

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

Glimpses of CEC meeting of IRTSA

Held at Dr. Ambedkar Bhavan, Chandigarh on 12.06.2018



CEC MEETING OF IRTSA HELD AT DR. AMBEDKAR BHAVAN, CHANDIGARH ON 12.06.2018



1. Minutes of CEC Meeting
2. General Secretary Report submitted to CEC IRTSA
3. Resolutions of demands adopted in CEC meeting



INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329 Under ITU Act 1926, at Delhi). (Website <http://www.irtsanet.net>)

C.HQ.32, Phase 6, Mohali, Chandigarh-160055. Ph:0172-2228306, 9316131598, 8360452584

No.IRTSA /Minutes CEC-2018-1

12.06.2018

MINUTES OF CEC IRTSA MEETING HELD AT DR. AMBEDKAR BHAVAN, CHANDIGARH ON 12.06.2018.

1. Meeting of CEC IRTSA was held at Dr.Ambedkar Bhavan Chandigarh on 12th June 2018.
2. The meeting was presided over by Er.M. Shanmugam Central President IRTSA. 65 CEC Members participated in the meeting.
3. Er. Harchandan Singh General Secretary / IRTSA welcomed all the participants.
4. Address by Central President: In his opening address Er. M. Shanmugam said that for the last 15 years there was no major change / improvement happened for the category, except 7th CPC which brought only heart burning and no steps were taken by the Government so far to remove the anomalies. While speaking about the demands on revision of incentive, he expressed satisfaction that out of four members nominated from Staff Side to the Committee on Incentive Review, three were Technical Supervisors. He appealed for an intensive drive for membership subscription. He advised for more use of WhatsApp & Facebook for effective communication among members throughout Indian Railways.
5. Opening Address by General Secretary: In his opening address GS/IRTSA Er. Harchandan Singh emphasised the need to strengthen IRTSA at grass root level. Mobilizing and organizing takes skill, time and energy for which we need to identify and effectively involve the younger generation who have the fire within to create change.
He advised to CEC members that in order to make sub-units working actively, every CEC member has to visit sub-units of their region regularly, so that sub units can work vibrantly. He impressed upon the members for observing all the CEC directives at sub-unit level including the Line of Action for observing "Demands Day, Mass Fast etc. as decided from time to time. He demanded that revision of incentive rates should not be less than minimum of 7th CPC pay divided by 208. Pending acceptance of Main demands of IRTSA, GS/IRTSA urged the Finance Ministry for early acceptance of Railway Board's proposals to upgrade posts of JEs from GP Rs.4200 to GP Rs.4600 & SSE from GP Rs.4600 to Rs.4800 and approval for a cadre restructuring of Technical Supervisors with 33% posts as JE in GP Rs.4200, 17% of posts as SSE in GP Rs.4600 & 50% of posts in GP Rs.4800.
6. General Secretary's Report: Er. K.V.Ramesh, Sr.JGS read out the General Secretary's Report (*as per copy attached*). The report briefed about position of Court case, OA 1568/2017 in CAT Chennai pleading for higher pay level for JE & SSE, Classification of posts on Railways, Change of eligibility criteria for financial upgradation under MACPS. The report also stressed the need for introduction of posts of Principal SSE on the analogy of PHODs and to have better administrative control & promotional avenue. Report also urged all the Zones & sub units to complete the membership drive @ Rs.200 PA and annual subscription of Rs.100 for "Voice of Rail Engineers".
7. Er. L.N. Pathak and Er. K.Gobinath who represented the two Federations in the Committee on Incentive Review along with the General Secretaries of AIRF & NFIR respectively, briefed about the meeting recently held with Railway Board. Er.K.Gobinath said that Railway Board's attitude was not in favour of offering a fare new incentive rates as per scientific norms. He said that Railway Board has highlighted cost effectiveness, economics, etc. He also said about specific mention about incentive for SSEs. Er. L.N. Pathak said that this was the first time Railway Board formed its own committee for incentive without taking federations into confidence. He said that Railway Board's Committee is not aware of basic principles of CLW pattern of incentive scheme and Railway Board appears to be having the opinion to revise the incentive rates between 1.2 times and 1.5 times of the existing rates as per financial conditions of Indian Railways in Board's point of view. He said that there should not be any unwanted meetings and no further meeting is required if incentive rates are revised by 2.57 times of the existing rates.
8. Zonal Secretaries Report: Zonal Secretaries & CEC members briefed about the activities in their respective zone. Er. K.Gobinath Zonal Secretary ICF briefed about memorandum submitted to CRB, MS and MRS during their visit to ICF. He also briefed about the meeting held with GSNFIR. He also explained about the friendly cricket tournament organised within members of ICF& Southern Railway.

Er. Ashoke Chowdhary Zonal Secretary CLW briefed about the efforts being made to bring in new entrants - JEs& SSEs - in to IRTSA fold.

Er. Dayananda Rao, RWF briefed about memorandum submitted to CRB during his visit to Bangalore. He said that besides activities related to demands, IRTSA/RWF Zone is regularly conducting felicitation function to all retiring Technical Supervisors. Er. Gopi, SR made a demand for inclusion of incentive for open line Engineers in the terms of reference of incentive committee.

Er. R.B. Singh Zonal Secretary, WR briefed about conducting regular meetings in Mumbai.

Er. Akilash Vishwakarama of NR told about memorandum submitted to GM & PCME and holding of regular meetings with the cadre. He said that New Year get together was organised at Lucknow in a grand manner. He also volunteered to conduct 54th CGB of IRTSA in the year 2019 at Lucknow.

Er. O.N. Purohit Zonal Secretary NWR briefed about initiative taken to involve youngsters in IRTSA activities. He also said about retirement function held in honour of Er. Pandey Auditor IRTSA on his superannuation from Railway service.

Er. Sanjeev Kohli of NR expressed the sufferings of Technical Supervisors without promotion. He further added that ISO certification for Indian Railways workshops are only incurring additional expenditure and also wasting precious man power. Since Indian Railway workshops are not selling any products or services for open market certifications like ISO, EMS, Greenco, etc are not required, in fact Indian Railway workshops are having good system which are time tested.

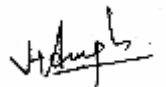
Er. Bhatnagar Zonal Secretary RCF told about memorandum submitted to CRB during his visit to RCF and briefed about celebration of IRTSA foundation day & other programmes. He said that delay in incentive revision is causing heavy loss to Technical Supervisors.

9. Er. Darshan Lal Working President IRTSA in the concluding address briefed about achievements of IRTSA and the service rendered by Er. Harchandan Singh to the category as a father figure. He recalled the difficult days in the year 2005 & 2011, from which he and IRTSA RCF Zone was able to recover because of unity shown by members of RCF & solidarity shown by IRTSA central leadership.
10. Resolutions of demands (as per copy attached) were read out and proposed by Er. K.V. Ramesh Sr. JGS/IRTSA. The resolutions were adopted by the CEC unanimously.
11. **RESOLUTION ON LINE OF ACTION:** Following Resolution on line of action was proposed by Er. Akhilesh Viswakarma of NR, and unanimously adopted by CEC IRTSA:

Central Executive Committee (CEC) IRTSA resolved to observe All India Demands Day on 8th August, 2018 to once again highlight the Main Demands of Technical Supervisors on Indian Railways and to again urge upon the Ministry of Railways, Ministry of Finance (DOE) & Government of India to accept these genuine Demands.

Central Executive Committee (CEC) IRTSA called upon all the Units & Sub-Units of IRTSA to observe All India Demands Day on 8th August, 2018 by holding Gate Meetings / Processions & Mass Meetings at local or Zonal Level (as per local conditions); adopt the Resolutions of Demands and to submit the same to all concerned. A brief Report of action taken by each Unit & subunit shall be sent to the GS&ZSIRTSA).

12. On behalf of Rail Wheel Factory Zone of IRTSA, Er. Dayananda Rao invited all members of IRTSA from all the zones for the 53rd CGB & Annual Conference of IRTSA to be hosted by RWF Zone on 25th & 26th of October 2018 at Bangalore.
13. CEC meeting was concluded with the vote of thanks by General Secretary.



**(Harchandan Singh),
General Secretary, IRTSA**

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

M. Shanmugam,
Central President, IRTSA,
4, Sixth Street, TVS Nagar,
Chennai- 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



Harchandan Singh,
General Secretary, IRTSA
C.Hq. 32, Phase 6, Mohali, Chandigarh-160055.
Email-gsirts@yahoo.com
(Ph:0172-2228306,931613159)

No.IRTSA /GS ReportCEC-2018-1

12.06.2018

GS REPORT TO MEETING OF CEC IRTSA **HELD AT CHANDIGARH ON 12-06-2018**

Dear President, CEC office bearers, Zonal Secretaries & active members of IRTSA,

I welcome you all for the CEC meeting of IRTSA at Chandigarh, mainly to discuss some crucial matters on the demands of the category and to plan a strategy for early acceptance of long pending demands & to gear up the organization at all levels for effective pursuance of the same especially regarding Group 'B' and Pay Levels.

CEC IRTSA last met on 10.10.2017 in conjunction with the 52nd Annual Conference and CGB meeting held at New Delhi on 9th & 10th October 2017.

You are all well aware of the continuous struggle and multifarious achievements of IRTSA in the last over 52 years. All the same, there are still many demands which have cropped up in this period and are pending for redressal. As such, we have to continue our struggle for the same. I would like to share with you the position of some of the main pending demands and appeal to you to strengthen IRTSA to achieve the same.

1) Court Case for higher pay level for JE & SSE: IRTSA has filed a fresh case (vide OA 1568/17) in CAT Chennai pleading for higher Pay Level for JE & SSE on Railways. IRTSA is represented by Er. K.V. Ramesh Sr. JGS/IRTSA, Er. Abdul Salam V. P. CEC & Zonal Secretary Southern Railway, besides some other aggrieved individuals as per legal requirement. Notice has been served to all the respondents including Union of India, Ministry of Finance, Ministry of Railways & DoPT. No further hearing could be held so far due to non-availability of any Judicial Member & continuation of vacancies in CAT Chennai Bench. CAT Chennai has notified next date of hearing on 14.06.2018. Er. K.V. Ramesh, Sr.JGS/IRTSA will brief about the case after submission of GS report.

2) Classification of Posts on Railways: Classification of Posts in railway services is under examination consequent upon DOPT orders dated 9-11-2017 issued after 7th CPC, as informed by the Railway Board in response to following RTI Queries by IRTSA:

Query by IRTSA under RTI: i) Does Ministry of Railways proposes to classify the posts as per the norms laid down by DoPT in S O 3578 (E) dated 9th November 2017, or differently seeking exception to the norms of classification laid down by DoPT in S O 3578 (E) dated 9-11-2017.

ii) Copy of Railway Board's noting & Proposal sent to DoPT by Ministry of Railways.

Reply by RB to RTI Query: Railway Board had replied to the above Query that "The issue of classification of Railway services consequence to issue of classification notified by DoPT vide S.O. 3578 (E) dated 09.11.2017 is under examination in this Ministry. Therefore at this stage it is not possible to provide information/documents as sought by the applicant."

3) Introduction of Post Principal SSE: Posts of Principal HODs has been introduced in all Railways at Zonal level in S 30 (HAG) (like PCME, PCPO, PCMD&PFA& CAO etc.) along with upgrading of several pots from S- 24 to S – 29 (SAG).

A similar provision is essentially required to be provided at the Level SSE with upgrading of adequate number of posts of SSE to that of Principal SSE (Gazetted / Group B) commensurate with their increased duties & responsibilities as well as to remove stagnation amongst the SSE.

CEC IRTSA is requested to consider this issue seriously and pursue it vigorously to provide some relief to the category.

4. Change of eligibility criteria for financial upgradation under MACPS

After the implementation of 7th CPC recommendations criteria for financial upgradation has been increased to 'Very Good' which denies chances of financial upgradation even to good employees who have stagnated without promotion. Retrospective implementation of change in criteria has done injustice to employees who have been graded 'Good' which was the acceptable criteria for MACPS at the time of grading. But later on they were found unsuitable for financial upgradation due to change in eligibility criteria, which is against natural justice.

IRTSA demanded that eligible criteria for financial upgradation shall be fixed either as 'Good' or grading eligible for regular promotion, whichever is lower and Railway Board was requested impress upon DoPT on this issue to get favourable orders. Railway Board vide RBE No.29/2018 dated 27.02.2018 provided opportunity, for submitting representation to the employees who have been awarded below "Very Good" Grading in last three years APARs, for

the purpose of MACPS. But the relief is still awaited by those concerned and we have to continue to strive for the same.

4) MAIN DEMANDS OF IRTSA: Following main demands of IRTSA need to be pursued effectively. We must draw out an effective strategy for early realization of the same:

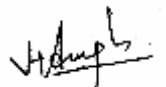
- i) Recognition of Indian Railways Technical Supervisors Association.
- ii) Grant of higher Pay Level 8 for JEs & Pay Level 9 for SSEs.
- iii) Up-gradation of 33% posts of SSE as Principal SSE in Level-11 for more effective management, remove stagnation & to provide avenues of promotion (on the analogy of PHODs)
- iv) Classification of posts of Technical Supervisors in Grade Pay 4600/Pay level-7 in Group 'B' Gazetted.
- v) Withdrawal of changed criteria of 'Very Good' & restoration of 'Good' as criteria for MACPS.
- vi) Implementation of MACPS w.e.f.01.01.2006.
- vii) Inclusion of training period for the purpose of MACPS.
- viii) Revision of Rates of incentive Bonus & Bonus Factor as per new pay matrix w.e.f.01.01.2016.
- ix) Acceptance of following recommendations of Railway Board to MOF (DOE) to provide some relief to stagnating Technical Supervisors (pending acceptance of above said main demands):
 - a) Railway Board vide its OM No. PC VI/2009/DAC/1 (Pt2), DAC item No.3, dated 11.06.2010 had recommended Upgradation of posts of JEs (Junior Engineers) from Grade Pay Rs.4200 to Rs.4600 and upgradation of posts of SSE (Senior Section Engineers) from Grade Pay of Rs.4600 to Rs.4800 as per decision of the Departmental Anomalies Committee - keeping in view of their higher qualifications and onerous nature of duties and responsibilities as compared to those who had been upgraded to higher Grade Pays/ Pay levels after 6th & 7th CPC.
 - b) Railway Board had earlier sought approval of Empowered Committee of Secretaries (E-CoS) and MOF (DOE), for a Cadre Restructuring of Technical Supervisors on Railways with 33% posts of JEs (Junior Engineers) in Grade Pay Rs.4200, 17% SSE (Senior Section Engineers) in Grade Pay Rs.4600 and 50% in Grade Pay Rs.4800 in view of their nature of duties and responsibilities.

5) ORGANISATIONAL MOBILISATION & MEMBERSHIP DRIVE

It is regrettable that of late some of the Units & Sub-Units have of late slackened their efforts in respect of Organisational mobilization and Membership Drive as well as raising of Legal-cum-Struggle Fund even though I do appreciate the all-round efforts put in by some other Units in this regard - like Southern Railway & RCF - who have contributed appreciably to the Central Fund the details of which will be given by their Zonal Secretaries after my report. However slackened Units should also gear up and strengthen once again for continuing the struggle.

All Zonal Secretaries & CEC office bearers are requested to mobilize the Sub-units in their respective regions & to motivate them to complete the Membership Drive @ Rs.200 PA and pursue them to send the Central Quota to the Central Treasurer. Annual subscription of Rs.100 for Voice of Rail Engineers may also be sent along with the addresses to the Manager Voice of Rail Engineers.

Hoping for the best of cooperation by all of you, with best wishes, Long live IRTSA!!



Harchandan Singh,
General Secretary, IRTSA

INDIAN RAILWAY TECHNICAL SUPERVISORS ASSOCIATION

Estd. 1965, Regd. No 1329, Web Site <http://www.irtsa.net>,
C.HQ, 32 Phase 6, Mohali, Chandigarh – 160055 Phone 0172-2228306, 9316131598

No. IRTSA Resolutions/CEC-2018

12.06.2018

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS ADOPTED BY CECIRTA IN THE MEETING HELD AT CHANDIGARH, ON 12.06.2018

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Technical Supervisors / Rail Engineers (JE, SSE, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design, Material Management / Stores Depots, IT/EDP Centres and Chemical & Metallurgical Labs.

They manage & supervise around 8.2 lakhs workforce out of around 12.8 lakhs railway employees.

CEC Meeting of IRTSA urged upon the MOR, MOF (DOE) and the Government of India to accept the following main & genuine demands of Technical Supervisors. Meeting also urged upon the Minister of Railways to impress upon Finance Ministry for the approval of their proposals sent by Railway Board regarding Grade Pay/Pay Level and upgradation of posts of the Technical Supervisors to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1. **RECOGNITION OF IRTSA** – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways.
2. **PAY LEVEL OF TECHNICAL SUPERVISORS:**
 - a) Junior Engineer (JE) be placed in level-8 & Senior Section Engineer (SSE) be placed in level-10 of the Pay Matrix in view of their relative duties & responsibilities viz-a-viz those working under them.
 - b) 33% posts of SSE be upgraded as Principal SSE in Level-11 FOR BETTER MANAGEMENT & as promotional avenue (on the analogy of PHODs).
 - c) DMS, CMA & JE/IT be placed in level-8 and CDMS, CMS & Sr. Er/IT in level-10.
3. 33% of these cadres may be placed in Level-11 as Functional / Non-Functional promotion.
4. Implementation of Pay Level-7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report
5. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted.
6. Withdrawal of National Pension System (New Pension Scheme) (NPS) and restoration of Defined Benefit Pension Scheme / family pension & GPF for those appointed after 1.1.2004 or grant of Option to them from either of the two schemes.
7. **INCENTIVE Rates & Bonus Factor**
 - a) Revision of Rates of Incentive Bonus as per Pay Levels of 7th CPC, in Workshops & PUs w.e.f. 01.01.2016 – Minimum Pay of each Pay Level in the 7th CPC pay matrix divided by 208.
 - b) Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).
 - c) 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.
 - d) PCO Allowance to Drawing / Design Office Staff, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).
8. **Counting of training period for grant of MACP**
 - a) Counting of training period for grant of MACP
 - b) Removal of Benchmark of "Very Good" & restoration of "Good" as criteria for grant of financial upgradation under MACPS.
9. Adequate reduction in exorbitant premium / contribution for Group Insurance Scheme (GIS) for enhanced amount of sum insured proposed by 7th CPC.
10. Exemption of all Allowances from Income Tax as proposed by 5th CPC
11. National Holiday Allowance at double the wages including DA to JEs, SSEs and other Technical staff - for working on National Holidays.

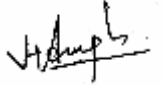
12. Acceptance of following proposals of MOR by MOF (DOE) pending acceptance of the above said related demands so as to provide an interim relief to remove mass stagnation and extreme frustration among the Technical Supervisors on the Railways:

A) Acceptance of Proposals submitted by Railways to Ministry of Finance regarding Grade pay of Rs.4600 to JEs (Junior Engineers) and Grade Pay Rs.4800 to SSEs (Senior Section Engineers) – *(as decided in DAC (Departmental Anomalies Committee) and proposed by Railway Board to MOF DOE (vide OM dated 11.06.2010)*

B) Acceptance of proposal of Railway Board submitted to the Empowered Committee of Secretaries (E-COS) formed after 7th CPC to place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800.

RESOLUTION ON LINE OF ACTION

Central Executive Committee (CEC) IRTSA resolved to observe All India Demands Day on 8th August, 2018 to once again highlight the Main Demands of Technical Supervisors on Indian Railways and to again urge upon the Ministry of Railways, Ministry of Finance (DOE)& Government of India to accept these genuine Demands.



Harchandan Singh,
General Secretary, IRTSA