Casual Leave).

83. Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognized Private Hospitals.

84. Early orders on inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.

85. Inclusion of both Dependent Parents (father & mother) in Privilege Pass - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.

86. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).

87. 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.*

88. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS.

89. Provision of Laptop / Desk top Computers to all JE, SSE, CMA, CMS, DMS & CDMS.

90. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.

91. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.

92. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare.

93. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.

94. "Tatkal" facility for "Privilege / Complementary Passes" – on payment of "Tatkal" charges

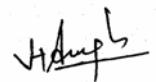
95. Increase in quota of seats for Pass / PTO in Rajdhani / Shatabdi Express.

96. Online booking against Railway Pass / PTO in Rajdhani / Shatabdi Express.

97. Medical and Privilege Pass facility to the dependents of Trainees / Apprentice Junior Engineers.

98. Eligibility of Self, Wife and 2 dependents on Privilege Pass to travel in Rajdhani / Shatabdi Express – Removal of ceiling of only one/two seats/Births on the Pass in these trains.

99. Eligibility to travel with Privilege / Complementary Pass/PTO in Duronto Express.



(Harchandan Singh),
General Secretary, IRTSA