

**REPORT OF THE  
GENERAL SECRETARY, IRTSA  
FOR THE YEAR 2024-25**



**Presented to the  
Central General Body Meeting in  
Diamond Jubilee (60<sup>th</sup>) All India Annual Conference of IRTSA  
Held on 11<sup>th</sup> & 12<sup>th</sup> November,  
Integral Coach Factory, Chennai**



**Notice, General Secretary's report, demands resolution,  
resolution on Line of action & organizational matters.**

**INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION  
Regd. No. 1329 Under Trade Union Act of India. Website: [www.irtsa.net](http://www.irtsa.net)**

C.Hq. G3-Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai-600082.  
rameshirtsa@yahoo.co.in. Mob: 9003149578, 9444100842

## NOTICE FOR 60<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE & CENTRAL GENERAL BODY MEETING OF IRTSA TO BE HELD AT ICF ON 11<sup>TH</sup> & 12<sup>TH</sup> NOVEMBER 2025

- Diamond Jubilee (60<sup>TH</sup>) All India Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association (IRTSA) shall be held at Dr.Ambedkar Arangam, ICF, Chennai.
- CEC Meeting of IRTSA shall also be held in conjunction thereof, as per following programme.
- All the Members of CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with other active members and Sub-unit Secretaries of their Zone.

### AGENDA OF THE MEETING

1) Inauguration	9) a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco / EMU Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.
2) Welcome by Convener & General Secretary	b) Discussion on 8 <sup>th</sup> CPC.
3) Address by President IRTSA	b) Resolutions of Demands.
4) a) Report of General Secretary IRTSA	c) Resolution on Line of Action for realization of demands.
b) Report on Account by Treasurer IRTSA	10) Election for new CEC.
5) Report by Zonal Secretaries & CEC Members	11) Any other point with the permission of the Chair.
6) Amendments in Constitution of IRTSA, if any.	
7) Open session	
8) Update on Court Cases	

### PROGRAMME

1	Procession	09.30 AM (From ICF GM office to conference venue)
2	Flag hoisting	10.00 AM, 11 <sup>th</sup> November 2025
3	CGB Meeting	10.15 AM to 05.00 PM on 11 <sup>th</sup> Nov & 10.00 AM to 01.00 PM on 12 <sup>th</sup> Nov
4	CEC Meeting	05.30 PM to 06.30 PM (At the same venue)
5	Open Session	07.00 PM to 09.00 pm on 11 <sup>th</sup> Nov
5	Venue	Dr.Ambedkar Arangam, Integral Coach Factory, Chennai.
6	Accommodation	Arrangements will be informed to the delegates according to the number of participants from each unit & sub unit.
7	Delegation fee	Rs.1000 per Delegate
9	Chief Guest of Open session	Shri.U.Subba Rao, General Manger, ICF
10	Guest of Honour	Shri. M.Raghavaiah, General Secretary, NFIR Shri. Shiva Gopal Mishra, General Secretary, AIRF
11	Chairman, Conference Committee	Er.M.Shanmugam Central President IRTSA
12	Convener, Conference Committee	Er.K.Gobinath Zonal Secretary, ICF Mob No. 9003149416
13	Co Convener, Conference Committee	Er.S.Boominathan Vice President, CEC Mob No. 9003149371
14	Conference Committee	Er.S.Balasamy 9003149650 Er.N.Ravikumar 9003149704 Er.E.Ramesh 9003149666 Er.Y.R.S.Banerjee 9003149567 Er.Lakshminaryanan 9003149444 Er.G.Aranganathan 8056050271 Er.K.Arulkumar 9003149201 Er.M.Arumugam 9003149353 Er.P.R.Manivannan 9003149878 Er.R.Raghupathy 8056050206 Er.K.Loganathan 9003149529 Er.Jagadiskumar 8056050144 Er.Yoga Sinivasa 9003149647 Er.Sankaragurunathan 8056050346 Er.B.Saravanan 9003141470
15	Transportation (From Chennai Central & Chennai Egmore to Venue & Accommodation)	Will be arranged on prior intimation one week before to Er.M.Rajaprabakar 9003149354 Er.Malik Basha 9003149736 Er.Gurusamy 8056050396 Er.D.Parthiban 6382663699
16	Reception Counter at Venue	Er.S.Chithambaram 9003149475 Er.Nagaraj 9003149312 Er.G.Nageswaran 9003149871 Er.P.V.Ramesh 9003149120

All CEC & CGB Members, Zonal / Unit & Sub-Unit Secretaries are requested to attend positively with other active Members en-mass. Complete Membership Drive of IRTSA at the earliest. Send Central Quota by Online Transfer to IRTSA, Account No: 10083429358, IFSC: SBIN0050540 and inform Central Treasurer.

Or deposit in **UPI ID irtsa@sbi** and inform Er.Y.R.S.Banerjee 9003149567 Asst Central Treasurer

**Long live IRTSA**

  
**K.V.RAMESH**  
General Secretary, IRTSA

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

G3-LIKITH HOMES, 3, Lakshmanan Nagar West Street, Peravallur, Chennai-600082.

rameshirtsa@yahoo.co.in. Mob: 9003149578, 9444100842

No:IRTSA/Org-2/CGB GS Report

Date:13.11.2025

## REPORT OF GENERAL SECRETARY, IRTSA

**Presented to 60<sup>th</sup> All India Annual Conference and Central General Body Meeting held at Integral Coach Factory, Chennai on 11<sup>th</sup> and 12<sup>th</sup> November 2025.**

**My Dear Chairman, President & Brother Engineers,**

### PREAMBLE

a) I heartily welcome you all to the Diamond Jubilee (60<sup>th</sup>) All India Annual Conference and Central General Body Meeting was held at Dr.Ambedkar Arangam, ICF, Chennai.

b) 59<sup>th</sup> Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association was held at Rail Coach Factory, Kapurthala on 27<sup>th</sup> December, 2024.

c) In conjunction with CGB meeting CEC IRTSA met at Rail Coach Factory, Kapurthala to discuss some very crucial & emergent matters and to decide the line of action thereon.

d) IRTSA provides a strong platform for Technical Supervisors/Rail Engineers working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 60 years and continues to strive to overcome the challenges before us and to scale bigger heights in the years ahead.

e) There are challenges as well as opportunities ahead on us – major among them being Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors. Main demands of justified Pay Levels, avenues of promotion to gazetted cadre, filling up of vacancies, creation of posts for new assets, classification of the category as Group 'B' (Gaz) and Anomalies of MACPS, etc are yet to be addressed by Railways and Government.

f) Formation of 8<sup>th</sup> CPC is long awaited. We have the opportunity for getting justified pay and allowances pertaining to our categories, classification of posts as Group-B (Gaz), fixation factors for new pay levels, modification in dearness allowance, important common allowances like transport allowance, Night shift allowance, National holiday allowance, TA/DA for on duties, revision of pension and other terminal benefits and many other issues.

g) Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization.

h) I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

### 1. ON NATIONAL FRONT

1.1) **GDP growth:** Global political and economic challenges don't affect India's growth in all fronts. RBI forecasted India's GDP growth at 6.8% boosted by huge investment in public infrastructure.

1.2) **Income Tax:** ITR filings have shown consistent growth over the years, reflecting rising compliance and widening of the tax base. For AY 2024–25, a record 7.28 crore ITRs were filed up to 31 July 2024, compared to 6.77 crore in AY 2023–24, registering a 7.5% year-on-year growth. For the financial year 2024-25, ₹12.90 lakh crore was collected as personal income tax, which is even higher than corporate tax collected. Government made some changes in the new tax regime and individuals with an annual income of up to ₹12 lakh now have no tax liability. It has brought marginal relief to our category, but income tax burden on ever one of us increasing every year.

1.3) **Government's important revenue:** In fiscal year 2024-25, India's gross Goods and Services Tax (GST) collections reached a record high of ₹22.08 lakh crore, effectively doubling collections over a five-year period. In the first half of fiscal year 2025–26, India's corporate tax collections grew by nearly 5% to over ₹4.72 lakh crore.

1.4) **Disinvestment:** The initial budget estimate of ₹50,000 crore for financial year 2024-25 was revised downwards to ₹33,000 crore. Government set a disinvestment target of ₹47,000 crore for the current fiscal year in the Union Budget 2025-26.

## **2. AS RAILWAYMEN**

2.1) **High Budget allocation:** The Budget allocation for Indian Railways for the financial year 2025-26 stands at ₹2.65 lakh crore, the same as last year's allocation, with a focus on infrastructure development, station and train modernization, safety, and connectivity enhancements.

2.2) **Increase in speed:** There has been significant increase in speed potential of tracks. In total 1,05,672 (100%) track km, 23,010 (21.8%) track km is having sectional speed of 130 kmph & above, 59,800 (56.6%) track km is having sectional speed between 110 and 130 kmph and 22,862 (21.6%) track km is having sectional speed less than 110 kmph.

2.3) **Electrification:** Currently, about 99% of the Indian Railways' Broad Gauge (BG) network has been electrified and 100% electrification is expected to be achieved in this fiscal year.

2.4) **New passenger train variants:** Semi high-speed "Vande Bharat" train sets possessing designed speed of 180 kmph operates with maximum speed of 160 kmph, Amrit Bharat Express with locomotives on both ends having speed potential of 130 kmph, Namo Bharat Rapid Rail with speed potential of 110 kmph and A/C EMUs for suburban services are bringing new passenger experience.

2.5) **Outsourcing of open line maintenance of Vande Bharat express rake** includes, primary & secondary maintenance, terminal & sick line attention, material cell, Linen management, Bio-toilet in coaches, statistical work, OBHS, Coach watering, pest control, Waste Disposal, Pit line sweeping and drain cleaning, Security and locking of rakes and Mechanized Laundry.

2.6) Work load of Production Units, open line coaching depots and POH mechanical workshops will be taken away by private companies at much higher cost.

2.7) **Freight Business:** During FY 2024-25, Indian Railways achieved approximately 1617.38 MT of originating freight loading, as compared to 1590.68 MT achieved during FY 2023-24. Freight revenue of Rs 1,75,302.37 crore was achieved in FY 2024-25, marking a 1.76 per cent increase compared to the previous year earning of Rs 1,72,269.83 crore.

2.8) **Passenger business:** The earnings from passenger business in FY 2024-25 was around Rs 75,500 crore compared to Rs 70,693 crore in FY24. Number of passengers travelled in FY 2024-25 touched 735 crore, around 6% more than the previous year.

2.9) **Reduction in employee strength:** Between the year 2013-14 and 2023-24 staff strength was reduced by 10.8% from 13.34 lakhs to 11.3 lakhs.

2.10) **Filling vacancies and creation of posts for new assets:** There are huge vacancies in all safety categories across all zones and Production Units. Recruitment being done by RRB are insufficient to fill existing vacancies. Railways also not empowered to create any additional posts for new assets and introduction of new trains.

## **3. AS RAIL ENGINEERS**

3.1) **Recognition of IRTSA:** Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways through better job satisfaction & motivation of the Front-Line Managers / Technical Supervisors. We have to pursue the issue effectively.

### **3.2) Persuasion of Demands**

Central President, General Secretary IRTSA and other CEC office bearers met various authorities in persuasion of categories' demand, important events are listed below.

1. President & General Secretary IRTSA addressed SSEs and JEs of various zones open line Engineers at Chennai.
2. Braving severe cold during last week of December 2024, Central President, General Secretary and other office bearers camped New Delhi during last week of December 2024 and made focused persuasion on



some of the main demands of IRTSA. They met Sri.V.Somanna, MoSR, CRB, Member (Finance), Member (TRS), Member (Infrastructure), DG (HR), AM (Staff) and AM (HR).

3. Team IRTSA submitted memorandum on main demands of IRTSA to Sri. Bhupinder Singh Hooda Former Chief Minister of Haryana, Sri. Deepender Singh Hooda Member of Parliament and Smt. Kanta Kardam Former MP with the request to forward them to Railway Minister.
4. Team IRTSA met Smt. Parama Sen, Additional Secretary at her chamber and requested for lifting the ban on creation of safety posts in Technical Departments of Indian Railways.
5. Team IRTSA met Sri. Aswini Vaishnaw Hon'ble Railway Minister during his visit to Chennai on 9<sup>th</sup> Jan 2025.
6. On 15<sup>th</sup> March 2025, General Secretary again submitted memorandum to Shri. Ashwini Vaishnaw, Hon'ble Minister for Railways.
7. On 8<sup>th</sup> March General Secretary met Dr.Kalanidhi Veeraswamy MP at his office.
8. On 25<sup>th</sup> June Central President IRTSA met Sri.V.Somanna Hon'ble Minister of State for Railways.
9. On 29<sup>th</sup> and 30<sup>th</sup> June General Secretary met Sri.Satish Kumar CRB & CEO, Ms. Usha Venugopal Member Finance, Sri. Naveen Gulati Member Infrastructure, Sri.R.Raja Gopal DG (HR), Smt. Pramila H.Bhargava AM (Staff) and Sri. Rajeev Singh PED/E(N) at Railway Board.
10. On 12<sup>th</sup> July General Secretary submitted memorandum to Dr. L.Murugan, Hon'ble Minister of State in the Ministry of Information & Broadcasting and Ministry of Parliamentary Affairs, with the request to forward the following to Shri. Ashwini Vaishnaw, Hon'ble Minister for Railways with his favourable remarks.
11. 30<sup>th</sup> July, Team IRTSA met Shri. Ganti Harish Madhur Balayogi, Hon'ble Member of Parliament at his residence in New Delhi and submitted memorandum for Railway Minister to be forwarded to Railway Minister.

**3.3) Meeting with General Secretaries of Federation:** Central President and General Secretary IRTSA held discussions with Dr.M.Raghavaiah General Secretary NFIR and Com. Shiv Gopal Mishra General Secretary AIRF on various occasions. Main issues discussed are

- 1) Grant of Group-B status to SSE, CDMS, CMS and SE (IT).
- 2) Earlier completion and decision on cadre restructure.
- 3) Formation of 8<sup>th</sup> Central Pay Commission.
- 4) Pay level-8 for left out categories including SE (IT).
- 5) Creation of posts of SSEs in level-8 in ICF.
- 6) Huge vacancies (8500 posts) in SSE posts throughout Indian Railways because of non-recruitment of Engineering graduates since 2015. Since no RRB notification has been issued so far for recruitment of SSE, as one time measure existing vacancies in SSE post may be filled through promotion from JE.
- 7) Creation of Technical Supervisors post for new assets and new trains like Vande Bharat train sets.
- 8) Stopping the menace of outsourcing.

### **3.4) Important decisions taken by Government / Railways during this period**

1. **Govt announces formation of 8<sup>th</sup> CPC:** Union government approved formation of the 8<sup>th</sup> Central Pay Commission on January 16, 2025, accepting a demand of the Unions and Associations. Ministry of Finance (DoE) in its resolution F.No.01-01/2025-E.III(A) dated 03.11.2025 notified chairperson and members of the committee and Terms of Reference (ToR). **There are major lacunae in the ToR notified for 8th CPC on coverage of pension & other retirement benefits and revision of pension in the case of employees who have retired prior to the date of effect of 8th CPC recommendations.**
2. **Non-functional upgradation (NFU) to level-9:** Railway Board issued orders for Non-functional upgradation (NFU) to level-9 for SSEs and other Supervisory cadres after 4 years of regular service in level-8 without restriction as demanded by IRTSA. (RBE No.4/2025 dated 16.01.2025). Earlier NFU was restricted to only 50% of posts available in level-8. Railway Board's decision to remove the 50% restriction will enable present Junior Engineers to reach level-9 approximately within 15 years.

3. **Eligibility condition for Group-B selection for 70% seniority quota:** Railway Board concedes IRTSA demand on 70% Group-B selection - There were severe heart burns among the Technical Supervisors particularly among SSEs who are seniors waiting for their promotion to Gr-B, on opening out zone of consideration for 70% Gr-B selection. Group 'C' employees working in Level-6 including senior technicians and above with 3 year service in Level-6 and above were made eligible to appear for selection. IRTSA's focused representation with facts and figures highlighting infirmities in the amended selection procedure violating basic principle of seniority quota fetched result. Through RBE No.10/2025 dated 03.02.2025, it has been decided by Board that in the case of Group 'B' posts other than APO, the candidates for Viva Voce and assessment of Record of Service shall be called to the extent of 06 times the number of vacancies (category-wise) in the order of seniority. Further, it has been decided to do away with the grading of candidates as "Good / Outstanding".
4. **4.1) Unified Pension Scheme (UPS) for Central Govt Employees:** The Finance Ministry on 24th January notified the Unified Pension Scheme (UPS) which promises an assured payout of 50 per cent of the average basic pay drawn over the last 12 months prior to superannuation.  
**4.2) One time switch over option from UPS to NPS:** One-time, one-way switch facility from UPS to NPS shall be made available to all Central Government employees who have opted for UPS. This switch facility may be exercised by UPS optees any time not later than one year prior to the date of superannuation or three months prior to the deemed date of retirement in case of voluntary retirement, as applicable. Similar provisions will be made for resignation and cases of Rule 56J, with minor modifications as necessary. If switch facility not exercised as per aforesaid timelines, the employee shall continue under UPS by default. (File No. 1/3/2024-PR, Ministry of Finance Department of Financial Services (Pension Reforms Section) dated 25.08.2025)
5. **Grant of annual increment (as due on 1<sup>st</sup> July/1<sup>st</sup> January)** for the pensionary benefits to those employees who have retired/retiring on 30<sup>th</sup> of June/31<sup>st</sup> December before drawing the same. It will be reckoned only for the purpose of calculating the pension admissible and not for the purpose of calculation of other pensionary benefits.
6. **Departmental promotional examinations:** Due to several irregularities noticed in the departmental selections in the recent past, it has been decided to revisit the departmental selection framework Railways has decided to conduct all departmental promotional examinations for its employees through the Railway Recruitment Board (RRB), using a Computer-Based Test (CBT) system. RBE No. 47/2025 dated 28.05.2025 states that, the Computer Based Test (CBT) may be conducted at Zonal/Unit level by an Exam Conducting Agency (ECA) engaged by Railway Recruitment Board (RRB).
7. **Clarification on payment of allowances to supervisors upgraded through RBE No.155/2022 (Railway Board letter No. PC-VII/2023/I/7/5/8, dated 06.11.2025)**
  - 1) Employees upgraded to level-8 will continue to get NDA and NHA as per extant rules. For calculating NDA ceiling of Rs.43,600 continues.
  - 2) SSEs of PUs and workshops upgraded to level-8 through RBE No.155/2022 will not be eligible for PCO allowance.
  - 3) SSEs receiving non-functional upgradation to level-9 after four years of service in level-8 as per provisions of RBE No.155/2022 will not be eligible for National Holiday Allowance, Night Duty Allowance and PCO Allowance.
  - 4) Above instructions will be applicable from 01.09.2025.
- 3.5) **Committee to examine issues relating to Supervisory Categories:** IRTSA submitted an exhaustive memorandum to the committee on 03.12.2024. IRTSA made an impressive presentation before the committee through video conference on 16.12.2024. Even though report of the committee was tabled before the Railway Board, exact recommendations and action taken on the recommendations of the committee are not disclosed by Railway Board.
- 3.6) **Anomalies in MACPS:** MACP Scheme is supposed to bring relief to the employees stagnant in one grade for more than 10 years. But the scheme has created many new anomalies and several cases are filed across the country in Central Administrative Tribunals, High Courts & Supreme Court. DoPT the nodal department is not considering the merit of the cases adequately in coordination with respective ministries or departments. Government is refusing to implement the Judgements of Tribunals and Courts including that of

Hon'ble Supreme Court. Technical Supervisors category has been demanding to resolve the following four main demands immediately.

1. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & other benefits.
2. Implementation of MACPS w.e.f.01.01.2006.
3. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
4. Withdrawal of unfair Benchmark of 'Very Good' implemented after 7<sup>th</sup> CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as 'Good'.

**3.7) Adverse Working Conditions:** Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers' apathy and unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals steadfastly.

**3.8) Court case filed by IRTSA in CAT for higher Pay Levels for JEs & SSEs:** OA No. 1568/17 filed by IRTSA in CAT Chennai pleading for higher Pay Level for JEs & SSEs on Railways, is making slow progress. Respondents filed one more reply statement on 04.01.2023 to dismiss the OA citing 50% upgradation order issued by Railway Board dated 17.11.2022. IRTSA has filed additional rejoinder dated 2<sup>nd</sup> February 2023 countering all points raised by the respondents. Last hearing was listed on 28.10.2025. Due to non-availability of coram next hearing is posted to 08.12.2025.

**3.9) Memorandums submitted during this period:** Number of Memorandums were submitted to Finance Minister, Railway Minister, Minister for Personnel Public Grievances & Pensions, Minister of State for Railways, Members of Parliament, Railway Board, DoPT and to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE & on the IRTSA Website [www.irtsa.net](http://www.irtsa.net) for the information of all the Members.

**3.11) Effective persuasion and struggle at all levels is essential to achieve demands of our category.** 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 IRTSA.

#### **4. ON ORGANISATIONAL FRONT**

##### **4.1) Meetings conducted by Zones & sub units during the visit of President & General Secretary.**

1. 25<sup>th</sup> Jan 2025: Central President and General Secretary IRTSA addressed a meeting Tambaram sub unit of IRTSA organized by Tambaram Coaching Depot.
2. 31<sup>st</sup> Jan 2025: General Secretary IRTSA addressed explanatory meeting on the notification issued for Unified Pension Scheme (UPS) at unity house Perambur, Chennai.
3. 28<sup>th</sup> Feb 2025: General Secretary, IRTSA visited Tiruchchirappalli division and Central Work shops Golden Rock Southern Railways. He interacted and addressed with JEs & SSEs of Design & Drawing in Tiruchchirappalli division, Carriage & Wagon Depot and GOC Workshops.
4. 6<sup>th</sup> March: An interactive meeting of IRTSA was held at Chennai Egmore Coaching Depot. General Secretary IRTSA interacted with members of the depot.
5. 18<sup>th</sup> March: General Secretary IRTSA visited Erode, Salem Division, Southern Railway and held interactive meetings with JEs and SSEs of Coaching depot and Electric Loco Shed, Erode.
6. 28<sup>th</sup> March: IRTSA Mysuru Work shop, SWR unit conducted its General Body Meeting at Hotel Sepoy Grande Mysuru. General Body meeting was addressed by General Secretary IRTSA.
7. 11<sup>th</sup> April 2025: IRTSA sub unit of Tondiarpet Wagon Depot, Southern Railway conducted its meeting and discussed serious problems in the working conditions of Senior Section Engineers and Junior Engineers. General Secretary IRTSA inter acted and addressed members of TNPM Wagon Depot.
8. 19<sup>th</sup> April 2025, General Secretary addressed IRTSA meeting at Electric Loco Shed Royapuram Southern Railway.

9. 15<sup>th</sup> May 2025: IRTSA sub units of Loco Works and Carriage & Wagon Workshops, Perambur, Southern Railway conducted their meeting today with good number of Technical Supervisors. Largely attended meeting was addressed by General Secretary IRTSA.
10. From 25<sup>th</sup> to 27<sup>th</sup> June, General Secretary IRTSA toured around various sub units of IRTSA South Central Railway. They held meeting with members of following sub units,
  - a. Train Set Maintenance Depot, Moula Ali
  - b. Diesel Shed, Molua Ali
  - c. Rail Weld Plant, Moula Ali
  - d. Lalaguda Workshop
  - e. Coaching Depot, Secundrabad
  - f. S&T workshop, Mettuguda
  - g. Coach Care Centre, Namapally, Hyderabad
  - h. Coaching Depot, Vijayawada
  - i. Diesel Shed, Vijayawada
  - j. Coaching Depot, Guntur and
  - k. Wagon Workshop, Guntapalli.
11. 16<sup>th</sup> June: General Secretary IRTSA addressed Engineers of coaching depot, Basin Bridge, Southern Railway.
12. 31<sup>st</sup> July 2025: General Secretary IRTSA addressed office bearers of IRTSA RCF Zone.
13. 26<sup>th</sup> Aug 2025: General Secretary IRTSA addressed SSEs and JEs of Electric Loco Shed, Arakkonam, Southern Railways.

4.2) Engineers day was celebrated by unites and sub units of IRTSA across Indian Railways.

4.3) There is an urgent need to unite all Rail Engineers / Technical Supervisors under the umbrella of IRTSA not only for achieving the demands of the category, but for the existence of Indian Railways as a major Government sector support system for all round growth & development. Indiscriminate privatization, outsourcing, work contracting, corporatization, wet-leasing, etc. will lead to disintegration of Indian Railways. All Zones, Divisions & sub-units are urged to strictly adhere to the line of action taken by this CGB and further decisions thereon.

4.4) **Accounts & Balance Sheet:** - The Central Treasurer of IRTSA, Er. Surjit Singh will place Accounts and Balance Sheet immediately after submission of my report.

4.5) **IRTSA in social media:** a) Website of IRTSA [www.irtsa.net](http://www.irtsa.net) is now over 17 years old. It is one of the very popular Websites as it is regularly updated with multifarious information and intensively visited by Rail Engineers.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from members and replies by Central President, General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool to motivate inactive areas to join the struggle.

4.6) **Communication, Interaction & Visits by CEC Members:** Continuous flow of information from Central Headquarter is ensured through Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website [www.irtsa.net](http://www.irtsa.net) – besides personal visits by President, General Secretary and other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC member to visit at least one unit in their zone or other zones every month.

4.7) IRTSA has come a long way since its inception in the year 1965. Many seniors have led from the front in all ups & downs and their commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. In the same time, vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

4.8) **Meetings addressed by President and General Secretary IRTSA organized by other organisations**

1) 18<sup>th</sup> March 2025: General Secretary IRTSA addressed a seminar “Railway Safety – Challenges and Remedies” organized by All India Loco Running Staff Association (AILRSA) at Erode, Salem Division, Southern Railway. Seminar was organized during their 24<sup>th</sup> Biennial General Body Meeting.

2) 23<sup>rd</sup> July, Chennai: General Secretary IRTSA addressed Joint National Convention organized to discuss about Railway Safety, filling up of vacancies, stop privatization and out sourcing in zonal Railways and



Production Units, Scrap NPS/UPS, restoration of OPS and plight of contract workers. The convention was organized by CITU affiliated unions in Railways.

3) 8<sup>th</sup> October 2025: Central President and General Secretary addressed 35<sup>th</sup> Zonal Conference of DREU. GS IRTSA addressed about threat being faced by ICF, Loco works and Carriage and Wagon works of Southern Railway, on continuous attempt by Government to scale down Production and Maintenance activities by one way or other.

## 5. TASKS BEFORE US

Following tasks are before us as of now and the incoming CEC and all of you shall have to take appropriate action thereon:-

5.1) Power full presentation to 8<sup>th</sup> CPC to get justified pay level, allowances, etc. Effective pursuance on long pending demands with Railways and Government particularly 100% upgradation, Group-B status, cadre restructuring, anomalies of MACPS, etc.

5.2) **Court Cases:** OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Levels for JEs & SSEs, which is being keenly followed up by General Secretary and other office bearers. You are all requested to raise & send funds for the same to the Central Treasurer IRTSA so that we have the requisite funds to effectively pursue the same further on at higher levels of judiciary as well.

5.3) **Membership Drive:** It is vital to enroll each and every Technical Supervisors / Rail Engineers as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

5.4) **Legal Fund & Struggle Fund:** There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and for struggle. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

## 6. ACKNOWLEDGEMENTS

Before I conclude, I sincerely thank the Members of CEC, Zonal Secretaries and all others who gave their support and cooperation in strengthening the organisation and in pursuing the demands.

I thank Er.Harchandan Singh Chairman, Er.M.Shanmugam Central President, Er.Darshan Lal Central Working President, Er. Surjit Singh Central Treasurer, CEC office bearers, ICF zone office bearers and all others for their valuable advice, support and help from time to time. I sincerely thank office bearers of all zones and sub units from arranging meetings during my visit to their zones and sub units.

I thank all the Delegates who have come from all over India for attending this Conference inspite of long journey. I thank the host Team ICF for making all the arrangements for this Conference.

I sincerely thank host of Diamond Jubilee (60<sup>th</sup>) All India Annual Conference and Central General Body Meeting of IRTSA, ICF Zone for making this event memorable one. Many of the members of IRTSA ICF Zone contributed significantly for the success of this conference. I thank one and all.

Thank you. Jai Hind. Long Live IRTSA.



**K.V.RAMESH**  
General Secretary, IRTSA

# **INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION**

Estd. 1965, Regd.Nos. 1329, Website <http://www.irtsa.net>,

G3, Likith Homes, 3-Lakshmanan Nagar West Street, Peravallur, Chennai-82. [rameshirtsa@yahoo.co.in](mailto:rameshirtsa@yahoo.co.in)

No. IRTSA /Org-2 Demands Resolution

Date:- 11.11.2025

## **RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS**

**ADOPTED BY CGB MEETING & 60<sup>TH</sup> ANNUAL CONFERENCE OF IRTSA  
BEING HELD ON 11<sup>TH</sup> & 12<sup>TH</sup> NOV, AT DR. AMBEDKAR ARANGAM, ICF, CHENNAI**

The 60<sup>th</sup> All India Annual Conference and Central General Body Meeting of IRTSA hosted by Integral Coach Factory being held on 11<sup>th</sup> & 12<sup>th</sup> November 2025 at Dr.Ambedkar Arangam, Chennai resolved to draw the attention of the Government and especially the Ministry of Railways, Ministry of Finance & DoPT and urged upon them to consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 75,000 Rail Engineers / Technical Supervisors (JEs, SSEs, CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways -including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 7 lakhs workforce out of around 12.5 lakhs railway employees. They also manage the work carried out by approximately 3 lakh outsourced employees deployed by Railway contractors. Technical Supervisors play a very vital role to ensure safe & efficient train operation including design, production & maintenance and economic utilization of all manpower and material resources.

Technical Supervisors/Rail Engineers shoulder direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipment on the Railways. Other departments are supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

Technical Supervisor / Rail Engineers having element of direct recruitment stagnated in level-6 and level-7 are least benefitted by upgradation orders RBE No. 155/2022 dated 17.11.2022 and RBE No. 04/2025 dated 16.01.2025 even though they are the most stagnated cadre on the Railways as mentioned by 7<sup>th</sup> CPC and as mentioned by the Minister for Railways himself in his speech in the Video conference with the GMs on 16.11.2022. These orders didn't clear the stagnation of SSEs at GP Rs.4600 as recommended by 7<sup>th</sup> CPC in para 10.40.113.

Atleast five functional promotions in the career span of 35 years for Technical Supervisors / Rail Engineers have to be ensured. Chances for promotion to Group-B gazetted cadres have also become very bleak. Cadre restructuring exercise also getting delayed.

It is high time that Government should resort to old pension scheme (OPS) for the employees appointed after 01.01.2004 and covered under National pension scheme (NPS). The Unified Pension Scheme (UPS) to be implemented from 1<sup>st</sup> April 2025 and is expected to cover 23 lakh Central Government employees. Government says UPS will provide stability, dignity and financial security for government employees and their family post-retirement, ensuring their well-being and a secure future. But all these objectives of UPS will not satisfy the basic principle of "Equal Pay for Equal Work" since pension is a deferred wage.

Since the implementation of 7<sup>th</sup> CPC recommendations w.e.f. 01.01.2016, many changes have taken place. There are many legal cases pending across the country in various courts regarding anomalies in pay level, increment, pay fixation, promotions, MACPS, retirement benefits, etc. 8<sup>th</sup> Central Pay Commission

study all the aspects before giving its recommendations clear all existing anomalies and without giving room for future anomalies.

Clarifications issued by Railway Board (letter No. PC-VII/2023/I/7/5/8, dated 06.11.2025) on payment of allowances to supervisors upgraded through RBE No.155/2022 is highly damaging and distressing to senior supervisors. IRTSA appeals to Railway Board to withdraw retrograde recommendations given in this order and SSEs irrespective of their pay level should be made eligible for NHA, NDA and PCO Allowance when where they perform these duties

60<sup>th</sup> All India Annual Conference and CGB Meeting of IRTSA urge upon the Government & Railways to accept the following genuine demands of Technical Supervisors / Rail Engineers and urge the Railway Minister for sending exclusive proposal to Finance Ministry regarding Pay Level of the Technical Supervisors and classification of posts to Group 'B' (Gazetted).

### MAIN DEMANDS - IRTSA

- 1) a) RECOGNITION OF IRTSA – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).  
b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
- 2) Amend ToR for 8<sup>th</sup> CPC with following inclusion  
a) To examine the principle which should govern the structure of pension, family pension and other terminal or recurring benefits.  
b) To examine revision of pension and family pension in the case of employees who have retired prior to the date of effect of 8<sup>th</sup> CPC recommendations.  
c) To examine restoration of old pension scheme for all Central Government Employees in place of contributory NPS/UPS.
- 3) PAY LEVEL OF TECHNICAL SUPERVISORS:  
a) Junior Engineer (JE) be placed in level-7 & Senior Section Engineer (SSE) be placed in level-8 in line with historical higher Pay Scales of Technical Supervisors upto 4<sup>th</sup> CPC and acute stagnation affecting work output. DMS, CMA & JE(IT) be placed in level-7 and CDMS, CMS & Sr. Er/IT in level-8 pay matrix.  
b) SSEs who have already put in more than 4 years in Level 8 under MACPS should be given non-functional promotion to Level 9.  
c) Similarly, SSEs who have already put in more than 4 years in Level 9 under MACPS should be given non-functional promotion to Level 10 from the date of implementation of Railway Board order RBE No.155/2022, dated 17.11.2022. Upgradation provided for SSE be extended to CMS, CDMS, SE(IT).  
d) SE(IT) category left out of upgradation order Railway Board order RBE No.155/2022, dated 17.11.2022 should be given upgradation on par with Technical Supervisors.
- 4) Following distribution of posts may be adopted for the category of Technical Supervisors by the CRC after addition of posts in the grade of JE from the category of senior technician.

Level-10	NF upgradation
Level-9	30%
Level-8	30%
Level-7	20%
Level-6	20%
- 5) a) Conducting 70% quota Group-B selection as per seniority order of SSEs in 1:3 ratio.  
b) Remove unjustified comparison of grades of running staff at lower pay level with Technical Supervisors in Mechanical and Electrical departments for the purpose of promotion/selection to Group-B.
- 6) Classification of all posts of SSE / CMS / CDMS in level-8 as Group-B as per Railway Board order RBE No.5/2010 dated 08.01.2010.

- 7) 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.
- 8) a) Number of DR quota for Graduate Engineers may please be revised and restricted to the number at the time of introduction of DR quota in Section Engineer grade.  
b) As a temporary measure, all the available and arising DR vacancies of SSE, CDMS & CMS may be filled through promotion from eligible JE, DMS & CMA until recruitment of Graduate Engineers through RRB.  
c) Equal number of Senior Technicians may be upgraded as Junior Engineers to maintain sanctioned strength in Technical Supervisors category.
- 9) a) Filling up of all the vacancies in safety categories.  
b) Creation of posts of Technical Supervisors and Technicians for new assets and introduction of new trains.
- 10) a) Old pension scheme (OPS) for all Central Government Employees appointed on or after 01.01.2004.  
b) Refund of contributions to NPS with Interest thereon at appropriate rate.
- 11) PCO allowance for SSEs of PUs and workshops working in pay level-8 and receiving non functional financial upgradation to pay level-9. (Denied vide Board letter No. PC-VII/2023/I/7/5/8, dated 06.11.2025)
- 12) a) Removal of unjustified ceiling limit of Rs.43,600 for payment of Night Duty Allowance (NDA) to Railway Employees.  
b) Railway employees working in Pay Levels 1-8 (including MACPS/NFU upgrades above Level 8) should be granted NDA at  $((\text{Basic Pay} + \text{DA}) / 200)$ , as recommended by 7<sup>th</sup> CPC and approved by the Government.
- 13) a) National Holiday allowance for SSEs receiving non functional upgradation to level-9  
b) National Holiday Allowance at double the wages including DA to JEs, SSEs and other technical staff - for working on National Holidays.
- 14) a) Removal of maximum ceiling of Rs.7000 for payment of PLB.  
b) Payment of PLB as per actual Pay.
- 15) Stepping up of pay of seniors promoted who have been prior to 31.12.2015 getting lesser basic pay than the juniors promoted after 01.01.2016 incase of seniors completed more years of service as JE/SSE irrespective of seniority unit they belong.
- 16) No corporatization or privatization of Production Units & Workshops or any Rail segments.
- 17) No Private train operators to avoid erosion and deterioration of safety and operational efficiency of existing normal train operation and misuse of Railway's resources by the concerned private operators.
- 18) Manufacturing and maintenance of 'Vande Bharat' Train set rakes fully by Railways. Proposal for handing it over to private operators should be withdrawn.
- 19) No monetization of any Railway assets.

### **DESIGNATIONS**

- 20) a) Designation of Junior Engineer (JE), Senior Section Engineers (SSE), Principal Section Engineer (PSE) and Chief Section Engineer (CSE) for Technical Supervisors.  
b) Designation of JE/Stores, SSE/Stores, CSE/Stores and PSE/Stores for Stores Engineers.  
c) Designation of JE/C&M, SSE/C&M, PSE/C&M and CSE/C&M for CMT Engineers.

### **CAREER PROGRESSION AND AVENUES OF PROMOTION**

- 21) Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
- 22) Promotion 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)

- 23) Combined 'Cadre Restructuring' of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
- 24) Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
- 25) Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.
- 26) Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
- 27) Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).
- 28) Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma & Degree in Engineering, similar training and vital job difficulties & multi-skilled job requirements.
- 29) Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRSE, IRSSE, IRSME, IRSEE, IRSS & IRMS) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
- 30) No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.
- 31) All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).
- 32) Increase in Percentage of Group 'B' and Group 'A' Posts (vis-à-vis Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.
- 33) Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.
- 34) Removal of Ishihara's Plates and Edridge's Green Lantern tests mentioned in para-503 (2) (d) of IRMM for colour vision for the selection to Group-B posts in of Production Units.
- 35) Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zonal levels & Railway Board.
- 36) Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in level-6 and Senior Engineer/IT in level-7 should be placed in the GP of level-7 and level-8 respectively.

#### **INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS**

- 37) 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 7<sup>th</sup> CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).
- 38) 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.
- 39) Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
- 40) 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 additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.
- 41) Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.
- 42) Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.



- 43) Revision of rates of Incentive Bonus in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.
- 44) a) Incentive Bonus & PCO Allowance to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.  
b) Payment of incentive bonus & PCO allowance on the actual basic pay in functional level-8 & NFUP level-9.
- 45) 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 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).
- 46) Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.
- 47) 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 (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).
- 48) PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.
- 49) Design Allowance to Drawing, Design Engineers – as recommended by Fifth Central Pay Commission.
- 50) Special Pay or IT Allowance to Junior Engineer/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

#### **MACPS**

- 51) Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
- 52) Implementation of MACP w.e.f.01.01.2006 as per the recommendation of 110<sup>th</sup> report of department related parliamentary standing committee on personnel public grievances, law and justice.
- 53) Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).
- 54) Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
- 55) Withdrawal of unfair Benchmark of “Very Good” proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)
- 56) a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.  
b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.  
c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.
- 57) Provision of all benefits on financial up-grading under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

#### **GENERAL ALLOWANCES**

- 58) Dearness Allowance: Weightage given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.
- 59) Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.
- 60) Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.
- 61) Children Education Allowance:

- a) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.
  - b) The scheme be extended to college education also.
- 62) All India Leave Travel Allowance (AILTC) for Railway Employees:
- a) Eligibility to travel by flight for employees in Pay Level 6 & 7.
  - b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.
- 63) CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.
- 64) Exemption of all Allowances from income tax.

#### **ALLOWANCES SPECIFIC TO CATEGORY**

- 65) Breakdown Allowance be paid as percentage of basic pay plus DA.
- 66) Night Duty Allowance (NDA): Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs – (instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present) - in view of hazards of work during Night Shift after Sunset.
- 67) Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7<sup>th</sup> CPC.
- 68) 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)
- 69) Training Allowance be restored to 30 % of basic pay
- 70) Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.
- OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.
- 71) Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:
- a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
  - b) Holding of Trade Tests;
  - c) Custody of Stores,
  - d) Filling up of Confidential Reports of Staff, etc.
- 72) Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance.
- 73) Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.
- 74) Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

#### **WORKING CONDITIONS & HOURS OF WORK, OTA etc.**

- 75) Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU 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.
- 76) 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.
- 77) Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.

- 78) Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005–
  - a) Classification of all JEs& SSEs as ‘Continuous’/ ‘Intermittent’ (and not as ‘Excluded’) in view of nature of their duties and responsibilities.
  - b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.
  - c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
  - d) Over Time Allowance to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)
- 79) Amendment of Factories Act - to compensate for actual number of extra hours put in.
- 80) Classification of posts as Safety Categories in Electrical, Mechanical and Civil department of Production Units.
- 81) 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.
- 82) Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
- 83) De-linking of ‘Integrated Rake Link System’ to avoid public complaints and to ensure safety.
- 84) Provision of separate Washing Lines for ‘Exterior Washing’ and, ‘Cleaning of Coaches’.
- 85) “Dry Pit Lines” for ‘Under-Gear Repair and Examination’ for proper inspection and repairs.
- 86) Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
- 87) Provision of Benchmark for infrastructure for C&W, Engineering, S&T& Electrical Depots; Periodical Technical Audit by independent agencies and availability of infrastructure.
- 88) "Right to Disconnect" for Better Work-Life Balance.

#### **PENSION & RETIREMENT BENEFITS**

- 89) Bearing of Railway Pension Fund by Ministry of Finance as done for other Government departments.
- 90) Restoration of commuted portion pension on completion of 12 years.
- 91) Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
- 92) FMA: Fixed Medical Allowance of Rs.3000 pm to all retired employees & Pensioners - as per the recommendation of 110<sup>th</sup> report of department related parliamentary standing committee on personnel public grievances, law and justice.
- 93) Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
- 94) Removal of discrimination among employees having date of birth on first of a month and retiring one day before (last day of previous month) attaining the superannuation age of 60 years.

#### **PRIVILEGE PASS & PRIVILEGE TICKET ORDERS**

- 95) Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents/Widow Sisters dependent on him/her included in the Pass besides spouse & 2 children.
- 96) Equality in number of passes for all Group ‘A’, ‘B’ & ‘C’ employees in respect of both Privilege & Complimentary Passes.
- 97) Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.
- 98) ‘Tatkal’ facility for ‘Privilege / Complimentary Passes’ – on payment of ‘Tatkal’ charges.
- 99) Removal of quota restrictions for Pass / PTO in Duronto, Rajdhani, Shatabdi, Tejas, Vande Bharat and Jan Shatabdi Expresses.
- 100) Increase in ceiling of seats for individual Pass / PTO in Vande Bharat, Tejas, Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Expresses to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to

travel in Vande Bharat / Rajdhani / Shatabdi / Jan-Shatabdi / Duronto / Tejas Express. Medical and Pass facility to the dependents of Trainees / Apprentices.

- 101) Eligibility to travel in premium special trains for employees traveling with pass/PTO.
- 102) Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs optionally.
- 103) Eligibility to travel in trains running in shorter routes than the route for which pass was issued as available in manual pass system.
- 104) Facility for automatically crediting pass/PTO in case of cancellation of trains.
- 105) One onward & return flight journey per year by surrendering one year's privilege pass.

#### **WELFARE, GENERAL AMENITIES & MISCELLANEOUS**

- 106) Ceiling of Rs. 5 Lakhs on subscription to Provident Fund in a Financial Year should be removed.
- 107) Coverage of Railway employees under medical insurance scheme for obtaining treatment in private hospitals across India for in-patient and out-patient treatments.
- 108) Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only around Rs.3,600 per year.
- 109) Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
- 110) Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).
- 111) 'Accident Free Service' Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
- 112) Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS, CDMS & SE(IT) in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping, for early 100% achievement of e-office.
- 113) Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
- 114) Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
- 115) Separate pool of quarters for all technical supervisors.
- 116) Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
- 117) Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs& SSEs.
- 118) Separate rest house facilities for women supervisor going out station on-duty.
- 119) Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.
- 120) 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.



**K.V.RAMESH**  
**General Secretary, IRTSA**

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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



Harchandan Singh,  
Chairman, IRTSA,  
C.Hq. 32, Phase 6, Mohali,  
Chandigarh-160055.  
(Ph:0172-2228306,  
Mob:9316131598)

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

K.V.Ramesh  
General Secretary, IRTSA  
G3-LIKITH HOMES, 3, Lakshmanan Nagar  
West Street, Peravallur, Chennai-600082.  
rameshirtsa@yahoo.co.in Ph: 044-29998007  
9003149578, 9444100842

No. IRTSA /Org-11

Date:11 & 12.11.2025

## **RESOLUTIONS ON LINE OF ACTION & ORGANISATION MATTERS ADOPTED BY CGB MEETING & 60<sup>TH</sup> ANNUAL CONFERENCE OF IRTSA BEING HELD ON 11<sup>th</sup> & 12<sup>th</sup> NOV, AT DR. AMBEDKAR ARANGAM, ICF, CHENNAI**

### **1) Resolution on line of action**

- a. CGB IRTSA, resolved to authorise the Chairman, President and the General Secretary IRTSA to continue to pursue all the demands and to decide on the Line of Action as required especially in view of the developments in respect of the main demands and other demands of IRTSA.
- b. CGB IRTSA resolved for following line of action:
  - i. Preparation and submission of comprehensive memorandum to 8<sup>th</sup> CPC and presentation of oral evidence before 8<sup>th</sup> CPC.
  - ii. Upgradation from level-7 to level-8 and chasing at Railway Board on shortcomings of Railway Board order RBE No 155/2022 dated 17.11.2022 and RBE No.04/2025 dated 16.01.2025.
  - iii. Cadre restructuring of Technical Supervisors / Rail Engineers.
  - iv. Grant of Group – B status to SSE, CMS, CDMS & SE/IT.
  - v. Submission of resolutions of demands and memorandum on main demands.

### **2) Action programme**

- a. Protest day to be observed in **fourth week of November 2025**, protesting against Railway Board letter No. PC-VII/2023/I/7/5/8, dated 06.11.2025 issuing clarification on payment of allowances to supervisors upgraded through RBE No.155/2022 and for grant of Group-B (Gaz) status to SSEs.
- b. **Protest day has to be observed for the following demands,**
  1. **Restore payment of PCO allowance for SSEs upgraded to level-8 working in PCO organization.**
  2. **Payment of National Holiday Allowance (NHA), Night Duty Allowance (NDA) and PCO Allowance for SSEs receiving non functional upgradation to pay level-9 after completing four years of service in level-8.**
  3. **Grant of Group-B (Gaz) status to SSEs, CMS and CDMS upgraded to level-8.**
- c. Mass Dharana at New Delhi on appropriate time.

### **3) Membership drive:**

CGB advised all Units & Sub-Units of IRTSA to undertake intensive drive for Membership of IRTSA @ Rs.400 PA & Struggle Fund Rs.500 PA and complete the same within 2 months and send the Central Quota (@ 50% thereof to Central Treasurer and Unit Quota @50% thereof to the Unit Treasurer) early, as per Constitution.

Central quota and Struggle fund may be sent Er. Surjit Singh, Central Treasurer C-301, Silver Palm Apartments, Jalandhar Kunj, Jalandhar-144002 (9714301044). Account name IRTSA at SBI, Kapurthala branch A/C No. 10083429358, IFSC Code: SBIN0050540. Or

Account Name IRTSA, UPI ID ([irtsa@sbi](mailto:irtsa@sbi)) IRTSA-Current A/c No.43054348149, IFSC Code: SBIN0013065, SBI ICF Branch, Chennai.



5) **Struggle-cum-legal fund:**

CGB resolved to collect struggle fund of minimum Rs.500 from every member.

6) **61<sup>ST</sup> Conference & CGB meeting of IRTSA:**

CGB decided to hold 61<sup>st</sup> Annual Conference & Central General Body Meeting of IRTSA at **RWF Bangalore.**



**K.V.RAMESH**  
General Secretary, IRTSA

**UNITS & SUBUNITS ARE REQUESTED LAUNCH THE MEMBERSHIP DRIVE & SEND CENTRAL QUOTA @ 50% OF TOTAL COLLECTION & STRUGGLE FUND TO THE CENTRAL TREASURER IRTSA**

All Zones / sub-units are requested to deposit membership subscription, Struggle fund, donations, etc. in IRTSA central account Name: IRTSA, Account No: 10083429358, IFSC: SBIN0050540, State Bank of India, RCF, Hussainpur, Kapurthala. (Branch Code-50540)

Or

**TO ASST CENTRAL TREASURER IRTSA**

UPI ID (irtsa@sbi) IRTSA-Current A/c No.43054348149, IFSC Code: SBIN0013065, SBI ICF Branch, Chennai.

Er. Y.R.S.Benarjee, Assistant Central Treasurer, Mobile No. 9003149567, 2A, Seeyalam 2<sup>nd</sup> street Extn, Villivakkam, Chennai- 49.



**FOR UP-TO-DATE INFORMATION OF OUR ACTIVITIES,  
VIEWS ON VITAL ISSUES & COPIES OF  
ADMINISTRATIVE ORDERS**

**READ OUR BI-MONTHLY JOURNAL**

**"VOICE OF RAIL ENGINEERS"**

**OFFICIAL BIMONTHLY JOURNAL OF IRTSA**

**(PREVIOUSLY PUBLISHED AS "THE RAIL SUPERVISOR")**

- **SEND YOUR DONATION RS.1000 FOR "VOICE OF RAIL ENGINEERS"**
- **SEND YOUR SUBSCRIPTION @ RS.100 FOR "VOICE OF RAIL ENGINEERS"**
- **AND NEWS OF ACTIVITIES OF YOUR UNITS & SUBUNITS & ARTICLES FOR PUBLICATION**