

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No: IRTSA/Chq/ 2018-1

Date: 1-1-2018

All Zonal Secretaries, CEC Members, Office Bearers & Members of IRTSA

Dear Brother Engineers,

WISH A VERY HAPPY & PROSPEROUS NEW YEAR TO YOU ALL & MEMBERS OF YOUR FAMILIES

1. **Time for introspection – both individually & collectively:** As we stand on the threshold of the New Year, it is high time to do some introspection and understand the challenges before us in order to effectively achieve our objectives. We should also recall our achievements, shortcomings & efforts put-in by all of us. We must consider whether we are doing enough - both individually & collectively -to achieve our objectives. We define our objectives more specifically and focuss to achieve them essentially.

2. While the achievements over the last 52 years are numerous but so are the challenges before us. The 52nd CGB & All India Conference of IRTSA held at New Delhi on 9th & 10th October 2017, while recalling the achievements, had discussed the major demands and problems of the Rail Engineers. The Conference regretted that Pay Scales / Pay Levels & Avenues of promotion of Technical Supervisors were getting eroded from Fifth CPC onwards and have gone from bad to worse after Sixth & Seventh CPC. The Conference urged upon the Govt. and the Railways to accept the genuine demands of Technical Supervisors / Rail Engineers.

3. The Conference had resolved to continue the struggle at all levels for achieving the genuine demands of the category. The Conference called upon all the Rail Engineers / Technical Supervisors to be united and to participate effectively in the ongoing efforts and struggle to achieve the demands.

4. Minutes of the CGB Meeting, Resolutions of demands, Line of Action, Resolution on Organisational Matters - were circulated through the September-October, 2017 issue of "Voice of Rail Engineers". Copies of the same were sent to all CEC Members, Zonal Secretaries, Sub-unit Secretaries/Office Bearers & Active Members of IRTSA. Copies of the same were also placed on the IRTSA Website www.irtsa.net.

5. **FINANCIAL RULES & BYE LAWS OF IRTSA:** One of the major decisions made in the 52nd CGB was adoption of a Resolution on Financial Rules & Bye Laws on financial matters of IRTSA – to bring in greater transparency, better Accountability and to avoid any leakage of funds at any stage.

6. FOLLOW-UP ACTION ON DECISIONS OF CGB

a) All CEC Members, Zonal Secretaries, Sub-unit Secretaries/Office Bearers & Active Members of IRTSA are requested to ensure compliance of the decisions of CGB Reg. Line of Action, Organisational Matters and on Financial Rules. They are requested to send an ACTION TAKEN REPORT thereon to the GS IRTSA before 31st January, 2018 also indicating the period within which action shall be taken by them in any left out areas at their level.

b) Copies of the Minutes of Meeting & Resolutions etc. are attached herewith for ready reference, wide circulation & your record. You are also requested to ensure effective follow-up action – especially in regard to Membership Drive, Up-keep & Audit of Accounts, submission of Central Quota, Regular holding of General Body & Executive Committee Meetings at Local & Zonal Levels and elections thereof as per provisions of the Constitution of IRTSA. Please ensure implementation of Financial Rules of IRTSA.

c) Annual Balance Sheet of Accounts for the previous year (as on 31-12- 2017) need to be prepared & completed in all respect and audited within 3 months of the closing of the year. Audited accounts have to be passed by executive committee & General Body at Sub-unit & Zonal level.

d) All the Zones & Sub-units are advised to follow the Financial Rules strictly and scrupulously and inform the General Secretary accordingly about the action taken thereon from time to time.

7. STATUS OF MAIN DEMANDS

i) **Recognition of IRTSA:** Recognition of IRTSA is one of the main demands of IRTSA pending for so many years and should essentially be given based on the recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. While the order has now been withdrawn by the Railway Board to debar the Safety Category of Technical Supervisors from being office bearers of the Unions, but the need to Recognise IRTSA is essentially there as the Technical Supervisors should not be denied their legitimate right to represent against their grievances, which is an established law of natural justice. Recognition of IRTSA will not only help in redressing the problems of Technical Supervisors, it will also substantially improve safety, efficiency & productivity on the Railways through greater job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to continue to pursue the issue effectively.

ii) Pay Levels of JE & SSE: After 6th CPC Railways had made a decision in Departmental Anomalies Committee to upgrade GP of JE to Rs.4600 & SSE to Rs.4800. But this was not agreed to by MOF. CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of the Railways. Finance Ministry has turned down the decision of Railways subverting basic facts. Railway Ministry sent a proposal to Empowered Committee of Secretaries formed after 7th CPC for revision of cadre structure of Technical Supervisors; and proposed 33% posts as JEs in GP Rs.4200, 17% SSEs in GP Rs.4600 & 50% in GP Rs.4800. But details of the decision taken are not known. IRTSA has already filed a fresh OA 1568/2017 pleading higher Pay Level, basically challenging the Finance Ministry's order on denying higher GP for JE & SSE.

iii) Classification of SSE/CMS/CDMS/Sr.Er(IT) as Group 'B': DoPT vide OM dated 8.12.2017 on Classification of Posts under CCS Rules 2016 informed that Central Civil Posts in the Pay Matrix in Level 1 to 5 will be in Group C, Level 6 to 9 will be classified in Group 'B'. OM also stated that if for any specific reason, a Ministry/ Department proposes to classify the posts differently, it would be necessary for that Department to send a specific proposal to Department of Personnel and Training giving full justification in support of the proposal within three months of this O.M. it is high time that the Indian Railways instead of following different set of rules for classification of posts should follow the classification as done by other departments based on DoPT orders. IRTSA is sending a memorandum to Railway Board in this regard requesting for removal of existing anomaly & discrimination.

iv) MACPS: a) Change in eligibility criteria: Change in eligibility criteria for financial upgradation under MACPS from 'good' to 'very good' has hampered chances of financial upgradation for Technical Supervisors, who are already suffering due to severe stagnation. We are fighting against it.

b) Inclusion of training period for MACP: Department of post has issued orders to count the training period for the purpose of financial upgradation, but Railways has not done the same.

c) Entitlement of benefit of MACPS w.e.f. 1.1.2006: 6th CPC recommended implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008.

d) Parity with Defence: 6th CPC recommended grant of benefit of ACP after 10 and 20 years of service for Defence personnel. Govt. decided to grant 3 ACPs after 8, 16 and 24 years of service.

e) Supreme Court has recently upheld the judgement of the Armed Force Tribunal (AFT) that the benefit of ACP granted to an employee is part of the pay structure which not only affects his pay but also his pension and, therefore, held that the ACP is not an allowance but a part of pay and, therefore, the benefit of MACP under 6th CPC was payable w.e.f. 01.01.2006 and not 1-9-2008.

f) IRTSA is demanding implementation of same policies as above for all Central Govt. employees.

v) Payment of PCO Allowance: a) Orders on payment of PCO Allowance, 12% for JE & 6% for SSE on 7th CPC Pay level has been issued by Railway Board. IRTSA is demanding for payment of PCO allowance in the 7th CPC Pay Level at the previous rates i.e. 15% for JE & 7.5% for SSE.

b) Payment of PCO Allowance under MACPS: Some of the Zonal Railways have denied PCO Allowance for Technical Supervisors who got financial upgradation and placed in Pay Level 8 & 9. Respective Zonal Secretaries were advised to appeal with their respective zones. CPO Eastern Railway sought a clarification from Railway Board, until that decided to maintain the status quo and the decision of CPO/ER has been communicated to Secretary IRTSA, E.Rly. S.C. Railway decided to change its decision based on the representation given by IRTSA and CPO S.C. Railway advised Workshops to pay PCO allowance for the supervisors who are placed in Pay Level 8 & 9 on financial upgradation.

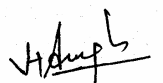
vi) Revision of Incentive in 7th CPC Pay Matrix: Railway has constituted a Committee to examine the issues related to revision of hourly rates of Incentive Bonus of Workshops & PUs under CRJ Pattern and Bonus Factors for those under Group Incentive Scheme. Executive Director/ME(W) as its Convener, Executive Director/PC-II & Executive Director/F(C) as its Members. The Committee which was constituted on 6th July 2017 has to submit its report within 6 months. IRTSA has sent its representation to the Committee for revision of Incentive rates.

vii) All the above mentioned demands are being pursued by IRTSA vigorously, with the CRB, MS, M(RS), ME and other officers of the Railway Board.

8. Effective persuasion and struggle at all levels is essential to achieve these and other demands. For all this we need unity, mass participation and adequate funds – especially for the Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership Drive, raise Legal-cum-Struggle Fund as decided by CEC & CGB.

With best wishes, long live IRTSA, long live Engineers unity,

Yours sincerely,



(Harchandan Singh),
General Secretary, IRTSA