

REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2016 - 17

ALONG WITH
ACHIEVEMENTS, RESOLUTIONS OF DEMANDS,
RESOLUTIONS ON ORGANISATIONAL MATERS & FINANCIAL RULES OF IRTSA



APPROVED BY THE
CENTRAL GENERAL BODY &
52nd ALL INDIA ANNUAL
CONFERENCE OF IRTSA
HELD ON 9TH & 10TH OCTOBER 2017
AT
HINDU MAHA SABHA BHAWAN,
MANDIR MARG, NEW DELHI



PRESENTED TO
CENTRAL GENERAL BODY & 52nd ALL INDIA ANNUAL CONFERENCE OF IRTSA
INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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MAIN DEMANDS PURSUED BY IRTSA

1. Multiple factor of 3.15 times of 6th CPC BP
2. Pay Level 8 for JEs and Level 10 for SSEs
3. Up-gradation of 33% posts of SSE as Principal SSE in Level-11
4. Pay Level 8 for CMA, DMS & JE/IT
5. Pay Level 10 for CMS, CDMS & Sr. Er/IT.
6. Classification of Sr. Tech. Sups. in Group 'B'.
7. Raising of all Allowances as per multiple factor
8. Breakdown Allowance equal to OTA
9. National Holiday Allowance @ two day wages
10. PCO Allowance at existing rates.
11. PCO Allowance to CMT Lab, Stores, Design/ Drawing and other left out areas.
12. Teaching Allowance @ 30% of basic pay.
13. Time Bound Promotions for Tech Supervisors.
14. Promotion of Graduate Engineers against 50% posts in IRES & SCRA.
15. Annual increment of 5% of pay.
16. Two increments on Promotion & MACP.
17. Counting of training period for the purpose of MACPS
18. Rejection of benchmark of "Very good" for MACPS
19. MACPS in cadre hierarchy after 4,8,16 & 24 years.
20. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering Entry Grade pay as Rs.4600 – with consequential benefit of upgrading of posts.
b) MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre – Ignoring the promotion in pre revised scale from 5500-9000 to 6500-10500 as same had been up-graded by CPC.
21. Risk & Hardship Allowance to JEs & SSEs working in Sheds and Open-line Depots.
22. Reasonable monthly deduction for GIS.
23. Withdraw NPS. Restore of old Pension Scheme
24. FMA @ Rs.2000 per month
25. Parity of Pension of Pre & Post 2016 Retirees
26. Additional Pension from 65 years onwards
27. Exemption of DA & other Allowances from Income Tax
28. Raising of Exemption Limit for Income Tax to Rs. 5 Lakhs.

REVISED AGENDA

9th October, 2017 (10-30 AM to 8 PM)

1. Flag Hoisting of IRTSA Flag by CP & GS
2. Welcome address by Chairman Conf. Comm.
3. Opening Address by President IRTSA
4. Address by General Secretary IRTSA
5. Address by GS AIRF Com. SG Mishra & President NFIR Br. Ghuman Singh
6. Vote of thanks to Guests of Hon.
7. a) Report of General Secretary IRTSA
b) Report on Account by Treasurer.
8. Report by Zonal Secretaries & CEC Members.
9. Seminar on Role & aspirations of Rail Engineers
10. Presentation of Draft Financial Rules of IRTSA

10th October, 2017 (10 AM to 2 PM)

11. a) Discussion on problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco/EMU Sheds, OHE, C&M Labs, Drawing/Design, IT, Stores etc.
b) Resolutions of Demands
c) Line of Action for realisation of Demands.
12. Review of Court Cases by IRTSA
Reg Grade Pay of JEs & SSEs & Group B.
13. a) Amendments in Constitution of IRTSA
b) Consideration & Approval of Financial Rules
13. Address by Er SK Bansal Ex CRSE NR
14. Election of CEC, IRTSA.
15. Vote of thanks & handing over of IRTSA Flag to the Host of Next Conference at NR Lucknow.

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REPORT OF GENERAL SECRETARY, IRTSA

**PRESENTED & APPROVED BY THE CENTRAL GENERAL BODY &
52nd ALL INDIA ANNUAL CONFERENCE OF IRTSA**

HELD AT HINDU MAHA SABHA BHAWAN, NEW DELHI, ON 9TH & 10TH OCTOBER 2017

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to the 52nd All India Annual Conference & Central General Body Meeting of IRTSA, being held at the national capital, New Delhi.

0.2 IRTSA is continuously striving since 1965 for welfare & upliftment of Technical Supervisors on the Indian Railways and has provided a strong platform for the Technical Supervisors and for acceptance of their genuine demands. It has made remarkable achievements during these 52 years and continues to strive to scale bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before 5 Pay Commissions (from Third CPC to Seventh CPC), as well as before the Railway Reforms Committee (RRC), Railway Accident Inquiry Committees (RAIC), Cadre Restructuring Committees, Railway Convention Committee, Safety Committee, to almost all Prime Ministers, MORs, numerous MPs and different Ministries besides the Railway Board as well as Zonal & local level administrations and has made many significant achievements – some of which are enlisted at the end of this report.

0.4 However, there are, many challenges ahead – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors on the Railways – in spite of recommendations for recognition of Supervisors Association to resolve their problems.

0.5 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe that in this era of collective bargaining only collective efforts and struggle can bring more effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach – especially for the common objectives.

0.6 IRTSA has also always strived to have constructive and rational approach for resolving the problems of the middle management category of Technical Supervisors through continuous and persuasive approach with the administration at various levels, and has always worked for upliftment of the Rail Engineers for the development of Railways and the Nation.

0.7 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA and have been made possible through collective efforts of all concerned, teamwork and continuous struggle by the Members as well as the motivation by the leaders - some of whom are not with us today. We pay our genuine tributes to all those who strived & sacrificed for the cause.

0.8 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 - especially during the 1974 strike and at many other occasions at various levels.

0.9 CGB last met on 3rd & 4th of October, 2016 at Secundrabad. CEC in conjunction with the CGB at Secundrabad and then on 28th July 2017 at Chandigarh.

0.10 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 - STATE OF ECONOMY

1.1 **GST**: Experts points to a disruption in economic activity following 1st July 2017 implementation of the new GST system. Both the manufacturing and services Purchasing Managers Index (PMIs) fell into contractionary territory in July 2017, while no relief came from abroad as exports growth slowed in the same month. Confusion over the new tax procedures and how to price products are chiefly behind slowdown. Momentum for turnaround is awaited still. The Government presented its Economic Survey to Parliament in August. Chief Economic Advisor warned that fiscal slippages could interfere with economy's momentum and voiced concerns, while reiterating the government's commitment to hitting budgetary targets.

1.2. **Economic growth**: According to NITI Aayog India is likely to clock a 7.5 per cent economic growth in the current fiscal, but it is acknowledged that creation of "good jobs" in the country

remains a big challenge. Notably, GDP growth in the first quarter of current fiscal slumped to a three-year low of 5.7 per cent, down from 7.9 per cent in April-June quarter of 2016.

1.3. **Non-performing Assets**: Gross non-performing asset (NPA) ratio for Banks is at their peak and the problem seems to show no signs of abating. There are nearly Rs 12 lakh crore of stressed assets in the country's banking system. These constitute nearly 15 per cent of the outstanding loans of the Banks.

1.4. **Demonetization**: The government had announced demonetization of Rs 1000 and Rs 500 notes on November 8, 2016, with an aim to eradicate black money and curb terrorism. A demonetization is a tool useful for eradication of black money. After demonetization of Rs 1000 and Rs 500 notes, the government introduced new Rs 500 and Rs 2000 notes. Many now argue that demonetization had little impact on black money, given that 99 per cent of the notes were surrendered to the bank besides heavy cost of replacing the Notes.

2. AS RAILWAY MEN

2.1. **Role of Indian Railways**:- Indian Railway provides the most important mode of public transport in India. This is the most commonly used and cost effective long distance transport system of the country. Indian Railways is one of the largest systems in the world. It is also one of the very few railway systems in the world generating surpluses.

2.2. **Challenges Ahead of Indian Railways**:- To increase the speed & of passenger & freight trains, scale up safety standards, strengthen position in transportation of Bulk cargo for core sector, find new growth platforms in non bulk & container segments, meet competitive challenge from low cost airlines in respect of premium passengers, provide affordable travel and pleasant journey experience to the weaker sections, IT enabled ticketing & delivery systems, attract, nurture and retain talent through motivation and better job satisfaction.

2.3 **Increase in number Rail Accidents in recent years – Need to strength & improve Technical Cadres**:- a) Railway is a growing industry. By following the policy of downsizing, Indian Railways keep vacant many safety category posts including that of Technical Supervisors whose strength is in either way shorter than required to keep pace with the ever increasing requirements, thus, endangering passenger safety through double jeopardy. Route km & Track kilometers are steadily increasing. Railways are required to make huge additional investment in its infrastructure in the coming years. Downsizing of manpower, forces Railways to depend on outsourcing for execution of even very small projects or modifications in infrastructure, even by violating norms for cost effectiveness.

b) Railways get the works executed from private firms having incompetent & untrained workforce; their prime motto being profit making and not safety. Railways should say no to downsizing and sanctioned strength particularly in Technical categories should be increased in proportion to addition of new infrastructure and yardsticks for staff strength should revised as per changing requirements of the system.

2.4. **Good safety standards but lack of infrastructure**:- The pressure of freight and passenger trains doesn't allow enough margin to carry on repairs. The standing committee on Indian Railways mentioned the difficulty in finding time for maintenance of assets due to saturation of the current network as a concern when it submitted its report on Safety and Security of Railways to Parliament on 3 August, , 2017.

Track failures and subsequent derailments are caused by excessive traffic and outdated infrastructure. From 1950 to 2016, the under-investment in rail infrastructure is acute. Against 23 percent railways' route kilometre expansion, passenger and freight traffic increased 1,344 percent and 1,642 percent respectively.

Pitiably low investment on over-age Track renewal & non-replacement of outdated Rolling Stock are the major causes for Accidents on Indian Railways. But the Technical Supervisors and the technical Staff are most unjustly held responsible for slack supervision & inadequate maintenance. Over zealotness to clear the traffic results in denial of "Block" to P-Way & Signaling Staff for Track repair and maintenance Operating Staff and Traffic Controllers frequently results many accidents as happened 3 times recently.

Even though Indian Railways' safety record has improved over the last one decade and accidents per million train kilometers have come down from 0.23 to 0.1 but the need to improve the safety cannot be undermined and for that Indian Railways needs big investments.

2.5. **Running of Bullet Trains in India**:- Govt. has opted for introduction of Bullet Trains. The construction of the 1.1. lakh crore corridor will begin in 2018 and is planned to be completed by 2023. The 508 km long Mumbai-Ahmedabad high-speed rail corridor will cover 12 stations and will

have a 21 km tunnel under the sea. The bullet train is expected to cover 508 km in about two hours and will run at a maximum speed of 350 kmph and operating speed of 320 kmph. This highly ambitious project expected to bring revolution in Rail technology also have a chance of ending up as a white elephant and common man may be taxed for luxurious travel by the rich.

2.6. Merging of Railway budget with General Budget :- The merger of the railways budget with the general budget is a historic step, discontinuing the practice prevalent since 1924. This decision aims to bring the Railways to the centre stage of Government's fiscal policy and would facilitate multi-modal transport planning between railways, highways and inland waterways.

A record plan outlay of Rs 1.31 lakh crore was announced against Rs 1.21 lakh crore planned for 2016-17. The finance ministry will provide a gross budgetary support of Rs 55,000 crore to the Railways in 2017-18. For the first time, the Railways will not be required to pay annual dividend of around Rs 9,000 crore to the finance ministry beginning 2017-18. But this is not likely to bring in the much needed additional investment from the Centre as it is proposed to let the Railway generate its own resources thus letting it either starve for funds for its expansion and modernization or to increase the fares and freights.

Government's decision of merging Railway budget with General Budget is a step closer to hand over Railway system completely to private players. For many years Railway has tried to get private investment in a big way to improve the infrastructure of Railways, but it did not materialize both on account of opposition by the Railwaymen and more on account of long gestation periods for return on investment made on Railway projects as compared to investment done in other fields. Merging of Railway budget with the General Budget will give a free hand to the Government to hand over existing rail network to private operators, which will either escalate passenger fares or Government will end up in compensating the private players. As such, it is going to be lose-lose situation instead of win-win situation, both for employees & common man.

There are also chances of the Railwaymen losing some of the facilities like Passes and exclusive Railway health services. These will be a big threats which the employees will strongly resist to protect their rights.

2.7. Rail Development Authority (RDA):- Government flagged off a major reform in Indian Railways, by allowing the formation of an independent railway regulator called Rail Development Authority (RDA), with an initial corpus of Rs.50 crore. The Chairman of the Authority can be from the private sector and will be selected by a committee chaired by the Cabinet Secretary.

The regulatory authority will change the landscape of Indian Railways as it will have a say in decisions on pricing of services commensurate with costs, protect consumer interests, suggest measures for enhancement of non-fare revenue, promote competition and encourage market development, create positive environment for investment, promote efficient resource allocation and benchmarking of service standards, and suggest measures for absorption of new technologies and human resource development.

All the major decisions listed in para 2.5, 2.6 & 2.7 and some other decisions will not change the Railways from the perception of common man, in fact they will be made to pay more for the same services.

2.8. Decisions on staff matters, during the year:-

- i) Availability of option for fixation of pay on promotion from the Date of Next Increment (DNI) in the lower post and method of fixation of pay from DNI, if opted for, in context of RS(RP) Rules, 2016.
- ii) Grant of House Rent Allowance (HRA) to Railway employees – 24% for X cities, 16% for Y cities & 8% for Z cities. The rates of HRA will not be less than 5400/-, 3600/- and 1800/- at 'X', 'Y' & 'Z' class cities respectively. The rates of HRA will be revised to 27%, 18% and 9% for 'X', 'Y' and 'Z' class cities respectively when Dearness Allowance (DA) crosses 25% and further revised to 30%, 20% and 10% when DA crosses 50%.
- iii) Grant of Transport Allowance to Railway employees – Rs.3600 + DA / Rs.1800 + DA for Pay Level 3 to 8 according to the place of work.
- iv) Travelling Allowance Rules in 7th CPC Pay matrix
- v) Revision of rates of Daily Allowance to Rly. employees on tour–Rs.800 for Pay level 6 to 8.
- vi) Children Education Allowance - Procedure simplified, CEA – Rs.2250 per month, Hostel Subsidy – Rs.6750 per month
- vii) Revision of rates of Breakdown Allowance - Rs.675 p.m for Junior Engineers and staff in higher scales

- viii) Revision of rates of PCO Allowance on 7th CPC pay matrix, Section Engineers and Sr. Section Engineers in level 7 in Pay Matrix (VII CPC) - 6% of Basic Pay & Non-supervisory staff and Jr. Engineers up to level 6 in the Pay Matrix (VII CPC) - 12% of Basic Pay
- ix) Senior Supervisors of workshop cadre (whether working in shops or PCO) when deputed as Chief Safety Officers/Safety Officers may be granted Special Allowance @ 6% of BP.
- x) Decision relating to grant of Risk and Hardship Allowance for Track Maintainers of Indian Railways: Risk and Hardship Allowance to Track Maintainers – I, II, III & IV of Indian Railways as per cell R3H2 (Rs.2700 for Level 8 and below and Rs. 3400 for Level 9 and above) of Risk and Hardship Matrix.
- xi) Validation of Duty/Privilege/Post Retirement Complimentary Passes (PRCP) in Hamsafar Express trains, Gatimaan Express trains and all other Special trains including Suvidha Express, Special Trains on special charges, etc.
- xii) Committee to examine the issues related to revision of hourly rates of Incentive Bonus and Bonus Factors of Workshops/PUs staff under CRJ Pattern/GIS.
- xiii) Fixed Medical Allowance (FMA) enhanced from Rs.500/- to Rs. 1000/- per month for day-to-day treatment to the Railway pensioners/family pensioners who are residing beyond 2.5 Km from Rly. Hospital and have opted out of OPD treatment from Railway Hospitals.
- xiv) Restructuring of IT Cadre on Zonal Railways/PUs/RDSO, etc – Senior Engineer (IT) – 67%, Junior Engineer (IT) – 33%, Date of Effect - 01.04.2017
- xv) Unjust Abolition of some Allowances – Including :
 - Family Planning Allowance for adoption of small family norms

2.9. Unrecognized unions have the rights to hold meeting, demonstration:

Clarification to Railways by Ministry of Labour

A) Right to hold meeting/demonstrations etc, is an important part of right to freedom of speech and expression, freedom to assemble and freedom to form association and is well within the ambit of Article 19(1)(b) and 19(1)(C) of the constitution of India. Ministry of Labour & Employment clarified to Railways that unrecognized unions have the right to carry out meetings and demonstration provided that any meeting/demonstration/ gate meeting shall not disturb normal functioning of the unit/establishments and are not covered by the restrictions mentioned under article 19(2), 19(3) and 19(4) of the Constitution of India.

3. AS RAIL ENGINEERS

3.1 Safety on Railways & Debaring of Supervisors from being office bearers of Unions:

Consequent upon submission of the Report of the Task Force on Safety, Railway Board had decided that Supervisors working in all safety categories in erstwhile Grade Pay of Rs.4200 and above, should not be office bearers of trade unions after March 31st 2017, which has been extended up to 31st December 2017.

The Railway Board had not made any alternative negotiating system for addressing the grievances of Supervisors even though the Safety Committee itself had recommended for the same. This is totally unconstitutional, unjust and deprives the Supervisors of their Constitutional right of Association and legal rights for representation and redressal of grievances. Task Force on Safety had recommended that, Supervisors have traditionally been the front end managers and the backbone of Indian Railways. There has been a dilution in their contribution to the wellbeing of Railways as felt all across. This has been felt by the Group on Railway Safety, 1996 and also the Khanna Committee and it is necessary to strengthen the hands of Supervisors to empower them.

Committee had recommended that the Supervisors should not be allowed to join Trade Unions and they should be encouraged to form their own Association for collective bargaining and negotiation and should find a place in PNMs and PREM Group, similar provision has already done for RPF staff.

B) Appeal for Recognition of Indian Railways Technical Supervisors Association (IRTSA):

IRTSA immediately reacted to the arbitrary decision of the Railway Board terming it as, partial and deviatory implementation of the Report of the Task Force as well as that of the Khanna Committee on Safety and Railway Accidents Inquiry Committees 1968 and 1978 – which had strongly recommended for recognition of Supervisors' Association to discuss and resolve the demands and grievances. IRTSA reiterated its appeal for Recognition of Indian Railways Technical Supervisors Association (IRTSA), as recommended by all these Committees.

3.2 Proposals by Railway Board on Technical Supervisors to Finance Ministry not approved:-

- i. Railway Board had recommended for approval of MOF (DOE) to upgrade the Grade Pay of JEs from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by them on Railways for efficient train operation (*vide O.M.No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010*).
- ii. Railway Board separately asked for sanction to upgrade 3335 posts of senior supervisors in the Grade Pay of Rs.4600 to Group 'B' (Gaz).
- iii. Railway Board submitted the following proposals to the Empowered Committee formed after 7th CPC.
 - a) To place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200.
 - b) To place 1163 posts (45% of sanctioned strength) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.
 - c) To place 1841 posts (45% of sanctioned strength) of SSE (Design) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.
 - d) To place 770 posts (60% of sanctioned strength) Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.
 - >e) Regrettably, MOF (DOE) / Empowered Committee did not accept any of the above proposals of the Railway Board.

3.3. **Adverse Working Conditions:** Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are easy victims of the officers above us 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. It is a must for all of us to get united under the banner of IRTSA and move forward towards our goals.

3.4. Court Cases filed by IRTSA

i. Classification of Senior Supervisors on Railways in Group B (Gazetted)

CAT Chandigarh had given an adverse judgment on the OA 211/2014 IRTSA Vs Union of India Reg. Classification of Senior Supervisors on Railways in Group B (Gazetted), only on the ground that Railway Board has the powers to decide about Classification of posts on Railways.

The CAT had not gone into the merits of submissions made by the Applicants in the OA or in the Rejoinder / Re-application thereof. This was a violation of Law of Natural justice as well as a violation of the settled law by the Apex Court and the Constitution of India. CGB may consider the situation

ii. Higher Pay Level / Grade Pay for JE & SSE

IRTSA (*vide* OA No. 310/00706/2013 IRTSA-Vs-Union of India & Others in CAT Chennai), had prayed for higher Grade Pay for JEs & SSEs on Railways than the Staff working under them, to restore the vertical hierarchy as recommended by the Fifth and Sixth Pay Commissions but disturbed by the Railways by upgrading the lower level posts without upgrading the JEs & SSEs - based on the higher duties & responsibilities shouldered by them. While the Railway Board had subsequently decided and recommended to MOF (DOE) to upgrade the grade pay of JEs & SSEs, but the MOF (DOE) had not given any decision thereon for a long time..

CAT Chennai, in its judgment directed Ministry of Finance to take action on the proposal of the Railways and decide about it within 3 months on OM No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 which was pending for approval of MOF for approval for allotment of Grade Pay of Rs.4600 to JEs and Grade Pay Rs.4800 to SSEs.

IRTSA had submitted a copy of CAT Chennai's orders to Secretary Finance Expenditure *vide* letter No IRTSA/CAT Chennai/2016-13 and a Memorandum No. IRTSA/CHQ/ MEMO/2016-12 giving justification on the merits of the case and urged to upgrade the JEs & SSEs to the Grade Pay Rs.4600 & Rs.4800 respectively, as per decision of the Departmental Anomalies Committee.

The Ministry of Finance vide their letter dated 29-11-016, had rejected the proposal of Railway Board as well as the submissions of IRTSA – by not only falsely negating the facts but also referring to extraneous factors to deviate from the core issues involved in the matter.

As decided by CEC in June, 2017, IRTSA has filed another OA in CAT Chennai to challenging the Finance Ministry order. Highlights of OA are attached with this report. The case has been admitted & posted for first hearing on 12th December 2017.

3.5. Memorandums submitted during the year:- Number of Memorandums were submitted to Railway Minister, Finance Minister, Railway Board, DoPT, Empowered Committee & other Committees nominated after implementation of 7th CPC recommendations & to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed on the IRTSA Website www.irtsa.net for the information of all the Members.

3.6 Mass Petition to MOR: As decided by the CEC IRTSA, Mass Petitions, were submitted to the Minister of Railways, signed by thousands of Technical Supervisors from all over Indian Railways, for getting the approval of the MOF of the proposals of the Railway Board for upgrading of Technical Supervisors – as mentioned earlier in this Report.

3.7. Meeting with CRB & Railway Board Members: IRTSA delegates met Chairman Railway Board on 4th July & Member (Rolling Stock) 20th June & 5th October and discussed about main demands of the category. Memorandums on following main demands of IRTSA were submitted to CRB & Member (RS).

- i. Recognition of Indian Railways Technical Supervisors Association (IRTSA)
- ii. Grant of higher Pay Level / Grade Pay for JEs & SSEs
- iii. Classification of posts of Railway Engineers / Technical Supervisors in Grade Pay 4600 / Pay level-7 in Group 'B' Gazetted.
- iv. Reversal of change of criteria from 'Good' to 'Very Good' for the purpose of MACPS.
- v. Inclusion of training period for the purpose of MACPS.

4. ON ORGANISATIONAL FRONT

4.1 IRTSA has grown from strength to strength and has taken deep roots in most regions. Membership has also increased over these 51 years. However, my main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organization.

4.2 Accounts & Balance Sheet:- Balance sheet of account for “*Central Fund of IRTSA*” and “*Voice of Rail Engineers*” for the year 2016, shall be presented by Central Treasurer after this Report. However, I reiterate that Membership Drive of IRTSA should be further strengthened & streamlined to achieve tangible results.

4.3 Publication of Journal “*Voice of Rail Engineers*”:- The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. However, the journal was running at a loss due to rise in cost of printing & paper. This needs to be remedied. The decision taken in 2013 to combine the subscription for IRTSA & VRE has not proved to be effective.

As such, it is proposed to separate the subscription for VRE from that of IRTSA to facilitate proper thrust and accounting for both at all levels. CGB may consider and decide appropriately. It is also proposed that the Subscription for VRE may be raised appropriately to ensure its financial viability. I also request the Central General Body to take necessary steps to increase the circulation of “*Voice of Rail Engineers*” to for greater awareness among Engineers.

4.4 Website www.irtsa.net:- Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tool even to deal with deliberate negative comments by non-performing persons who are also persuaded to join the struggle and then raise their queries.

4.6 **Communication & Inter-action:-** Continuous flow of information from central headquarter is ensured through all channels circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS & some other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at grass root level as required.

4.7 **Visits by CEC Members:-** President & General Secretary IRTSA along with CEC member visited various zones & sub units to reinvigorate inactive Units. However I urge upon every CEC members to visit at least one unit in their zone or other zones every month.

5. TASKS BEFORE US

I would like to stress upon the following tasks before us, with a request to all of you to take appropriate action thereon:-

5.1 **Pursuance of demands particularly for which Railway Board has sent proposals to Finance Ministry:-** As mentioned earlier, Railway Board had sent a proposal to Empowered Committee headed by Cabinet Secretary, set up after the implementation of 7th CPC recommendations. These proposals need to be pursued at all levels on similar lines as in the mass petition to the Railway Minister in this regard, since they are expected to bring at least some relief to the category. The issue needs a constant follow up.

5.2 **Court Cases:-** Fresh OA has been filed in CAT Chennai, which will be keenly followed by Er. K.V. Ramesh Sr.JGS, V.P.Abdul Salam, Zonal Secy/SR and other office bearers of ICF & Southern Railways.

5.3 **Demands on MACPS:-** With no career avenue of promotion, financial upgradation under MACPS provided some relief to the category, though not upto the desired level. But the scheme has major deficiencies like > Non-inclusion of training period, financial upgradation on scale or Grade hierarchy instead of promotional hierarchy etc. All these and some other issues need to be resolved by the Government.

Change of eligible criteria from 'Good' to 'Very Good' has further hampered the chances of many Technical Supervisors / Rail Engineers getting the minimum benefit of financial upgradation after 10, 20 & 30 years. The promises made by CRB and Member (Rolling Stock) to modify the eligible criteria have not been fulfilled.

5.4. **Membership Drive:-** It is vital to enroll each and every Technical Supervisor / Rail Engineer as a Member of the Association. Zones & Subunits which are inactive should also be awakened to join the struggle and to contribute more regularly 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.

5.5 **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 high financial requirement for the court cases and struggle in aftermath of 7th CPC. CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

6. ACKNOWLEDGEMENTS

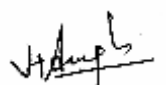
6.1 Before I conclude my Report, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the cause at various levels.

I especially thank Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er Darshan Lal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er. K.V. Ramesh Sr.JGS for helping me in preparing various Memorandums, Draft Resolutions and other documents including the Brief for the Advocate for the Court Cases and helped me in discharge of my other duties as the General Secretary.

I also thank you - all the Delegates - who have come from all over India for attending this Conference in spite of long journey. I thank the Zonal Secretary RCF IRTSA Er Mayaunk Bhatnagar, Er. KV Ramesh Sr.JGS and their teams from RCF & ICF for making all the arrangement for this Conference at New Delhi – far away from their home towns.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

ACHIEVEMENTS OF IRTSA 1965 – 2017

GENERAL AWARENESS & INDUSTRIAL HARMONY

1. IRTSA has provided a strong & effective platform to unite the Railway Engineers / Technical Supervisors on the Indian Railways for the first time since its formation in November, 1965.
2. Highlighted problems of Rail Engineers /Technical Supervisors and effectively represented their demands to the Railway Administration, Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
3. Developed a large Data Base to project the problems realistically and effectively.
4. Developed greater awareness amongst Technical Supervisors / Rail Engineers & others concerned through numerous Seminars on vital issues, publication of Souvenirs & the periodical "Voice of Rail Engineers" (VRE) as well as through its Website www.irtsa.net & continuous interaction on Face Book "IRTSA Group" etc.
5. Developed better industrial relations between Technical Supervisors and Railway Administration, reducing victimization of Rail Engineers and improving productivity.
6. Developed better understanding between Technical Supervisors, workers and the Unions to avoid day to day conflicts thus further improving the productivity.
7. Developed greater awareness about the Problems of Technical Supervisors amongst recognized Federations & Unions and get their support to resolve many issues at national & local levels – through struggle and collective efforts.

MAIN CATEGORICAL ISSUES RESOLVED

8. Reduction in number of pay scales of Technical Supervisors from age old 6 scales to 4 Pay Scales by Third Pay Commission (in 1973) and further reduction to only 2 scales by Sixth Pay Commission (from 2006) – *(based entirely on evidence of IRTSA)*.
9. Grant of Superintendent Allowance to SSE & higher Grade to SE (in lieu of Incentive) – which was subsequently replaced with Incentive to SE & SSE in Workshops & PUs.
10. Allotment of highest Pay Scales of Rs.840-1200 / Rs.840-1040 to Senior Technical Supervisors amongst entire group C by Third Pay Commission and Rs.2375-3500 by Fourth Pay Commission – *(restoring their relativity after 40 years based on evidence by IRTSA)*.
11. Honorarium to JEs for Disbursement of Wages to Staff and subsequent revision thereof – *(after IRTSA decided to Boycott Disbursement of Wages in 1969)*.
12. Hurt on Duty/Hospital Leave to Apprentices/Trainees *(after getting it raised in the Parliament)*.
13. Coverage of Technical Supervisors under Workman Compensation Act & renaming thereof as "Employees Compensation Act *(after getting it raised in the Parliament)*.
14. Bringing all Technical Supervisors in one Cadre (from JE to SSE) in 1984 onwards, for Cadre Restructuring *(Earlier the higher grade posts were very limited & on worth of charge)*.
15. Stopping direct recruitment of Engineering Graduates as JE-I and starting it in SE Grade in 1987 and in SSE grade from 2008.
16. Cadre Restructuring of Technical Supervisors 5 times in 30 years - raising number of posts in highest grade of SSEs from the then existing 3 to 6% in Workshops & 1.5% on the Open Line to 10% in 1984, 17% in 1993, 18% to 21% in 2003, 50% after Sixth Pay Commission in 2008 and 67% through CRC in 2013.
17. Upgrading for Design & Drawing, C&M Staff & for DMS through Cadre Restructuring.
18. Counting of Apprenticeship / training period for Retirement benefits in 1983 and incremental benefits in 1991 onwards *(based on Data provided by IRTSA)*.
19. Upgrading of 2000 posts of Senior Supervisors to Group B *(in 2 phases from 1980 to 2000)*
20. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle- increasing the strength in the higher scale(s) – (improving chances of promotion of JEs)*.
21. Change of designation of Technical Supervisors as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996 *(after IRTSA decided to go on 'Work-to-Rule)*.
22. Grant of PCO Allowance to JEs & SSEs.
23. Revision of rates of Incentive Bonus *(in 1968, 1975, 1990, 1998 & 2009)*.
24. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now 12 months.
25. Raising of Stipend equal to pay / Grade Pay of Rs.4200 during Apprenticeship / Training.
26. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.

27. Won the case in CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) for grant of Group "B" status to Senior Technical Supervisors – (Subsequent denial by Railway Board was also challenged by IRTSA in Supreme Court but the SLP was not admitted by Supreme Court. *Continuous struggle and campaign by IRTSA had convinced the Federations also about the genuineness of the demand – resulting in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Approval of MOF has been asked for. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B as per DOP orders).*
28. Won the Court case in CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – with directions to grant higher scale to JEs as ‘an equal cannot be over an equal’ – (*This was accepted by Fifth CPC while deciding higher Pay scale of JEs as recorded in Para 54.36 of its Report).*
29. Got the order from CAT Chennai (OA No 706/2013) to Finance Ministry to consider upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and Grade Pay of SSE to Rs.4800 from Rs.4600.
30. Raising eligibility ceiling for PLB to cover all Technical Supervisors irrespective of pay.
31. Raising of pay scale of SSE to Rs.7450-11500 instead of Rs.7000-11500 recommended by 5th CPC - (*through intensive struggle & voluminous Data supplied by IRTSA*)
32. Grant of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
33. Change of designation of Drawing & Design Staff as Junior Engrs, Senior Section Engr.
34. Change of designation of Store Engineers from DSKs to DMS & CDMS
35. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - (*through intensive struggle & voluminous Data supplied by IRTSA*)
36. Introduction of GDCE/LDCE system for serving Graduate Engineers & Diploma holders to get selected in DR quota.
37. Merger & upgrading of JE-I & JE-II to the pre-revised pay scale of Rs.6500-10500.
38. Merging & up-gradation of pay scales of Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).
39. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways.
40. Merger & up-gradation of P-way Supervisors as JE P-way and its spread effect to entire cadre.
41. Abolition of written test in the selection from JE to SSE, DMS to CDMS, CMA to CMS & JE to Sr.Er/IT.

GENERAL CONCEDED

42. Introduction of long Pay Band concept which eliminated the pay stagnation.
43. 3% annual increment – instead of arbitrary fixed amount.
44. HRA on percentage of Basic Pay.
45. Improved transport allowance without any distance restriction and with inflation proof.
46. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through “High Powered Committee” set up after submission of Sixth CPC Report.
47. Reimbursement of inflation proof tuition fee Rs.1000 per child per month for two children.
48. Encashment of 60 days LAP while in service in addition to 300 days encashment on retirement.
49. Grant of ACP by 5th CPC & MACP after 6th Pay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions).*
50. Three financial up-gradations (after 10, 20 & 30 years of Service) under MACPS. (*This ensures a JE to reach the Grade Pay of Rs.5400).*
51. Employees selected under GDCE to be treated as DRs for MACPS.
52. Extension of pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carried the character of feeder and promotional grades, which were merged by 6th CPC, i.e. promotion from JE-II to JE-I & SE to SSE.
53. Fixation of pay on promotion to the next level in 7th CPC pay matrix, should be at least equal to the entry pay of direct recruits in the same level i.e. JE on his promotion as SSE to pay level-7 will be fixed not less than Rs.44900 which is entry pay for direct recruit SSEs.

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

HIGHLIGHTS OF COURT CASE FILED BY IRTSA IN CAT CHENNAI IRTSA & OTHERS Vs UNION OF INDIA

IRTSA has filed another O.A. in CAT Chennai - challenging OM No.36(1)/E.III.B/2015 dated 29.11.2016 issued by Ministry of Finance denying grant of higher Grade Pay to Junior Engineers (JEs) and Senior Section Engineers (SSEs) on Railways. IRTSA is represented by K.V.Ramesh Sr.JGS/IRTSA, and V.P. Abdul Salam & 10 others, as aggrieved individuals.

BACKGROUND:

i) IRTSA had earlier filed O.A. No. 310/00706/2013 in CAT Chennai praying for higher Grade Pay for JEs & SSEs on Railways than the Staff working under them and to restore the vertical hierarchy as recommended by the Fifth and Sixth Pay Commissions, based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by JEs & SSEs on Railways for efficient train operation. But the said relativity between JE & Senior Technician as recommended by 5th and 6th Pay Commissions was disturbed by Government. However after the issue was taken up in the Departmental Anomaly Committee, Railway Ministry decided to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 and asked for approval of Finance Ministry vide O.M. No. PC/VI/2009/DAC/1(Pt2) dated 11.06.2010. But Ministry of Finance did not respond to the OM submitted by Ministry of Railways for many years inspite of reminders by MOR & representations by IRTSA.

ii) These were some of the major points submitted by IRTSA in the said OA.

iii) Hon'ble Tribunal by orders dated 21.07.2016 directed Ministry of Finance to take action on the proposal of the Railways and decide about it within 3 months on OM No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 which was pending for approval of MOF for allotment of Grade Pay of Rs.4600 to JEs and Grade Pay Rs.4800 to SSEs.

iv) Ministry of Finance decided the case on very unjust and unreasonable grounds by subverting basic facts of the case and ignoring the settled law.

GROUND ENLISTED IN THE NEW OA:

i) SSEs on the Railways had been unjustly placed in Grade Pay of Rs.4600 (Level-7) and JEs were placed in Grade Pay Rs.4200 (Level-6) - which are the same as those of the employees working under them.

ii) This violates the basic principle of law of natural justice - upheld by various Court including by the Hon'ble Supreme Court of India that –

a) *'Promotion' implies advancement to a higher grade;*

b) *Supervisor should be in a scale higher than Supervised &*

c) *"An equal cannot be over an equal"*

iii) Position of JEs & SSEs on the Railways is unique and more onerous than their counterparts in other Ministry or Department in view of higher qualifications, more stringent nature of work and higher responsibilities. But those in other Departments were placed in higher Grade Pay /Pay Levels – in violation of Article 39 of Constitution of India.

2. Finance Ministry in the impugned orders, while turning down the proposal of the Ministry of Railways for upgrading JEs & SSEs on Railways, had relied upon wrong facts that 5th & 6th CPCs had recommended same Pay scale/Grade Pay JEs & Senior technicians. The actual facts were as under:

i) 5th CPC recommended pay scale of Rs.5500-9000 for JE-I, Rs.5000-8000 for JE-II and Rs.4500-7000 for Senior Technicians.

ii) 6th CPC recommended Grade Pay of Rs.4200 for JE by merging JE-II & JE-I and Rs.2800 for Sr.Technicians.

iii) On both the occasions Govt. / Railways upgraded the pay scale / Grade Pay of Senior Technicians on par with JE, without upgrading the pay scale / GP of JEs & SSEs.

iv) While introducing Grade Pay concept, 6th CPC had mentioned that:

a) Grade Pay determines the status of a post with senior post being given higher grade pay;

b) Promotion should happen progressively in the next higher Grade Pay.

3. Finance Ministry had misquoted in the impugned orders that, 7th CPC also considered the issue of JEs in Railways and recommended for no change in the pay. On the contrary, the facts were as under:

i) 7th CPC in para 1.27 said that anomalies created subsequent to the modifications done in 6th CPC's recommendations could not be rectified till date.

ii) 7th CPC also recommended that "horizontal range" in pay matrix assigned as Level 1, 2, 3 and so on till 18 represent "functional role in the hierarchy". When the employee receives a promotion or a non functional upgrading, he/she progress one level ahead on the horizontal range. i.e, when a Senior Technician receives promotion to JE he should be placed in Pay level-7 instead of Level-6.

4. Finance Ministry said in the impugned orders that, Pay commissions are expert bodies to go into all considerations. Any modification therein is not justified. The facts are as under:

i) 6th CPC recommended Grade Pay of Rs.4200 for JEs vide para 7.36.77 and Rs.2800 for Senior Technicians vide para 7.36.71 and 3.8.27. Railway Board had upgraded the Grade Pay of Senior Technician to Rs.4200 without further upgrading the Grade Pay of JEs.

ii) In para 1.27 Seventh CPC has recommended for removal of anomalies that arose as a result of modification of Grade Pay after the implementation of 6th CPC recommendations.

5. Finance Ministry said in the impugned orders that, GP Rs.4200 is a major pay in the Govt. including CPWD, MES, etc and any change in the pay scale of Railways will have direct impact on JEs in general, leading to substantial financial implications. Facts of the matter were as under:

Uniqueness of JEs & SSEs working in Railways was accepted by CAT Chandigarh in its Judgment in OA 211/2014 for Group B (Gaz) for Technical Supervisors. CAT Chandigarh had accepted the submission of union of India that Railway is governed by separate pay rules & DAR rules, not governed by CCS rules & CCS classification, control & appeal rules. CAT Chandigarh held that, due to unique nature, Railway stands on different footing than other ministries of central or state governments.

6. Finance Ministry said in the impugned orders that, If GP Rs.4200 is revised horizontal relativity will be disturbed, this will have cascading effect on all posts and court cases will follow. The facts are as under:

i) Pay scales of Accounts, Teachers and Nurses had been upgraded from time to time disturbing the horizontal parity with Technical Supervisors.

ii) Pay scales of various cadres were upgraded on Railways out of CPCs recommendations disturbing horizontal parity and vertical relativity with Technical Supervisors (JEs & SSEs). This needed to be rectified.

iii) Upgradation of pay scales for Accounts Staff in Railways had been done out of CPC recommendations. Originally, Accounts staff were granted normal replacement scales but were given higher ones later on.

7. Finance Ministry said in the impugned orders that, If JE is to be placed in GP Rs.4600 then SSE need to be placed in GP Rs.4800, which will set another chain of repercussions. The facts of the case were as under:

i) In the year 2013, Finance Ministry had turned down the proposal of Railway Minister which was asking for approval for upgrading all posts in GP Rs.4600 to Rs.4800. In fact Finance Ministry had asked for specific proposal on individual posts Railways want to upgrade.

ii) After implementation of 6th CPC recommendations Railway Ministry had sent an OM dated 11.6.2010 seeking approval for its specific proposal for allotment of Grade Pay Rs.4600 for JEs & Grade Pay Rs.4800 for SSEs. The proposal was based on superior recruitment conditions, nature & condition of service, duties and multifarious responsibilities shouldered by JEs & SSEs for efficient train operation.

iii) Railway Ministry sent a proposal to Empowered committee of Secretaries formed after 7th CPC for revision of pay of Technical Supervisors, but details of decision taken by ECos on Railway's proposal were not known.

8. Finance Ministry said that, possibility of immediate repercussion in Railways, as mentioned by them in their counter reply to CAT is also real.

i. Many changes were made by the Govt. in Pay Commissions' recommendations

ii. Every issue has to be decided on its merit and apprehensions raised by MOF or Railways are unjustified.

9. MOF said in the impugned orders that, the fact of higher and lower posts lying in a same Grade does not appear to be unique. Finance Ministry order allows the benefit of fixation of pay on promotion even when the promotion taking place in same grade. Facts of the matter are as under:

i) The fact of higher grade post of JE and lower grade post of Sr. Technician lying in the same grade arose not as a result 5th & 6th CPC recommendations, because of revision done to the Pay scale / GP of Sr. Technicians.

ii) Ministry of Finance orders dated 24.11.2000 and 7.1.2013 were not about justifying placement of feeder and promotional posts in the same grade. These orders only extended the benefit of pay fixation if promotion happens to a post which involves assumption of higher responsibilities. Railway Board agreed in its proposal to MOF that the post of Junior Engineer carries higher responsibilities than the Senior Technicians working under them.

iii) As per trite law and definition of promotion has been dealt with by the Hon'ble Supreme Court in State of Rajasthan vs. Fateh Chand Soni (1996 (1) SCC 562 and in Union of India & Ors. Vs. Pushpa Rani, (2008 (9) SCC 242), that promotion would entail discharge of higher duties and also upgradation in the pay scale.

RELIEF SOUGHT FOR FROM CAT IN THE OA:

i) To call for records relating to the impugned OM No.36(1)/E.III.B/2015 dated 29.11.2016 issued by Finance Ministry denying grant of Grade Pay of Rs.4600 to Junior Engineers (JEs) above Senior Technicians working under them and quash the same;

ii) To direct the respondents to enhance the Grade Pay of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; and to enhance the Grade Pay / Pay Level of Senior Section Engineers (SSEs) on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by JEs & SSEs on Railways for efficient train operation and based on decision taken in the Departmental Anomalies Committee and the proposal made by the Railway Ministry to upgrade the grade pay of JEs (Junior Engineers) from Rs.4200 to Rs.4600 in 6th CPC and level 7 in 7th CPC; & upgrade the grade pay of SSE (Senior Section Engineers) on Railway from Grade Pay Rs.4600 to Rs.4800 in 6th CPC and level 8 in 7th CPC.

NOTE: Suggestions & additional points shall be mailed to Er. K.V.RAMESH, Sr. Joint General Secretary/IRTSA, rameshirtsa@yahoo.co.in

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/CHQ/Resolutions – CGB 2017

Date: 9th - 10th October

2017

RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

ADOPTED BY CGB MEETING & 52nd ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT HINDU MAHASABHA, MANDIR MARG, NEW DELHI on 9th & 10th October, 2017

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Technical Supervisors / Rail Engineers (*JE, SSE, CMS, CMA, CDMS, DMS & IT Engineers*) working in various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design, Material Management / Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8.2 lakhs workforce out of around 12.8 lakhs railway employees.

IRTSA resolved as under in its 52nd Annual Conference & Central General Body Meeting held on 9th & 10th October 2017 at Hindu Mahasabha, Mandir Marg, New Delhi:

The Conference appreciated that the Honorable Minister of Railways Shri Piyush Goyal in a high-level meeting on Safety with Railway Board officials, identified two major causes leading to accidents as 1) Unmanned Level Crossings accounted for 34% of accidents in 2016-17 and 2) Derailments due to defects in tracks. He stressed for special focus to identify measures to reduce accidents due to derailments which has emerged as one of the major causes of Train accidents. The Conference appreciated that the Minister had directed Railways for elimination of unmanned level crossings, track renewal on top priority, procurement of new rails and manufacture of only LHB design coaches.

The Conference also noted that the Chairman Railway Board Shri Ashwani Lohani had stressed that when the Railways are facing a serious issue with the image perception of the Railways, he expected all fellow Railwaymen to pitch in wholeheartedly to set this perception right.

The CRB had called upon the Railwaymen across the country to always be on guard to ensure the highest level of safety in train operations and instill a renewed sense of confidence in railway passengers. He emphasized that safety should always remain principal focused area. In a letter sent to all Railwaymen, Shri Lohani stressed the need to resolve to bring about an all-round improvement in the working of the railways so that we are able to satisfactorily meet the hopes, expectations and aspirations of the vast multitude.

The Conference appreciated that the CRB had rightly said that contented and happy employee is the prerequisite for the success of any organization. The Conference, however, regretted that the Technical Supervisors remain demotivated and frustrated.

Pay scales & Career Avenue of Technical Supervisors are getting eroded from 5th CPC onwards and have gone from bad to worst under 7th CPC. Technical Supervisors shoulder the 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 equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only 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.

52nd Conference and CGB Meeting of IRTSA urged upon the Government & Railways to accept the following genuine demands of Technical Supervisors and urged the Railway Minister to impress upon Finance Ministry for the approval of their proposals sent by Railway Board regarding Grade Pay/Pay Level and upgradation of posts to Group 'B' (Gaz) of the Technical Supervisors..

MAIN DEMANDS - IRTSA

1. a) RECOGNITION OF IRTSA – 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. PAY LEVEL OF TECHNICAL SUPERVISORS:

- a) Junior Engineer (JE) be placed in level-8 & Senior Section Engineer (SSE) be placed in level-10 of the Pay Matrix in view of their relative duties & responsibilities viz-a-viz the working under them.
 - b) 33% posts of SSE be upgraded as Principle SSE in Level-11 as promotional avenue.
 - c) DMS, CMA & JE/IT be placed in level-8 and CDMS, CMS & Sr. Er/IT in level-10 of pay matrix.
 - d) 33% of these cadres may be placed in Level-11 as Functional / Non-Functional promotion.
3. Implementation of Pay Level -7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report
 4. 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.
 5. a) Withdrawal of National Pension System (NPS) and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.
b) Refund of contributions to NPS with Interest thereon at appropriate rate.
 6. a) Removal of maximum ceiling of Rs.7000 for payment of PLB.
b) Payment of PLB as per actual Pay
 7. National Holiday Allowance at double the wages including DA to JEs, SSEs and other Technical staff - for working on National Holidays

PAY, INCREMENT & DESIGNATIONS

8. Minimum Pay & Multiple factor:
 - a) Minimum Pay of Rs.24000 – Considering present day requirements, social obligations towards children as well as towards Parents under the Maintenance and Welfare of Parents & Senior Citizens Act, 2007.
 - b) Grant of Living Wage – instead of minimum Need Based Wage - Adding 7.5% for housing, 20% for fuel, electricity, etc, 25% for medical, marriage, recreation, etc and 25% for living conditions.
 - c) Multiple Factor of at least 3.15 times of 6th CPC basic pay for Fixation w.e.f. 1-1-2016 i.e. with 40% of Pay rise and merger of DA with Pay as in the past Pay Commissions.
9. Annual Increment of 5% of Basic Pay – To compensate increased inputs due to experienced gained and increasing liabilities.
10. Two Increments on promotion and on financial upgradation under MACPS or two cells rise in Pay Matrix.
11. Acceptance of following proposals of Railway Board submitted to the Empowered Committee formed after 7th CPC - pending acceptance of above said main demands:
 - a) To place 29,721 posts of SSE (50% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength of Technical Supervisors) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4200.
 - b) To place 1163 posts (45% of sanctioned strength of the Stores Cadre) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength of the Stores Cadre) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength of Stores Cadre) in the Grade Pay Rs.4200.
 - c) To place 1841 posts of of SSE (Design) (45% of sanctioned strength of Cadre) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength of Cadre) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength of Cadre) in the Grade Pay Rs.4200.
 - d) To place 770 posts (60% of sanctioned strength) of Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.
12. a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM
b) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.
c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND PROMOTIONAL AVENUES

13. Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
14. 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)
15. 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.
16. Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
17. 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.
18. Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
19. Integrated seniority for promotion from Group 'C' to Group 'B' be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.

20. **Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).**
21. **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 in Engineering, similar training and vital job difficulties & multi-skilled job requirements.**
22. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.**
23. **Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.**
24. **Direct recruitment of Graduate in Engineers should be made only in Group 'A' and not in Group 'C' – as nowhere else they are recruited in Group C.**
25. **Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof for promotion on occurrence of vacancy.**
26. **No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.**
27. **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).**
28. **Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.**
29. **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.**
30. **Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in all Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.**
31. **Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.**
 - a) **Date of Effect - Cadre restructuring for IT Staff should be implemented from 1st Nov 2013 as done in the case of Technical Supervisors and other Group 'C' posts vide Board's letter dated 08.10.2013**
 - b) **No surrender of posts not in operation - without realistic assessment of workload**
 - c) **Considering Temporary posts - Temporary posts which are in operation for at least three years may also be taken into account for the purpose of applying revised percentages as permitted vide Board's letter dated 08.10.2013**
 - d) **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 No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.**

INCENTIVE, SPECIAL PAY, BENCHMARKS & YARDSTICKS

32. **Revision of rates of Incentive Bonus & PCO Allowance from the date of effect of Seventh Pay Commissions (01.01.2016) in Railway Workshops & Production Units;**
33. **Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).**
34. **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.**
35. **Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
36. **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.**
37. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.**
38. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
39. **Revision of rates of Incentive Bonus & PCO Allowance - 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.**
40. **a) Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**

b) 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).

c) Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.

41. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
42. **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).**
43. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.**
44. **Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.**
45. **Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.**

MACPS

46. **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*).**
47. **MACPS AS PER CADRE HIERARCHY – as per judgments of various courts including Supreme Court of India.**
48. **3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier, cut off date of 1.9.2008 should be abolished .**
49. **Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.**
50. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
51. **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)**
52. **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.
53. **Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.**
54. **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

55. **Indexing of Allowances in 7th CPC Scale**
 - a) **Allowances that are paid in fixed amount and not indexed with DA be multiplied by multiple factor recommended by 7th CPC - as may be revised by the Govt.**
 - b) **Allowances that are paid in fixed amount and indexed partially with DA be indexed by 80% of multiple factor recommended / modified by Government.**
 - c) **Allowances that are paid in fixed amount and indexed fully with DA be raised by 40% over the existing rates.**
 - d) **Allowances that are paid in percentage of Basic Pay be paid @ same %age in 7th CPC pay levels.**
56. **Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.**
57. **Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.**
58. **House Rent Allowance**
 - a. **40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.**
 - b. **30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.**
 - c. **20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.**
59. **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.**
60. **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.**
 - c) **Children Education Allowance & Hostel Subsidy be allowed concurrently.**

61. **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.

62. **Exemption of all Allowances from income tax.**

ALLOWANCES SPECIFIC TO CATEGORY

63. **Breakdown Allowance** be paid as percentage of basic pay plus DA.

64. **Night Shift Allowance:** 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 Sun set.

65. **Risk & hardship allowance** to Sheds & Depots and Open-line Technical staff & Technical Supervisors as per medium & low risk factors of Risk & Hardship Matrix recommended by 7th CPC.

66. **30% Special Heavy Duty Allowance** to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

67. **Training Allowance** be restored to 30 % of basic pay

68. **Continuation of 8 years tenure** for Teaching Staff in Railway training institutes.

69. **Compensatory Rest / Honorarium / 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.

70. **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) Witnessing of GA attendance card punching etc.
- e) Filling up of Confidential Reports of Staff, etc.

71. **Communication Allowance:** Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.

72. **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.

73. **Grant of HRA, Transport Allowance, TA/DA, CEA, etc** to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

74. **Development of 100% indigenous facilities** in Railway PUs & Workshops for manufacturing all types of Locomotives and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.

75. a) **Consequent upon merger Railway Budget with General Budget** – the Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets ensure safety and better quality of service.

b) **Protection of existing facilities of Railway men for Passes and Health Care in Railway Hospitals** – consequent upon merger of the Railway & General Budgets.

76. **Requisite investment of additional Capital** by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.

77. **No Foreign Direct Investment (FDI)** in Railways.

78. **Foreign capital, if required, should be taken as loan** by the Centre Govt. and not as FDI.

79. **Additional Funds** be raised through Public Bonds and from Central Funds.

80. **No privatization or corporatization** of Production Units & Workshops or Rail segments.

81. **No transfer of Intellectual property Rights** like designs of Coaches, Wagons & Locomotives etc. to Private Firms / Corporate.

82. **Utilisation and expansion of internal resources and augmentation of Staff strength** for expansion in various areas.

83. **No transfer of work to Private Sector** like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)

84. **No closure of printing presses** owned by Railways, instead they should be modernised according to the modern day needs and technology.

WORKING CONDITIONS

85. **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.

86. a) 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.
87. 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.
88. 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 under HOER include HRA under HOER similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
89. Amendment of Factories Act - to compensate for actual number of extra hours put in.
90. Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
91. 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.
92. Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
93. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
94. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
95. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
96. Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
97. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

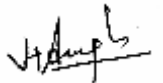
PENSION & RETIREMENT BENEFITS

98. Parity of pension of pre & post 7th CPC pensioners as per option-I of para 10.1.67 of its report.
99. Multiple factor for revision of pension after 7th CPC be fixed as 3.15.
100. 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).
101. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
102. FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.
103. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
104. Rate of interest on SRPF should be at par with interest on PPF.
105. Minimum Ex-Gratia Pension to all SRPF Optees at par with 50% of Minimum wage of CG Employees.
106. NPS: a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and
 - b) Refund of contributions made by them so far with Interest thereon at appropriate market rates.
 - c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
107. National Pension Scheme (NPS): If NPS is to continue then the following protections be provided::
 - a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
 - b) While extending family pension in case of premature death, part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates.
 - c) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
 - d) Permission for final withdrawal from Tier-I account for the purpose of construction / purchase of house, education & marriage expenses, super specialty medical treatment, etc.
 - e) Extension of repayable loan from Tier-I account of every individual subscriber.
 - f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
 - g) Consultation with stake holders periodically at micro level.
 - h) All withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.
 - i) Service tax levied at the time of annuity purchase may please be exempted on NPS.

WELFARE, GENERAL AMENITIES & MISCELANIOUS

108. Monthly deduction for CGEGIS 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 Rs.3,652 per year.
109. 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.
110. 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.
111. Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
112. Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
113. Inclusion of both Dependent Parents (father & mother) in Privilege Pass - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
114. Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
115. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant
116. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200/ Level 6 & above) & their Dependents (instead of in General wards).
117. "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.
118. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
119. Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.
120. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Tree / Apprentice Hostels etc.
121. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
122. Separate pool of quarters for all technical supervisors.
123. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
124. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents / Widow Sisters dependent on him/her and included in the Pass besides spouse & 2 children.
125. 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.
126. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
127. On-line booking / Reservation on Pass / PTO against a Unique ID Code / Aaddhar Card or Smart Card.
128. "Tatkal" facility for "Privilage / Complimentary Passes" – on payment of "Tatkal" charges.
129. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
130. Removal / increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.
131. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.

132.



133. Harchandan Singh,

134. General Secretary, IRTSA

**AMENDMENTS IN THE CONSTITUTION OF IRTSA – APPROVED & ADOPTED BY CGB IRTSA
IN THE MEETING HELD AT NEW DELHI ON ON 9TH & 10TH OCTOBER, 2017**

Following amendments in the Constitution of IRTSA WERE approved by Central General Body (CGB) IRTSA in the Meeting held at New Delhi on on 9th & 10th October, 2017

(COMPARATIVE STATEMENT OF EXISTING & AMENDED CLAUSES & JUSTIFICATION)

EXISTING CLAUSE	AMENDED CLAUSE	Justification
<p>7. Funds:- (A) Funds of the Association shall comprise of :- (1) Subscription. (II) Donations. 1. ANNUAL SUBSCRIPTION:- (a) The Annual subscription for the member shall be Rs.300 per head and will be collected at the Sub-Unit level by 31st March of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 30th June of each year as per clause 7(A)(v) Reg. Distribution of Annual Subscription. (i)(b) LIFE MEMBERSHIP:- Life Membership of the Association shall be Rs.3000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at centre, Unit and Sub Units Level as per distribution of Life Membership provided in clause 7(a)(1)(vi) (ii) The amount of Subscription may be increased or decreased according to the necessity of funds required for the purpose with the consultation of Central Executive Committee; proper notification in this regard will be given to the members by the Central / Unit Executive Committee, at least 10 days before the month of enforcement. However, prior to implementation, the amendment shall be sent to Registrar Trade Union, for approval. (iii) Life membership may be revised by the CGB as per requirement and may be notified accordingly. iv) Existing Life Members will have the option to pay the difference of the amount of the life membership paid by them and as enhanced from time to time - within one year of such a revision thereof; or to become an ordinary member and pay their annual subscription thereof. v) Distribution of Annual Subscription:- Annual Subscription of the Association, as provided for in clause 7(A)(1), shall be distributed among the Centre, Units & Sub-Units in the following proportion:- In case of Zonal Railways: a) Central Quota Rs.100 per Member b) Unit/Zonal Quota Rs.60 per Member c) Sub-Unit Quota: Rs.60 per Member d) "Voice of Rail Engineers" (VRE) (Official journal of Assn.): Rs. 80 per member In case of Production Units & Metro Railways: e) Central Quota: Rs.120 per Member f) Unit or Zonal Quota: Rs.100 per Member g) Voice of Rail Engineer (VRE) (Official journal of Assn.): Rs. 80 per member vi) Distribution of Life Membership:- The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:- In case of Zonal Railways: a) Central Quota: Rs.1000 per Member b) Unit/Zonal Quota: Rs.600 per Member c) Sub-Unit Quota: Rs.600 per Member d) "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member In case of Production Units & Metro Railways:</p>	<p>7. Funds:- (A) Funds of the Association shall comprise of :- (1) Subscription. (II) Donations. 1. ANNUAL SUBSCRIPTION:- (a) The Annual subscription for the member shall be Rs.200 per head and will be collected at the Sub-Unit level by 31st March of each year & shall be forwarded to the Unit Treasurer & Central Treasurer respectively latest by 30th June of each year as per clause 7(A)(v) Reg. Distribution of Annual Subscription. (i)(b) LIFE MEMBERSHIP:- Life Membership of the Association shall be Rs.2000 per member and the amount thus collected shall be forwarded & kept in fixed Deposit Account at Centre, Unit and Sub Units Level as per distribution of Life Membership provided in clause 7(a)(1)(vi) (ii) The amount of Subscription may be increased or decreased according to the necessity of funds required for the purpose with the consultation of Central Executive Committee; proper notification in this regard will be given to the members by the Central / Unit Executive Committee, at least 10 days before the month of enforcement. However, prior to implementation, the amendment shall be sent to Registrar Trade Union, for approval. (iii) Life membership may be revised by the CGB as per requirement and may be notified accordingly. iv) Existing Life Members will have the option to pay the difference of the amount of the life membership paid by them and as enhanced from time to time - within one year of such a revision thereof; OR to become an ordinary member and pay their annual subscription thereof henceforth. v) Distribution of Annual Subscription:- Annual Subscription of the Association, as provided for in clause 7(A)(1), shall be distributed among the Centre, Units & Sub-Units in the following proportion:- In case of Zonal Railways: d) Central Quota Rs.100 per Member e) Unit/Zonal Quota Rs.50 per Member f) Sub-Unit Quota: Rs.50 per Member In case of Production Units & Metro Railways: g) Central Quota: Rs.100 per Member h) Unit or Zonal Quota: Rs.100 per Member vi) Distribution of Life Membership:- The fund collected as Life membership of the Association shall be distributed among the Centre, Units & Sub-Units in the following proportion:- In case of Zonal Railways: a) Central Quota: Rs.1000 per Member b) Unit/Zonal Quota: Rs.500 per Member c) Sub-Unit Quota: Rs.500 per Member In case of Production Units & Metro Railways: a) Central Quota: Rs.1000 per Member b) Unit or Zonal Quota: Rs.1000 per Member (vii) It will be the duty of all the members to pay their subscription automatically & voluntarily, before the last date of March every</p>	<p>i) To segregate Subscription of the journal "Voice of Rail Engineers" (VRE) from that of the Association as well as from its Constitution - for proper Accounting under separate heads and to avoid any ambiguity thereof at Local, Zonal & Central Levels.</p>

<p>a) Central Quota: Rs.1200 per Member b) Unit or Zonal Quota: Rs.1000 per Member c) "Voice of Rail Engineer" (VRE) (Official journal of Assn.): Rs. 800 per member (vii) It will be the duty of all the members to pay their subscription automatically & voluntarily, before the last date of March every year. viii) The amount of subscription shall be sent by the Unit/Sub-Unit Secretary/Treasurer to the Central Treasurer, Unit Treasurer & Manager VRE – as per distribution of Funds indicated heretofore, along with List of Members & their complete addresses, preferably before the last day of April every year. ix) Subscription may be deposited in advance, if a member wishes to do so.</p>	<p>year. viii) The amount of subscription shall be sent by the Unit/Sub-Unit Secretary / Treasurer to the Central Treasurer, Unit Treasurer – as per distribution of Funds indicated heretofore, along with List of Members & their complete addresses, preferably before the last day of April every year. ix) Subscription may be deposited in advance, if a member wishes to do so.</p> <p><u>Rest of the Clause (Reg. Custody of Funds, Bank Accounts, Authorisation & Donations etc) - will remain the same as existing.</u></p>	
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RESOLUTIONS ON LINE OF ACTION, COURT CASES & ORGANA MATTERS

ADOPTED IN THE CGB MEETING OF IRTSA AT NEW DELHI ON 9TH & 10TH OCTOBER, 2017

1. RESOLUTION ON LINE OF ACTION:

Central General Body (CGB) IRTSA regretted that the government had not accepted any of the main demands for higher Multiple Factor for Pay Fixation, higher Allowances, withdrawal of NPS etc. The MOF and Railway Board had also not accepted any of the main demands of Technical Supervisors for higher Pay Levels, Grant of Group B Status, improved avenues of Promotion and improved service conditions.

CGB IRTSA, therefore, resolved to authorise 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 above said issues and other main demands of IRTSA.

2. STRUGGLE FOR GROUP 'B':

CEC approved the proposal CEC IRTSA to continue the struggle for Group B status for all Senior Technical Supervisors but decided to postpone the legal action for the present for Group B till the decision by the DOP & Railway Board on Classification of Posts on Railways as per 7th CPC..

3. Court case Reg: Higher Grade Pay of Rs.4600 to JEs & Rs.4800 to SSE & Appeal for Legal Fund:

Central General Body (CGB) IRTSA noted that CAT Chennai had directed Ministry of Finance (MOF) to decide on the proposal of Ministry of Railways to grant of Grade Pay of Rs.4600 to JEs & Rs.4800 to SSE. But the MOF / Dept. of Expenditure (DOE) had since then, unjustly turned down the Appeal of IRTSA as well as the proposal of MOR for the same.

CGB approved the decision of the CEC IRTSA, taken in its Meeting held at Chandigarh in June, 2017, to file a Court case for Higher GP/Pay Level of JE & SSE. CEC had authorized Shri K. V. Ramesh SSE ICF and Senior Joint General Secretary IRTSA to file the OA and Affidavits for the same in CAT Chennai. The Court Case has since been filed as OA NO. ----/ 2017 for Grade Pay of Rs.4600 to JEs & Rs.4800 to SSE as agreed to in the Departmental Anomalies Committee of Sixth CPC and to restore the vertical relativity with the staff working under them in violation of Article 39 of the Constitution.

CGB IRTSA resolved to fight out this case to its logical conclusion even up to the highest Court of Law. This is bound cost heavily. The CGB, therefore, made a fervent appeal to Members of IRTSA and all Rail Engineers to contribute liberally to the Legal Fund of IRTSA with a minimum of Rs.500 at the earliest to effectively pursue the Court Case to their logical conclusion..CGB of IRTSA resolved that the said Legal Fund be sent at the earliest and before 15th November, 2017 to the Central Treasure IRTSA. It was resolved that Legal Fund will be used exclusively towards legal expenses of the said court cases for higher pay to JE & SSE.

4. CONSTITUTION AMENDMENTS: CGB approved Clause 7 of the Constitution of IRTSA regarding Funds, as per detailed resolution attached for the same.

Brief Explanatory Note Reg. Constitution Amendments: i) Subscription for IRTSA shall be Rs.200 per head per Annum and Life Membership shall be Rs.2000 w.e.f. January, 2018.

ii) a) Subscription of VRE shall be fixed by CEC IRTSA as per the over-all cost for the same. For the present it shall be Rs.100 per Annum.

b) Subscription for "Voice of Rail Engineers" (VRE) shall be collected separately by the Units & Subunits and shall be sent to the Manager VRE directly;

iii) Central quota of IRTSA shall be directly sent to the Central treasurer as per Constitution of IRTSA.

RESOLUTIONS OF CGB (Continued)

5. **MEMBERSHIP DRIVE:** CGB advised all Units & Sub-Units of IRTSA to undertake complete & intensive drive for Membership of IRTSA @ Rs.200 PA and complete the same within 2 months and send the Central Quota to Central Treasurer and Unit Quota to Unit Treasure at the earliest, as per Constitution.

CGB appealed to all Rail Engineers to enroll as active Members of IRTSA for their welfare and upliftment. CGB asked all Units and Subunits of IRTSA to approach every Rail Engineer / Technical Supervisor in their area for active participation in the activities of IRTSA.

6. **OBSERVANCE OF 52ND FOUNDATION DAY OF IRTSA:** All Units of IRTSA were directed to observe the 52nd Foundation Day of IRTSA on 27th November, 2017, appropriately an complete solidarity.

7. **53RD CONFERENCE & CGB MEETING OF IRTSA:** CGB decided to hold 53rd Annual Conference & Central General Body Meeting of IRTSA at Lucknow to be hosted jointly by Charbagh & Alambagh Subunits of IRTSA. Date of 53rd Conference & CGB Meeting will be announced in due course of time well in advance.

RESOLUTION ON

FINANCIAL RULES & BYE LAWS ON FINANCIAL MANAGEMENT OF IRTSA

APPROVED BY CGB IRTSA IN THE MEEING HELD ON 9TH & 10TH OCT, 2017 AT DELHI

CGB IRTSA carefully considered different aspects of the financial working of the Association at various levels; And Resolved to adopt and approved the following “Financial Rules & Bye Laws For Financial Management of IRTSA” – under the powers vested in it under Clause 17 of the Constitution of IRTSA.

“FINANCIAL RULES & BYE LAWS FOR FINANCIAL MANAGEMENT OF IRTSA”

1. **TITLE:** These Rules shall be termed as “Financial Rules & Bye Laws For Financial Management of IRTSA” (In short these will be termed as “Financial Rules – IRTSA”)

2. **OBJECTIVES:** These Rules are framed with the objectives to ensure effective Financial Management, transparency and implementation of the provisions of Constitution of IRTSA and those of the Trade Union Act.

3. **DATE OF EFFECT:** These Rules will come into effect from 10th October, 2017 – unless otherwise provided hereinafter in these Rules.

4. **FINANCIAL MANAGEMENT AT ZONAL, UNIT & SUBUNIT LEVELS:**

4) a) Treasurers & Secretaries of all Zones / Units & Subunits of IRTSA shall:

i) Ensure proper maintenance of accounts and Membership Lists at the respective level;

ii) Prepare the Annual Balance Sheet of Accounts for the previous year and get the same audited by an Auditor – within 3 months of the close of the year and get it approved by the Zone/ Unit & Subunit Executive Committee & General Body before 30th June every year ;

iii) Send a copy of audited Balance Sheet & Membership List to Central Treasurer IRTSA;

4) b) All Zones, Units & Subunits of IRTSA shall collect the Membership Subscription of all Members against proper Receipts from the Receipt Books provided by the Central Treasurer every year as per provisions of the Constitution of IRTSA and send the Central Quota DIRECTLY to the Central Treasurer IRTSA through an Account Payee Cheque / Demand Draft in favour of “Indian Railways Technical Supervisors Association” payable at the head quarters of the Central Treasurer IRTSA. For the present the same shall be at Jodhpur. The cheque / DD will have following endorsement on the back of it:

4) c) Endorsement to be made on the back of the Cheque / DD

“For credit to Account No. 10083429358 favouring Indian Railways Technical Supervisors Association in State Bank of India (IFSC:SBIN0004913), Rly. Station, Jodhpur”.

4) d) If any amount is directly deposited in the above cited Account of Indian Railways Technical Supervisors Association in State Bank of India, Railway Station, Jodhpur, then the concerned Depositor / Depositing Unit shall immediately inform the CT about the details of it through email, Phone call or SMS to Central Treasurer.

4) e) Same procedure as above shall be followed for remittance of other Central Funds (including Legal Fund, Struggle Fund or Donations etc.) collected by the Zones, Units & Subunits of IRTSA as per Directives/Resolutions of the CEC/CGB.

4) f) Any Central Office Bearer or a Member of CEC IRTSA can check or Inspect the Account of the Centre or any Unit/Zone & Subunit of IRTSA and issue such directions as required for effective compliance of the provisions of Constitution of IRTSA and for proper & timely implementation of directives of the CEC / CGB issued from time.

4) g) **Past Dues:** Units & Subunits which have not yet sent the Central Quota for the current or previous years or which have collected any other Fund on Central Account but which have not sent the same to the Centre shall send the same to the Central Treasurer before 31st December, 2017.

5) **FINANCIAL RULES FOR CENTRAL OFFICE BEARERS & CEC MEMBERS:**

5 a) **IMPREST**: Central Office Bearers – including the Central President & General Secretary IRTSA - shall draw from the Central Treasurer (CT) the Imprest Amount as prescribed in the Constitution for day to day expenses of the Association. They will get Imprest recouped from CT as required and send him the expenditure vouchers simultaneously for updating the Central Account. However, in case of emergency, they may spend from their own pocket and the amount should be recouped within one month thereof.

5 b) **SPECIAL PROGRAMMES, TASKS & PURCHASES**: Central Office Bearers may draw from the Central Treasurer through written request, the amounts required by them indicating the specific purpose for which the amount is required, for implementation of resolutions of CEC or CGB and for items enlisted in the Constitution of IRTSA and the said requisition has been approved by the Central President after verification by the General Secretary. They shall submit the authenticated / verified Vouchers / Invoices for the same within one month of completion of the project for which the amount was drawn but in no case such submission be delayed beyond the end of March of the subsequent year.

5 c) No Central Office Bearer or CEC Member (other than the Central Treasurer) shall receive any Cash amount from any Unit/Zone & Subunit of IRTSA towards Central Quota or any other Central Fund, except through an Account Payee Cheque / Demand Draft in favour of “Indian Railways Technical Supervisors Association” payable at Jodhpur (with the endorsement on the back of it – as indicated under Rule 4) b) heretofore).

5 d) The concerned Zone / Unit & Subunit Secretary / Treasurer shall inform the Central Treasurer (CT) through Email, Phone call or SMS about the details of the Cheque / DD given to a Central Office Bearer / CEC Member.

5 e) Central Office Bearer or CEC Member shall at the earliest inform the CT about having received any such cheque and send the same to the CT at the earliest preferably by Speed Post and advise the Unit about it.

5 f) **OUTSTANDING DUES OR AMOUNTS RECEIVED BY CENTRAL OFFICE BEARERS**: Any Central or Unit Office Bearer who had till date received any amount from any source on behalf of the Centre shall send the same to Central Treasurer before 31st December, 2017 along with details and vouchers for the expenditure made by them on behalf of the Centre. However, for future, the procedure given in Rule 5 a) to e) shall be followed.

6) **OTHER TRANSACTIONS**: Detailed Account of receipts & Expenditure made on behalf of the Association by a Unit or Subunit or Central Office Bearer on account of Delegation Fee, Conference Fund and Advertisements for Souvenir etc., shall be maintained separately and got approved by the Unit / Subunit Executive Committee / General Body which shall also approve Balance Sheets for the said event etc. Copies the said Balance Sheets shall be sent to the Central President & the General Secretary within a month of the event. The balance left at the end of the event shall be utilized as decided by the hosting Unit and shall be reflected in its Annual Balance Sheet of Account.

7) **ACTIONS TO BE TAKEN BY CENTRAL TREASURER**:

7 a) Central Treasurer will send an Official Receipt to the concerned Unit/Zone & Subunit within 15 days of receipt / crediting of the amount in the central account.

b) Central Treasurer IRTSA shall prepare and send to Central President & General Secretary a Monthly Statement of Receipt & Expenditure during the year up to the end of the previous Month indicating amounts received from various Units & Subunits.

7 c) Central Treasurer will send before 31st March every year, to Central President & General Secretary a consolidated position of Account including Statement of Receipt & Expenditure during the year up to 31st December, along with details amounts received from each of the Units & Subunits towards Central Quota & other specified Funds.

7 d) CT will send reminders to defaulting Units & Subunits for sending the Central and other specified Funds as per Resolutions of CEC/CGB as well as the Balance Sheets of Accounts and for sending lists of Membership etc.

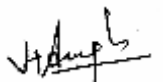
7 e) CT will maintain the Central Account up-to-date along with Membership lists received from the Units and Subunits,

7 f) CT will file the Annual Returns of the Association with the Registrar of Trade Unions in consultation with the General Secretary.

Proposed by: Er. Harchandan Singh, General Secretary, IRTSA.

Seconded by Er Baldev Raj, Er. Abdul Salam, Er. M. Bharnagar & several others on 9-10-2017.

Approved unanimously by CGB IRTSA in the Meeting on 10-10-2017



Harchandan Singh,
General Secretary, IRTSA

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 SUBSCRIPTION @ RS.100 FOR "VOICE OF RAIL ENGINEERS"
- AND NEWS OF ACTIVITIES OF YOUR UNITS & SUBUNITS & ARTICLES FOR PUBLICATION BY DD OR AT PAR CHEQUE TO:

ER. K.V.RAMESH, MANAGER VRE, G3-LIKIT HOMES, 3-LAKSHMANAN NAGAR, WEST STREET,
PERAVALLUR, CHENNAI-82.

(PH: 9003149578, 9444100842)EMAIL-RAMESHIRTSA@YAHOO.CO.IN

ENGINEERS!

VISIT IRTSA WEBSITE REGULARLY

<http://www.irtsa.net>

**MULTIFARIOUS FREE WEBSITE FOR
RAIL ENGINEERS**

**Copies of Complete original Orders,
Codes, Manuals & Rules issued by
Railway Board, DOP, MOF
& Activities of IRTSA**

ENGINEERS!

- **BE ACTIVE MEMBERS OF IRTSA**
- **PAY YOUR SUBSCRIPTION,
STRUGGLE-CUM-LEGAL FUND.**
- **ATTEND ALL MEETINGS &
PROGRAMMES**
- **DON'T BE JUST A CRITIC –
ALWAYS GIVE CONSTRUCTIVE
SUGGESTIONS**

UNITS ARE REQUESTED

TO SEND

CENTRAL QUOTA & LEGAL FUND

TO CENTRAL TREASURER IRTSA,

ER O. N. PUROHIT, 106, SURAJ NAGAR, JODHPUR-342008 (PH: 09828024476)