

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No. IRTSA/CEC/2015-1

Dated 12.06.2015

MINUTES OF CEC IRTSA MEETING HELD ON 12.06.2015 AT CHANDIGARH

1. CEC IRTSA met on 12.06.2015. at Dr. Ambedkar Bhavan Chandigarh from 10.00 Hrs to 18.00 Hrs and was presided over by Er. M. Shanmugam, Central President IRTSA.

2. INAUGURAL SPEECH BY PRESIDENT:- In his opening speech Er. M. Shanmugam CP IRTSA briefed about the IRTSA delegations meeting with Member Mechanical followed by separate meetings with Sri. M. Raghaviah, GS/NFIR & Sri. S.G. Mishra GS/AIRF on 11-6-2015.

He said that all eyes are on Indian Railways. While Government is taking actions to put the project implementations & developments of Indian Railways on fast track mode, workforce of Indian Railways have to respond to demanding situation. Running of semi high speed trains & introduction of high speed trains are in top priority on the Government's agenda. Dedicated Freight Corridors under a separate Corporation, will take away huge revenue from Indian Railways. Installing high speed permanent way, signalling system, high speed rolling stocks & locos and their maintenance will be opening the gate way for FDI. Already NPS has put the employees in disadvantageous position further FDI & indiscriminate privatisation may add to the trouble of the Railway men, he added.

He further said that JCM (staff side) is very serious in going for an Indefinite Strike due to Government's lukewarm approach towards the working class.

President also briefed about his meeting with Secretary 7th CPC at New Delhi & Bangalore. He appreciated the efforts made by Er. Darshan Lal, Wkg. President / IRTSA and Er. KV Ramesh & their team, in arranging and effectively representing the case of Rail Engineers through the Oral Evidence on behalf of IRTSA before the 7th Pay Commission at Jodhpur.

He advised all the Zones / Units to celebrate Golden Jubilee of IRTSA in flying colours. He briefed on celebration of Golden Jubilee of IRTSA by various Units including "Golden Jubilee Cricket tournament" organised by IRTSA at Chennai between 12 teams of ICF & Southern Railway. He mentioned about the Seminar organised by IRTSA ICF Zone on the topic Swachh Bharat Abhiyan at TTC Auditorium ICF on 18th Feb, 2015. Present generation office bearers of IRTSA had a glimpse of some of its veteran leaders from Southern India on 20th March at Chennai in an impressive Golden Jubilee meeting at Chennai.

The anomaly created in pay fixation for 50 Apprentice JEs of ICF who were recruited during the year 1994 & 1995 of same RRB panel and absorbed during the year 1996 & 1997 was settled recently through IRTSA besides many other issues, he said..

3. REPORT OF GENERAL SECRETARY IRTSA:- In the General Secretary's report to the CEC IRTSA, Er. Harchandan Singh said that various Zones / units of IRTSA had observed Demand Cum Protest Day in April 2015. Various Units have celebrated Golden Jubilee of IRTSA, He called upon all the units to organise programmes in commemoration of IRTSA Golden Jubilee in true spirit – highlighting the struggle & achievements of IRTSA in the last 50 years.

He said that 7th CPC is likely to submit its report by the end of August 2015. Unlike 6th CPC which didn't hear the views of categorical Associations properly, 7th CPC has given chance to many organisations / associations - including IRTSA - to represent their views specifically pertaining to their categories besides hearing to JCM & recognised Federations etc.

7th CPC had had called IRTSA for oral evidence at Jodhpur, the opportunity was very well utilised by IRTSA team consisting of next generation leaders of IRTSA led by Er Darshan Lal, Er KV Ramesh, Er ON Purohit, Er. M. Bhatnagar, Er. Jatana and Er Jagtar Singh. He said that exhaustive memorandum submitted by IRTSA to the 7th CPC & the PPP (Power Point Presentation) and the oral evidence by IRTSA team before the 7th CPC were very impressive and self-explanatory and most effective on the demands of the category. GS/IRTSA especially appreciated the contribution made by K.V. Ramesh Sr. JGS / IRTSA in preparing the memorandum to 7th CPC and giving the PP Presentation before the 7th CPC.

He added that IRTSA President & General secretary were also in constant touch with the leaders of both the Federations & JCM and helped them in formulating the demands of staff side.

He said that NPS should be an additional option for Central Govt employees and not a replacement of the existing Defined Pension Scheme which should be restored forthwith to all the Post 2004 appointees.

GS/IRTSA said that communication had improved very much through our journal "Voice of Rail Engineers", SMS, Emails, IRTSA Website "www.irtsa.net" and IRTSA Groups on Face book and Whats app.

GS/IRTSA also explained the status of two cases filed by IRTSA at CAT Chennai & CAT Chandigarh for Grade Pay & for Group B to Rail Engineers. He said that lot of points in favour of the cases were gathered by IRTSA through information under RTI act and had been added in the Rejoinders to CAT and in the Supplementary Memorandum to be submitted early by IRTSA to 7th CPC (since submitted on 17-6-2015).

4. DETAILS OF ORAL EVIDENCE BY IRTSA BEFORE 7TH CPC:- Er. K.V. Ramesh Sr.JGS IRTSA explained to CEC the details of Evidence and PPP made before the 7th CPC and very active inter-action held with 7th CPC. He highlighted following main points which were presented before 7th CPC:

- a) Hierarchy of Technical Supervisors in Indian Railways – Supervision of Five grades of Skilled besides ministerial staff including Chief Office Superintendent etc.
- b) Determination of new Grade Pay / Pay scale should be by Job Evaluation duly taking into account Duties, responsibilities and accountabilities shouldered by each category / post and Technical categories which shoulder direct responsibilities, should be placed one grade higher than non-technical & supporting categories (as prior to 5th CPC).
- c) Disturbance of vertical relativity between JE and Sr.Technician who work under JE in violation of 5th & 6th CPC recommendations and in violation of settled law that an equal cannot be over an equal.
- d) Disturbance of vertical relativity between SSE and Chief OS. Who work under them in violation of settled law that an equal cannot be over an equal.
- e) Categories which were in the Pay Scale of Rs.425-700 after 3rd CPC are placed in GP Rs.4800/4600, whereas JE-I who were in the pay scale of Rs.550-750 are placed in GP Rs.4200.
- f) Disregard to Duties & Responsibilities shouldered by SSE. Exclusive pay scales (Rs.840-1040 & 840-1200) recommended by 3rd CPC for Technical Supervisors were diluted and many categories who were in two grade below are placed in GP Rs.5400/4800 by 6th CPC. Scale of SSE was placed over Group 'A' & Group 'B' posts previously but now degraded.
- g) Un-just denial of common multiplication factor for SSE by 5th CPC to the disadvantage of SSE and its impact carried over to 6th CPC.
- h) Highest Recruitment Qualification of Engineering Graduate for SSE/CMS/CDMS with 1 year training and their continuous stagnation in recruitment grade for more than 20 years.
- i) Incumbents of SSE, CMS, CDMS & Sr.Er/IT are stagnated in same grade since 4th CPC. The being - Meager number of Posts in Group A & B vis-à-vis Group C on the Railways which is proportionately much less as compared to all other Central Government Departments. Promotion chances limited to vacancies arising in 4200 Group 'B' posts for nearly 70,000 Technical Supervisors/ Rail Engineers.
- j) Non implementation of previous pay commission recommendations & DoPT orders on classification of posts as Group-B Gazetted. Posts carrying similar functions have to be given the same classification as per DoPT's assurance to 5th CPC.
- k) Cadre restructuring didn't bring any relief to senior supervisors (SSE/CMS/CDMS).
- l) Draw backs in the MACPS & Allowances pertaining to the category.
- m) Discrimination in Grade Pay of CMA-I which has the element of DR with Graduate in Engineering Graduation & MSc etc.

5. ADDRESS BY ER. DARSHAN LAL WORKING PRESIDENT IRTSA: Er Darshan Lal, (who headed IRTSA delegatin at Jodhpur in the meeting with 7th CPC) briefed the CEC that the delegation effectively presented the case of the category of Technical Supervisors which always received a raw deal and got grievously inadequate pay scales, promotional avenues etc, Graduate Engineers recruited in the GP of Rs.4600 remain in same Grade Pay without any promotion & JEs after getting one promotion to SSE remain in same Grade Pay for many years. Proposal of Railway Ministry sent to Finance Ministry to upgrade the Grade Pay of this category, were well highlighted to 7th CPC.

He thanked President & GS/IRTSA on keeping full confidence on next generation leaders and guiding them in making forceful argument before the 7th CPC.

6. REPORT OF ZONAL SECRETARIES & CEC MEMBERS:

- a) Er. Mayank Bhatnagar Zonal Secretary RCF Unit IRTSA briefed CEC about the activities at RCF, observance of Protest day at RCF and united continuous efforts being made by IRTSA RCF Zone in resolving the local issues.
- b) Er. R.K.Pandey Zonal Secretary NE. Rly briefed about the meeting held at DLW Varanasi during the visit of Central President. He asked for the visit of central leadership to NE Railway.
- c) Er. N.V. Ramanmoorthy Zonal Secretary SC Rly briefed about intensive membership drive done in SC Rly, meeting on Swachh Bharat Abhiyan, tree plantation programme, massive meeting held at Lalaguda Workshop during the visit of President, etc. He said that communication has been made more effective among SC Rly members through whatsapp forming 30 groups.
- d) Er. R.B. Singh Zonal Secretary WR explained about meetings held at Western Railway & Central Railway during the visit of General Secretary IRTSA.
- e) Er. B.D. Mishra & Er.P.K. Shukala explained the activities of IRTSA in Northern Railway.
- f) Er. Satyanarayan of SWR thanked IRTSA leadership for resolving the issue of non-implementation of Cadre Restructure orders in the category of Technical Supervisors of SWR Engineering department. He raised the issue of merger of PCO cadre with shop floor in SWR.
- g) Er. Baldev Raj of RCF raised the issue of CUG SIM card to all Supervisors and incentive to SSE as per RITES recommendations.

h) Er. Kiran Kumar TPJ Divisional Secretary said that since all the new projects are being handed over to RVNL, there is a danger of construction wing of engineering dept being closed.

i) Er. Sakthivel SSE/Works demanded restoration of 6 increments for additional qualification AMIE etc and Project allowance for construction staff, removal of bonus ceiling etc.

j) Er. A. Ganesh Babu briefed about work done by ICF Zone in publishing "Voice of Rail Engineers" and asked all the zones to subscribe for it in huge numbers so that printing & publishing will become economically more viable.

k) Er. R. Ravi of ICF explained the organisational structure of IRTSA ICF Zone which is divided into two units Shell & Furnishing and further sub divided into 3 groups each for effective functioning.

l) Er. Kanaka Raju, Er. Lakshminarayanan, Er. Mahaboo Basha and others also spoke in the meeting on various issues before the category.

7. RESOLUTIONS ADOPTED BY CEC IRTSA:- Following resolutions were adopted by CEC IRTSA after deliberations. Suggestions & Changes proposed by Er. E. Ramesh & others were adopted.

a) Resolution Reg Proposed Indefinite Strike by CG employees from 23-11-2015: CEC IRTSA was of the considered opinion that the lukewarm attitude of the Government on the genuine demands of employees – forcing the proposed indefinite Strike from 23-11-2015, by the Central Government employees – including the Railway men – will seriously impair the development and economy of the country besides very adversely affecting public convenience, disrupting train operations.

CEC IRTSA earnestly appealed to the Central Government to accept the genuine demands of the employees in the interest of justice, industrial peace and development of the country. (Copy of Resolution attached)

b) Resolution for resolving of burning problems of Technical Supervisors on Railways: CEC IRTSA urged upon the Government and the Railway Board to redress the problems of Technical Supervisors / Rail Engineers and to accept their genuine demands. (Copy of Resolutions attached)

c) Resolution on line of action: i) CEC directed all Zones & Units of IRTSA to suitably agitate against Privatisation, Corporatisation FDI on Railways (as recommended in Bibek Debroy Committee Report) and to protest against non-acceptance of long pending demands of Rail Engineers & Railwaymen at large.

ii) CEC IRTSA authorised the President & General Secretary IRTSA to pursue the Demands at all levels and also authorized them to decide further line of action and issue directives thereon to all Units of IRTSA, for early realization of the outstanding Demands.

d) CEC authorised the President & the General Secretary IRTSA to call a Meeting of CEC IRTSA, if required at short Notice, to discuss the Report of the 7th Pay Commission & to decide the line of action.

c) Resolution Reg Golden Jubilee Celebrations of IRTSA: CEC Directed all units of IRTSA to appropriately celebrate the Golden Jubilee Year of IRTSA and Foundation Day on 27 November at all levels.

d) CGB Meeting & 50th Annual Conference of IRTSA: CEC Resolved that Golden Jubilee and 50th Annual Conference & Central General Body (CGB) Meeting of IRTSA be held at Chennai on 27th & 28th October, 2015. CEC Meeting be held on 26th Oct, 15 to discuss CPC Report & other issues.

e) Conference Fund: Er Harchandan Sigh contributed Rs.1000 for the Golden Jubilee celebrations and appealed to all CEC Members to voluntarily contribute for the same. Charbagh Unit spontaneously contributed Rs.10,000 and JUDW Rs.5000. Others agreed to send the same later.

8. ADDRESS BY SRI. L.N. PATHAK ADVISOR IRTSA:- In his speech Sri. L.N. Pathak Advisor IRTSA congratulated members of IRTSA during the Golden Jubilee year of IRTSA and cherished the fond memory of initial days of IRTSA with the initiative of young Harchandan Singh then a 3rd year Apprentice Mechanic. He regretted that even though many committees had recommended recognition of IRTSA for Safety reasons, Government had failed to do it. He urged upon all the Technical supervisors to unite under the umbrella of IRTSA. He cautioned CEC IRTSA that drastic changes are about to come in Indian Railways and the category of Technical Supervisors have to face the challenge standing in forefront. New economic policy adopted after 1991 had not brought any benefit to working class and trade unions were not able to change the adverse impact of it. Rakesh Mohan Committee or Bibek Debroy Committee are only aiming privatisation of Railways which has to be fought tooth & nail, he said.

While explaining demands made by Federations to 7th CPC he said that Federations are demanding exclusive higher pay scale for Technical Supervisors as existed after 3rd Pay Commission. Unity among central Government employees only will mend the Government to hear the voice of working class and called upon everyone to participate in the strike call given by JCM (staff side). He also advised IRTSA members to maintain liaison with the Federations.

9. Meeting dispersed after a vote of thanks.

Encls: i) Resolutions as cited above &

ii) Notice for CGB Meetings of IRTSA at Chennai on 27 & 28-10-2015

And CEC Meeting at Chennai on 26-10-2015

Harchandan Singh,
General Secretary, IRTSA

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Resolutions adopted by CEC IRTSA In the CEC IRTSA Meeting held at Chandigarh on 12-6-2015

1. Resolution Reg Proposed Strike by CG employees on 23-11-2015

Central Executive Committee (CEC) IRTSA seriously regretted that the central Government had not accepted any of the main demands of the Central Government employees – including those of the Railway men – in spite repeated urgings, persuasions and agitations by the various Unions and Federations as well as by the JCM (Staff Side).

Consequently the JCM (Staff Side) and the Unions and Federations of Central Government employees – including those of the Railways - have resolved to go in for an Indefinite Strike from 23rd November, 2015, if the following demands, among others, were not accepted by the Government:

- i. Wage revision of Central Government Employees from 01.01.2014.
- ii. Grant of Interim Relief
- iii. Merger of 100% of DA
- iv. No privatisation, PPP or FDI in Railways and Defence Establishments
- v. Scrap NPS / PFRDA Act and re-introduce defined benefit statutory pension.
- vi. No outsourcing; contractorisation or privatisation of governmental functions;
- vii. No labour reforms inimical to the interest of the workers.
- viii. Removal of ceiling on payment of Bonus.
- ix. Ensure five promotions in service career.
- x. Remove major Pay Anomalies.

CEC IRTSA was of the considered opinion that the lukewarm attitude of the Government on the genuine demands of employees – forcing the proposed indefinite Strike from 23-11-2015, by the Central Government employees – including the Railway men – will seriously impair the development and economy of the country besides very adversely affecting public convenience, disrupting train operations as well as the normal life all over the country.

CEC IRTSA earnestly appealed to the Central Government to accept the genuine demands of the employees in the interest of justice, industrial peace and development of the country.

2. Resolution for resolving of burning problems of Technical Supervisors on Railways

CEC meeting of IRTSA held at Chandigarh on 12.6.2015 while regretting non-acceptance of their long pending genuine demands, resolved to once again urge upon the Government of India / Railway Board and all others concerned to accept the genuine demands of the Technical Supervisors on the Railways - who, as front line managers, play a vital role in achieving the targets of production and maintenance, optimum productivity, quality control as well as safety and efficiency of all vital systems and running of trains.

Meeting regretted that - while the Technical Supervisors were badly ignored by the Fifth and Sixth Pay Commissions - disturbing the existing relativities and ignoring their duties, responsibilities, qualifications, training and experience etc. but the supporting categories like Accounts Staff, Teachers and Nurses - which were in the lower pay scales all through earlier - were placed even two grades higher than the Technical Supervisors after implementation of Sixth CPC recommendations.

It was regretted that even the recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways, had not been accepted by the Ministry of Finance - regarding the Grade Pay of Technical Supervisors – thereby failing the very purpose of setting up of such committees.

Other genuine demands - of the Technical Supervisors - had also not been accepted by the Railways in spite of numerous representations – thereby causing much frustration and heartburning amongst them, which is bound to adversely affect their morale and efficiency.

Meeting, therefore, again urged upon the Railway Board and the Government to favourably consider and redress the following just demands either directly or through the 7th Pay Commission, in the interest of natural justice and for greater safety, efficiency, better quality control and better job satisfaction of Supervising Engineers (Technical Supervisors) on the Railways:

MAIN DEMANDS OF TECHNICAL SUPERVISORS/RAIL ENGINEERS

1. Recognition of IRTSA.
2. Grant of interim relief of 40% of Pay w.e.f. 1-1-2014.
3. Merger of 100% DA with pay w.e.f. 1-1-2014.
4. 4 times rise of Basic Pay, Pay Band & Grade Pay
5. Withdrawal of New / National Pension Scheme (NPS) for CG post 2004 appointees and extension of defined Pension scheme for them.
6. a) Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
b) Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE / CMS / CDMA / Sr.Er(IT).
c) New scale of In-charge senior supervisory official be introduced as part of cadre in the Grade Pay of Rs.6600.
7. Replacement Grade Pay of Fifth CPC Scale of Rs.7450-11500 to CMA-I
8. Annual increment of 5% of Basic Pay.
9. 10% of Basic Pay as Fixation Benefit on promotion.
10. Classification of SSE, CMS, CDMS & Sr. Er/IT in Group B Gaz. as per 6th CPC Report & orders of DOPT thereon.
11. Career Planning and Time Bound Promotions after every 4 years of service to all Technical Supervisors (on similar lines as to Group A Officers).
12. PLB on real wages. Removal of payment ceiling of Rs.3500 thereof.
13. a. Incentive Scheme for Diesel & Electric Loco Sheds & Open Line Depots for additional workload.
b. PCO Allowance / incentive for Stores, CMT, & IT Engineers.
c. Drawing & Design Allowance to Design Engineers.
d. Incentive to SSE in Workshops & Production Units on similar pattern as for the JEs – as recommended by RITES.
e) All Group 'C' employee up to the level of SSEs be included in the Incentive Scheme.
14. Counting of training period for MACPS.
15. Increase in exemption limit for Income Tax to Rs.5 Lakhs.

3. Resolution on line of action

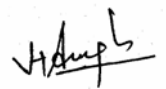
CEC expressed its deep anguish on non-acceptance of genuine demands of Technical Supervisors / Supervising Engineers. CEC expressed its full satisfaction and appreciation for the Memorandum and the oral evidence rendered by IRTSA team before the 7th CPC regarding the demands of Technical Supervisors / Supervising Engineers and interaction held with the 7th CPC and sincerely hoped that justice will be done to the long neglected category at least by the 7th Pay Commission in view of effective pleadings by IRTSA before the Pay Commission whose Report was expected by the end of August 2015.

CEC IRTSA noted that non-acceptance of the above said main demands of the Category of Technical Supervisors / Rail Engineers, was causing much frustration amongst the category as the same were quite genuine and non-acceptance thereof, is working as an impediments in effective discharge of the duties, thus posing a threat to the safety and efficiency on the Railways. The CEC therefore, appealed to the Government and the Railway Administration to accept the above said demands early.

i) CEC directed all Zones & Units of IRTSA to suitably agitate against the Privatisation, Corporatisation FDI on the Railways (as recommended in Bibek Debroy Committee Report) and to protest against non-acceptance of various long pending demands of Rail Engineers & Railwaymen at large.

ii) CEC IRTSA authorised the President & General Secretary IRTSA to pursue the Demands at all levels and also authorized them to decide further line of action and issue directives thereon to all Units of IRTSA, for early realization of the outstanding Demands.

iii) Resolution Reg Golden Jubilee Celebrations of IRTSA: CEC Directed all units of IRTSA to appropriately celebrate the Golden Jubilee Year of IRTSA and Foundation Day on 27 November at all levels.



Harchandan Singh,
General Secretary, IRTSA