

REPORT OF THE GENERAL SECRETARY, IRTSA FOR THE YEAR 2013-14

**With Achievements, Main Demands & Highlights of Demands placed before 7th CPC by IRTSA,
And Draft Resolutions on Charter of Demands, Organisational Matters & Line of Action**

***Presented to
49th Annual Conference & CGB Meeting of IRTSA
Held at CLW Chittaranjan On 11th & 12th November 2014***



INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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11th & 12th November, 2014

REPORT OF THE GENERAL SECRETARY, IRTSA – FOR 2013-14

PRESENTED TO CENTRAL GENERAL BODY & 49th ALL INDIA ANNUAL CONFERENCE OF IRTSA
HELD AT CLW, Chittaranjan, on 11th & 12th NOVEMBER, 2014

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to this meeting of Central General Body & 49th Annual Conference of IRTSA, being held at Chittaranjan Locomotive Works (CLW) – which is the first production unit of Indian Railways and one of the strongest Zones of IRTSA. *It is worth noting that CLW has changed over to the modern day requirement of the Railways over the years. Starting in 1950 as Steam Loco manufacturing Unit, CLW has transformed into Asia's largest state-of-art 3 phase AC Loco manufacturer.*

0.2 During the last 49 years, IRTSA has grown from strength to strength and made multiple achievements for the betterment of the Cadre besides promoting greater interaction, better industrial relations and improved efficiency - projecting greater awareness at various levels about the significant role of the Railway Engineers.

0.3 CGB last met on 14th & 15th of November, 2013 at Tiruchirapalli, Southern Railway. During this period IRTSA had submitted an exhaustive Memorandum to 7th Pay Commission on Principle for Pay determination, proposed pay scales at various levels including those at Minimum, Intermediate & Maximum levels and for the Technical Supervisors of Railways with full justification thereof, Avenue of Promotions & Career Planning, Working Conditions, Bonus/Incentive, Allowances, Pensionary Benefits, Financial implications of implementations of Pay Commission and other related issues.

0.4 CEC of IRTSA met during the Annual Conference at Trichy and also on 06.06.2014 at Chandigarh, which was very well attended by the CEC Members and the demands raised in the memorandum submitted by IRTSA to 7th CPC were thoroughly discussed and approved.

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

1. ON NATIONAL FRONT

1.1 Nation's Economic Situation: National economy has been sliding down in recent years and at present faces various problems and challenges. 2013-14 has seen a slowdown in the rate of economic growth to 4-5%. Real GDP per capita growth is even lower. This is a cause for concern as India needs a high growth to improve living standards, lower unemployment and encouraging investment. India has fallen behind China, which is a comparable developing economy. We as a responsible organization need to be conscious about these developments while spearheading our struggle for the welfare of Engineers on the Railways.

1.2 Inflation:- Fuelled by rising property and food prices, inflation in India is an increasing problem. Inflation is currently between 8-10%. This inflation has been a problem despite periods of economic slowdown. In late 2013, Indian inflation reached 11%, despite growth falling to 4.8%. This suggests that inflation is not just due to excess demand, but is also related to other inflationary factors which need to be checked effectively as the inflation is a major factor in reducing living standards of the poor and the middle class.

1.3 Downsizing & privatization:- Of late, a lot of pressure is being built up on the Government by the Private & Corporate Sectors as well as by the Multinationals (MNCs) for downsizing or privatization of public sector. Indian Railways which has so far been able to resist this onslaught also seems to be slowly drifting towards the same and may soon be caught up in the web – unless effective resistance builds up from the working class as a whole.

1.4 Setting up of 7th Pay Commission and IRTSA's Memorandum:- When Government notified setting up of 7th Central Pay Commission on 3rd March 2014, IRTSA swung into action to reply its Questionnaire within a week and then submitted an exhaustive memorandum on 26th May 2014, before the deadline of 31st May 2014 fixed initially by 7th Pay Commission, which was later on extended to 31st July 2014 on the demand made by many Unions and Associations.

1.4.2 IRTSA has demanded that, the Government should be a model employer in determining the pay scales and allowances through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc. of various categories, to enhance the efficiency, productivity and economy of the country. IRTSA has also demanded for Interim Relief and Merger of 100% DA etc. (*Highlights of demands placed by IRTSA before the 7th CPC, is attached as Annexure I of this Report*)

2. AS RAILWAY MEN

2.1.1 Rail Network:- Indian Railways is a multi-gauge & multi-traction system covering around 65,500 route km and 1,17,000 track km. As a national common man carrier Indian Railways provide cheap and affordable means of transportation for millions. As a carrier of bulk freight viz. ores and minerals, iron and steel, cement, mineral oils, food grains and fertilizers, containerized cargo etc., the importance of Indian Railways for agriculture, industry and the nation is well recognized. Indian Railways carried 23.07 million passengers and 2.77 million tonnes of freight each day during 2012-13.

2.1.2 Fare & Freight Structure:- Indian trains are among the world's cheapest. A ticket on an overnight sleeper train running the roughly 1,400 kilometres between New Delhi and Kolkata, can cost around 520 rupees. Faced with an acute cash crunch, the Indian Railways decided to hike passenger fares by 14.2% and freight rates by 6.5% from 25th June. Currently, Railways are facing severe financial crunch with passenger subsidy touching Rs. 26,000 crore. Indian Railways roughly needs Rs. 4.5 lakh crore to complete its 600 ongoing projects.

2.1.3 Committee for mobilization of resources: Government has formed a Committee for mobilisation of resources for major railway projects and restructuring of Railway Ministry and Railway Board. Terms of Reference of the Committee are very vast and as such major changes are likely to be considered and proposed recently by the above said Committee - considering its Terms of Reference. This will affect both the Management and Structure of the Railway Board (and possibly at Zonal levels as well). IRTSA keep abreast with the developments in this regard and react to the same as required from time to time. Meanwhile, Members may express their views on the specific Terms of reference cited above.

2.1.4 Vacancies in Safety Categories:- Safety record of Indian Railways is comparable with any world Railways. But, in the vital safety categories of Technical Supervisors (JE/SSE), Technicians, Drivers, Station Masters, as well as the Gangmen and Gatemen, etc. nearly 19% of posts are alarmingly kept vacant, making the safety more vulnerable. This is not only impairing Safety but also adding to the burden of Technical Supervisors who primarily responsible for getting the work executed from the entire lot. High level Safety Review Committee under Sri. Anil Kakodkar in Feb 2012 had observed that there is severe shortage of manpower in safety categories such as supervisors and technicians under various departments, till date large number of vacancies are still not filled up.

2.2 Decisions on FDI:- Foreign Direct Investment (FDI) is proposed to be allowed in infrastructure development of Indian Railways. Ministry of Railways contends that FDI will provide a permissible framework to foreign investors who are keen on making investment in rail sector. All Trade Unions including IRTSA, are opposing the decision of Government on permitting FDI in Railways.

2.3 Decisions on staff matters, during the year:- No major decision on staff matter had been taken during the year except that of constituting 7th Pay Commission by the Government. Many anomalies of Sixth CPC – including those of MACP scheme particularly reg. grant of financial upgradation on promotional hierarchy instead of grade pay hierarchy as directed by Supreme Court of India and inclusion of training period for the purpose of Financial upgradation are not addressed by Railways & DoPT.

2.4. Bonus - unrealistic payment ceiling:- The Pay limit of PLB (Rs.3500) has made Productivity Linked Bonus totally unattractive and meaningless. Instead of linking it with the performance, PLB has turned into ex-gratia payment. Even the hike equivalent to the inflation was not given in the bonus. Existing formula for calculation should be made realistic particularly for the performing departments like Railways.

3. AS RAIL ENGINEERS

3.1.1 Role of Rail Engineers / Technical Supervisors undermined on Railways:- Indian Railways deploy Engineers in all the major fields - including civil, mechanical, electrical, signal & telecommunication, information technology and designing etc. with great responsibilities imposed on them. But it is unable to provide a respectable pay package to its technocrats - including the Junior Engineers, Senior Section Engineers, their counterparts in CMT, Stores & IT and even to the higher management Engineers.

3.1.2 Engineers' responsibility and accountability levels are important factors that are required to be considered to determine the salary, but the last three Pay Commissions equated the pay scales of the Technocrats with non-technocrats thus creating a lot of discontentment among the Technical Supervisors of Railways.

3.1.3 Training & Qualifications ignored: Railways Engineers have to undergo mandatory training and selections during induction, for promotion and refresher courses at regular intervals in many cases besides the Recruitment qualifications of Diploma and Degree in Engineering.

Technical Supervisors as field managers, have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adapt to new technology, have to guide the staff working under them for induction of new technologies. But all these have been overlooked and ignored by the last 3 Pay Commissions.

3.1.4 Technocrats are experts in the field of application of knowledge and skills. They plan the work and then put the plan to work – as per demands of operation. They focus on achieving the targets while effectively ensuring the quality with optimum utilisation of resources. Productivity & Safety on the Railways depend largely on the performance of Technical Supervisors and the technological advancements adopted by the Engineers on the Railways.

3.1.5 Adverse Working Conditions: Technical Supervisors / Supervising Engineers on Railways have to work in adverse working conditions, have to face challenging weather conditions, long Roster hours of work which are normally overshot - without any overtime allowance; Work Hazards that are inherent in the system and continuous. But significance and sensitiveness of the work-content of their responsibility and accountability in the system were very much undermined especially by the previous two Pay Commissions.

3.2. Seventh Central Pay Commission:

a) IRTSA has submitted an exhaustive Memorandum to the Seventh Pay Commission – highlighting all the major issues along with detailed justification for the Mai Demands placed before it. (*Highlights of main demands placed by IRTSA before the 7th CPC, is attached as an Annexure of this Report*). IRTSA has also sought a personal hearing from the Seventh Pay Commission for oral evidence on the demands placed before the Pay Commission.

b) Two Supplementary Memorandums, prepared by IRTSA (Reg. Grade Pay and Avenues of Promotion/Classification of Posts of Technical Supervisors) were also submitted to Seventh Pay Commission en-mass by the Technical Supervisors of ICF and Southern Railway as well as some other Units – to high light the growing frustration of the Cadre over the issues.

c) We earnestly hope that 7th CPC will do justice with Technical Supervisors by accepting the demands placed before it by IRTSA and will remove the anomalies and disparities caused by Fifth and Sixth Pay Commissions. For this it will require to formulate a wage structure based on direct relation with job requirements, duties, responsibility & accountability shouldered by the category and recommend justifiable and exclusive pay scales for the Technocrats of Railways.

3.3 Legal action for pursuance of main demands: After getting a negative response repeatedly from the Railway Board to our numerous representations, IRTSA had filed Court Cases for grant of higher Grade Pay to JE & SSE in CAT Chennai and Grant of Group 'B' Gazetted status to SSE, CMS, CDMS & Sr.Engineer (IT) in CAT Chennai.

3.3.1 Court Case Reg: Group 'B' Gazetted status:- IRTSA has filed a case vide OA No 211/PB/2014 at CAT Chandigarh pleading for Group 'B' Gazetted status to SSE, CMS, CDMS & Sr.Engineer/IT. (IRTSA is represented by Harchandan Singh General Secretary IRTSA, Darshan Lal Working President, K.V.Ramesh Sr.JGS and 19 individual aggrieved Engineers working in RCF). Respondents have filed their reply on 5th August 2014 and and Rejoinder by IRTSA has been finalized and filed in the CAT on 10-11-2014. Hearing of the Case will hopefully start soon.

IRTSA's plea is based on the recommendations of various Pay Commissions, Government's acceptance and implementation of the same thereafter – citing the example of similarly placed posts with similar functionalities in other Government departments are classified as Group-B (Gazetted).

IRTSA has also cited related documents wherein Railway Board in their internal notings (received under RTI by IRTSA) had agreed that there is an urgent need to increase the number of managerial posts for Administrative, functional & operational requirements of Railways. Percentage of Gazetted cadre is the least in Railways among all Central Government departments which need to be improved drastically since Railways is a multi-disciplinary operation system to ensure safe, effective and efficient train operations.

3.3.2 Court Case Reg: Grade Pay of JE/SSE:- Another case has been filed in Chennai Bench of CAT (Central Administrative Tribunal), on 29.4.2013, vide Original Application (OA) No 706/2013, IRTSA & another -Vs- Union of India & Others. IRTSA is represented by K.V.Ramesh, Sr.JGS (as authorized by Central President & GS IRTSA) and one aggrieved employee M.T.Sujith Kumar of Southern Railway, 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 of Senior Section Engineers on Railways to adequately above the Grade Pay of Junior Engineers and the Chief Office Superintendents working under them, with all the consequential benefits of arrears of pay and allowances with interest @ 18% per annum from the date the amount became due to the actual date of payment.

3.4 Main issues unresolved:- Main demands of IRTSA are attached at the end of this compendium as an annexure. These issues remain unaddressed despite the genuineness thereof. Some of the heartburning issues which have to be addressed on top priority areas under:

- i) Grant of Grade Pay of Rs.4800 and Rs.5400 to the Technical Supervisors.
- ii) Grant of Group-B status to SSE/CDMS/CMS/Sr.Er(IT).
- iii) Combined Cadre Restructuring of Group A, B and C on the Railways.
- iv) Time Bound Promotions & Career planning of Technical Supervisors
- v) Removal of extreme stagnation among Graduate Engineers in the entry grade itself.
- vi) Pre-revised scale of Rs.7450-11500 to erstwhile CMA-I - having element of DR of Engineering Graduates as recommended by 6th CPC and as per judgment of CAT Calcutta.
- vii) Grant of financial up-gradation under MACPS on promotional hierarchy - (instead of Grade Pay hierarchy) – as per judgment of various Courts including the Supreme Court.
- viii) Counting of training period for financial upgradation under MACPS

3.5 Memorandums submitted during the year:- Number of Memorandums were submitted to the Railway Board, DOP, & others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed on the Website www.irtsa.net.

3.6 Interaction with Federations on 7th CPC:- General Secretary IRTSA & Central President IRTSA held extensive discussions with Sri.M.Raghaviah GS/NFIR & President Staff Side JCM and Sri.Shiv Gopal Mishra GS/AIRF & Secretary Staff Side JCM on the demands placed before 7th Pay Commission. Principle of Pay determination, upgradation of certain categories, upgraded pay scales for Technical Supervisors / Supervising Engineers, upgraded pay scales for Group-D staff & Technicians working in various departments, DA & other allowances, avenue of promotions, career planning, working conditions, anomalies in MACPS, principle of determination of pension, scraping of New Pension scheme etc. were discussed well in depth with both the General secretaries. K.V.Ramesh Senior JGS IRTSA also coordinated the discussions through personal contact and by email. Both the General Secretaries were receptive

to our views and many of the suggestions proposed by IRTSA were accepted and included in the memorandums submitted to 7th CPC by them.

3.7 Need for Recognition of IRTSA:- Every identifiable section of employees needs a forum to promote the interests and welfare of all employees concerned, to enhance efficiency in the workplace. They are entitled to be consulted and heard by the employer, with a view to reaching consensus, is entitled to participate in joint decision-making. This is primarily achieved by use of collective bargaining, especially to negotiate wages and working conditions with employers. But nothing like this is available for Technical Supervisors in Railways.

There is no recognized organization to represent the category of frontline Managers - Technical Supervisors on the Railways although all other Departments – like CPWD, MES, Defence organisation & Telecommunication (DoT) all have organizations of Supervising Engineers i.e. JEs etc duly recognized in those Departments.

Non-Recognition of IRTSA by the Railways is the main route cause for non-redressal of the grievances of this vital cadre - thereby causing widespread frustration amongst them due to lack of any machinery for discussion or redressal of their problems. It is high time to recognise IRTSA (Indian Railways Technical Supervisors Association) by the Railways to represent and discuss the problems of Supervising Engineers / Technical supervisors on Railways – as recommended by RAIC (Railway Accident Inquiry Committees – headed by Justice Wanchoo, Justice Sikri & Justice Khanna) & RRC (Railway Reform Committee).

4. ON ORGANISATIONAL FRONT

4.1 Accounts & Balance Sheet:- The balance sheet of account for the “*Central Fund of IRTSA*” for the year 2013, and “*Voice of Rail Engineers*” shall be presented to the House by the Central Treasurer & Manager “*Voice of Rail Engineers*” after this Report.

4.4 Achievements & Challenges before us: There are many achievements to the credit of IRTSA over the last 49 years, for the betterment of Rail Engineers – (some of which are enlisted in Annexure 2 of this Report). Still there are many demands of Technical Supervisors pending at various levels without being redressed – in spite of repeated representations at all levels, particularly the issue of grant of higher Grade Pay and Group-B Gazetted status to senior supervisors besides Career Planning and many more. All these demands are enlisted herewith as an Annexure of this Report.

4.5 Publication of Journal “Voice of Rail Engineers”:- The bi-monthly magazine of IRTSA is being published from Chennai, M. Shanmugam as its printer & publisher and General Secretary/IRTSA as its Editor-in-Chief. K.V. Ramesh, assisted by his team members Er.A. Ganesh Babu, Er.R. Ravi of ICF and others are doing good job in discharging their responsibilities for the past ten years. I also specifically thank Er.V.P. Abdul Salam, Zonal Secretary, S.Rly and his team for dispatching them to many parts of the Country quickly and economically. In the same time, I request the Central General Body to take necessary steps to increase the circulation of “*Voice of Rail Engineers*”.

4.6 Website www.irtsa.net:- The multifarious website of IRTSA, www.irtsa.net has become so popular that it had been visited by nearly 21 lakh visitors since its inception in January 2008. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge. Queries by visitors are dealt with through the Guest Book & Discussion Forum etc. Site is totally free. New features are also regularly added to the Website.

4.7 Instant communication & sharing of thoughts through IRTSA Face Book:- Face Book of IRTSA has been effectively utilized for the communication with the members in no time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other members. Face Book has 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. Number of Members IRTSA on FaceBook has doubled during this year.

4.8 Communication & Inter-action:- Continuous flow of information from central head quarter is ensured through all channels i.e. “*Voice of Rail Engineers*”, circulars, Emails, Facebook postings, SMS and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS & some other CEC Members. GS regularly communicates with CEC Members, Zonal Secretaries, Sub-unit Secretaries and even with the other active Members at grassroot level.

During preparation of memorandum to 7th CPC there was intensive communication between office bearers at Chandigarh, Chennai, Chittaranjan, Kapurthalla, Secundrabad, Lucknow, Mumbai, Kolkata, etc. with General Secretary IRTSA to finalise exhaustive memorandum. But still there is scope for improvement in communication and I appeal to you all to help in further improving same within sub-units, within zones, inter zone & in all zones.

4.9 Visits by CEC Members:- GS/IRTSA and Er.K.V.Ramesh have toured western part, Er.M.Shanmugam, Central President, Er.K.V.Ramesh, Er.V.P.Abdul Salam and other CEC members made tours around various Zones of Railways.

They have also visited 7th Pay Commission, Railway Board and Federations to discuss & pursue the burning issues of the category.

5. TASKS BEFORE US

5.1 Getting the demands conceded: Getting the demands conceded is the biggest challenge before us – as many of them are the root cause of much frustration amongst the category due to the delay in getting them conceded in spite of being genuine and are impediments in effective discharge of our duties, ensuring safety, efficiency on the Railways.

5.2 Winning of Court Cases: Winning the two Court Cases (Reg. Grade Pay & Group B) are two major tasks before. We are working hard for the same. We may have to go upto the Supreme Court – especially for the Group B Case. I seek all your help and cooperation for the same.

5.3 Seventh Pay Commission:- IRTSA has submitted an exhaustive memorandum to 7th Pay Commission based on the charter of demands approved by 48th CGB held at Trichy, Southern Railway last year. 7th CPC has also started its personal hearing with various unions & associations. IRTSA has also made its request for oral evidence with 7th CPC.

5.4 Urgent need for funds for Court Cases and for the struggle as a whole: There is urgent need for intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and high financial requirement for the court cases which may have to be taken up to the Supreme Court level – especially in respect of the Group B Case. This will require a lot of money.

5.5 Membership Drive: It is vital to enroll each and every Rail Engineer as a Member of the Association. The sleeping areas should also be aroused to contribute more regularly to the cause, and the working units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provision of the Constitution.

5.6 Unity is strength:- Unity refers to the condition or state of being one. A rope is strong because its threads are united. We cannot break it unless the threads are separated. Nothing can be achieved without unity. Unity is necessary for the survival of all. The results of unity are many. Technical Supervisors / Supervising Engineers can enjoy a tension free work environment if united as a community. I appeal to all the Rail Engineers/Technical Supervisors to unit under the umbrella of IRTSA.

5.7 GOLDEN JUBILEE YEAR OF IRTSA: Golden Jubilee year of formation of IRTSA starts in another fortnight from now – when we complete 49 years of our struggle on 27 November 2014. I propose that there should be yearlong celebrations to strengthen the organization and to commemorate historic event of the Golden Jubilee Year of IRTSA in an appropriate and befitting manner – all over the Indian Railways.

6. ACKNOWLEDGEMENTS

6.1 Before I conclude my Report I would like to thank all the Members of CEC for their cooperation – especially Er. Shanmugam President IRTSA Er. Kalyan Banerji Working President and Er Darshan Lal Working President for their valuable advice from time to time.

6.2 I thank Er. K. V. Ramesh Sr. JGS and Er. Ashoke Choudhry for their valuable help in preparing the Memoranda to the 7th CPC and others from time to time and for proving necessary inputs and Data for the same. I thank Er. Sujit Kumar, Er, E. Ramesh and other Members of the Team who helped the Central President in Preparing the Supplementary Memoranda to 7th CPC and other requisite documents.

6.3 I thank Er Kalyan, Er Ashoke, Er Sugato and all other Members of CLW Chittaranjan for making the grand arrangements for this Conference. I also thank you - all the Delegates who have come from all over India for attending this Conference in-spite of long journey.

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

ANNEXURE
HIGHLIGHTS OF THE

MEMORANDUM SUBMITTED BY IRTSA TO 7TH PAY COMMISSION

1. **3.96 times (rounded off to 4 times) rise of Basic Pay, Pay Band & Grade Pay, w.e.f. 1.1.2016 as per Rise of NNP at Constant Prices between 1.1.2006 to 1.1.2016**
2. Pay scales based on Job evaluation by Classification Method.
3. Consideration for higher entry qualification, longer training period, higher duties & responsibilities for determining Pay Band & Grade Pay
4. Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
5. Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE/CMS/CDMA/Sr.Er(IT).
6. Annual increment 5% of Basic Pay.
7. 10% of Basic Pay as Fixation Benefit on promotion.
8. Merger of Rs.5400 PB 2 and Rs.5400 PB 3 and up-gradation to GP Rs.5400 PB 3.
9. Higher Pay scales / Pay Band & Grade Pay for Technocrats / Rail Engineers.
10. Classification of SSE, CMS, CDMS & Sr.Er/IT in Group B Gaz. as per orders of DOP
11. Combined cadre restructure of Group-A, B & C on Railways.
12. Increase in Number of posts in Group A & B on Railways – at par with %age of Posts in Group A & B to those of Group C, in other Departments
13. Career Planning and Time Bound Promotions after every 4 years of service to all Technical Supervisors (on similar lines as to Group A Officers).
14. Weightage for additional hours put in for exigency of work, by Technical Supervisors.
15. PLB on real wages. Removal of payment ceiling of Rs.3500
16. Group Incentive Scheme for Open Lines, Sheds, Depots for additional workload
17. All Group C employee upto the level of SSEs be included in the Incentive Scheme.
18. Dearness Allowance on realistic figures.
19. 40%, 20% & 10% HRA for X, Y & Z class of cities and revision of population criteria.
20. Restoration of CCA of 15%, 10% & 8% for X, Y & Z class of cities.
21. Transport allowance 10% of basic pay + DA.
22. Revision of NHA and payment thereof upto SSE for attending on National Holidays.
23. OTA (Over Time Allowance @ double the wages for Holidays and for extra hours
24. Withdrawal of New Pension Scheme (NPS)
25. Grant of 40% of Pay as interim relief w.e.f. 1-1-2014.
26. Merger of 100% DA with pay w.e.f. 1-1-2014.
27. Increase in exemption limit for Income Tax to Rs.5 Lakhs.
28. **PROPOSED PAY IN PAY BAND & GRADE PAY FOR TECHNICAL SUPERVISORS:**

Designation	Existing		Proposed Replacement As per VI CPC		Proposed pay in VII CPC - 3.96 times of VI CPC pay in Pay Band & Grade Pay		
	Pay Band	Grade Pay	Pay Band	Grade Pay	Pay Band	Grade Pay	Entry Pay Existing EPx3.96
JE (Junior Engineer / CMA (Chemical & Metallurgical Asstt) / Depot Material Suptt. (DMS)	PB-2 9300-34800	4200	PB-2 9300-34800	4800	PB 37200-139200	19200	72600
SSE(Sr Section Engineer /	PB-2	4600	PB-3	5400	PB	21600	84000

CMS (Chemical & Metallurgical Supt / CDMS / Sr Engineer (IT)	9300-34800		15600-39100		62400-156400		
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***For details please see Summary and Memorandum placed on IRTSA Website
www.irtsa.net***

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION



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

***A vibrant, Constructive and Value Based
Organization***



ACHIEVEMENTS OF IRTSA

IRTSA was formed in November 1965. Prior to that there was no organization to represent the Technical Supervisors on the Indian Railways. Since then there are numerous achievements of IRTSA – at National & Local levels - most vital amongst them are enlisted here below:

GENERAL AWARENESS, SUPPORT & INDUSTRIAL HARMONY

1. IRTSA provided a platform to unite the Technical Supervisors on Railways - for the first time - to highlight & to represent their problems before the Administration, the Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.
2. IRTSA developed better industrial relations with the Administration and the Staff.
3. IRTSA developed greater awareness about the Problems of Technical Supervisors amongst Recognised Federations & Unions and was able to solicit their support to resolve the same
4. IRTSA developed a Data & Knowledge Bank and carried out intensive awareness campaigns amongst 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

CATEGORICAL ACHIEVEMENTS

(THROUGH CONTINUOUS STRUGGLE BY IRTSA AS WELL AS WITH SUPPORT BY RECOGNISED FORUMS)

5. Reduction in number of pay scales of Technical Supervisors from 6 to 4 by Third Pay Commission and further reduction to only 2 by Sixth Pay Commission - *(based entirely on evidence of IRTSA)*.
6. Grant of Superintendent Allowance to SSE & higher Grade to SE *(in lieu of Incentive)* – which was later replaced with Incentive to SE & SSE in Workshops & PUs.
7. Pay Scales of Rs.840-1200 / Rs.840-1040 and Rs.2375-3500 to Technical Supervisors *(highest amongst group C)* - through 3rd & 4th CPC *(based on evidence by IRTSA)*.
8. Honorarium to JEs for payment of Boxing & Disbursement of Wages to Staff and revision thereof – *(achieved after IRTSA decided to Boycott Boxing & Disbursement of Wages - in 1969)*.
9. Hurt on Duty / Hospital Leave to Apprentices / Trainees
10. Coverage of Supervisors & Apprentices under Workman Compensation Act - since renamed as “Employees Compensation Act”;
11. Grant of Hospital Leave to Supervisors & Apprentices/Trainees *(earlier denied to them)*.
12. Combined Cadre Restructuring of all Technical Supervisors (from JE to SSE) in 1984.
13. Cadre Restructuring of Technical Supervisors - 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% & 21% in 2003, 50% after 6th CPC in 2008 and 67% in the year 2013.
14. Change of designation of Technical Supervisors as Engineers - as JE (Junior Engineer), and SSE (Senior Section Engineer) – in 1996.
15. Upgrading of Mistries / Supervisors as Junior Engineers *(after years of struggle)* - *thus increasing the strength in the higher scale(s) – improving chances of promotion of the cadre*.
16. Counting of Apprenticeship / training period for Retirement and incremental benefits in 1991 onwards *(through JCM – based on Data provided by IRTSA)*.
17. Grant of PCO Allowance to PCO Supervisors.
18. Revision of rates of Incentive Bonus (in 1968, 1975, 1990, 1998 & 2009).
19. Reduction of training period of JEs from 3 years to 2 years, then to 18 months & now only one year / twelve months.

20. Stipend equal to pay / GP Rs.4200 during Apprenticeship / Training.
21. Grant of Special Pay / Allowance to Instructors and Lecturers & 3 revisions thereof.
22. Won the Court case in CAT New Delhi (*in OA No. 835-1989 IRTSA-vs-UOI*) for grant of Group "B" status to Senior Technical Supervisors.
Railway Board misconstrued the judgement due to a technical fault in it. Railway Board, however, up-graded 1500 posts of Senior Supervisors to Group B in two phases in '90s – as against 100% demanded by IRTSA. Continuous struggle and campaign by IRTSA had resulted in principle agreement to upgrade 15% posts of Senior Supervisors to Group B. Struggle by IRTSA continues for 100% upgrading of posts in GP 4600 to Group B).
23. IRTSA won the 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 direction was duly considered and accepted by Fifth CPC while deciding the Pay scale of JEs – as recorded in Para 54.36 Page 700 of its Report*).
24. PLB for all Technical Supervisors irrespective of pay limit.
25. 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*)
26. Grant of scale of Rs.2375-3500 to Drawing & Design Engrs & CMS in place of Rs.2000-3200.
27. Change of designation of Drawing & Design Staff as JEs & SSEs
28. Change of designation of Store Engineers from DSKs to DMS & CDMS
29. Grant of Incentive Bonus to SSEs working in Production Units and Workshops in 1999 - (*through intensive struggle & voluminous Data supplied by IRTSA*)
30. Merging & upgrading of pay scales of JE-I & JE-II to the pre-revised scale of Rs.6500-10500.
31. Merging & up-gradation of pay scales Section Engineers (SE) in the pre-revised scale of Rs.6500-10500 to Rs.7450-11500 of Senior Section Engineer (SSE).

ACHIEVEMENTS (THROUGH COMBINED EFFORTS)

32. First Class Pass to all JE/DMS/CMA irrespective of date of appointment on the Railways – (*achieved after 40 years of struggle by IRTSA & support by Federations*) **GENERAL**
33. Introduction of long Pay Band concept which eliminated the pay stagnation.
34. 3% annual increment – instead of arbitrary fixed amount.
35. HRA on percentage of Basic Pay.
36. Improved transport allowance without any distance restriction and with inflation proof.
37. Revision of the multiplication factor of 1.74 recommended by SCPC to 1.86 through high power Empowered Committee.
38. Reimbursement of tuition fee, children education allowance eligible for two children.
39. Encashment of 60 days LAP while on service in addition to the 300 days encashment during retirement.
40. Grant of ACP by Fifth CPC & MACP by Sixth Pay Commission – to end stagnation (*Based on two of the major demands of IRTSA for removing stagnation & Time Bound Promotions*).
41. Three financial up-gradations (after 10, 20 & 30 years of Service). (*This will ensure a JE to reach the Grade Pay of Rs.5400.*)
42. Employees selected under LDCE/GDCE to be treated as DRs for MACPS.

ENGINEERS! STRENGTHEN IRTSA – IN PURSUIT OF JUSTICE FOR RAIL ENGINEERS CHANGES DO NOT SIMPLY HAPPEN, WE HAVE TO MAKE THEM

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/ CHQ / M/ Resolutions – CGB-2014

Date:11-12 November, 2014

DRAFT RESOLUTIONS OF DEMANDS

PROPOSED TO BE ADOPTED

BY CGB MEETING & 49TH ALL INDIA ANNUAL CONFERENCE OF IRTSA TO BE HELD AT CHITTARANJAN ON 11 & 12 NOVEMBER, 2014

Central General Body (CGB) Meeting and 49th Annual Conference of Indian Railways Technical Supervisors Association (IRTSA) held at CLW Chittaranjan on 11th & 12th November 2014 and discussed the demands of about 70000 Technical Supervisors / Supervising Engineers (Junior Engineers & Senior Section Engineers, CMS, CMA, CDMS, DMS & IT Engineers) working in Railways in the various branches of engineering - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design wings, Material management/ Stores Deptt, IT and Chemical & Metallurgical Labs. They supervise and guide around 8.2 lakhs workforce out of around 12.5 lakhs railway employees.

The CGB noted that, the degree of skills, strain of work and requirement of knowledge, experience & expertise, continued & updated technical knowledge with effective training and periodical refresher courses, mounting responsibility and accountability, multifaceted work contents, hazards and fatigue working condition, mental & physical strain pertaining to these categories, etc have always been ignored by Railways, Government & Pay Commissions while deciding their pay scales & career avenue.

The key to efficiency and competitive spirit in work lies not only in getting appropriate salary for the job but also with dignity & status. Important role of these middle level field managers was recognized by 3rd CPC which exclusively granted appropriate pay scales to technical supervisors based on their job content and other factors. But it was shattered by the V & VI CPC which completely ignored their Duties and responsibilities and diluted their status by seriously disturbing their relativity.

Further the fact that Indian Railways is basically a Technical Organization and the safe, successful and efficient performance of the organization lies primarily in the hands of its technical work force has escaped their reckoning.

Technical Supervisors / Supervising Engineers shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication Systems, Overhead Equipments (OHE) and other assets and equipment 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 provide only necessary support to them to enable them to discharge their functions.

It is unfortunate that both 5th and 6th Pay Commissions had underestimated the significance and sensitiveness of the work-content of the Technical Supervisors / Supervising Engineers, their responsibility and accountability in the system. Many vital factors like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways went out of sight of both these Pay Commissions.

But, supporting categories like Accounts, Teachers and Nurses who were all along in the lower pay scales than the Technical Supervisors, were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and even more humiliating is the fact that the pay of categories, which work under the Technical Supervisors, were also equated with them - undermining the Supreme Court judgment of "the supervisor's pay cannot be equal to the person being supervised".

The CGB appealed to Railways, Government & 7th CPC to consider the genuine demands of these category and is requested to remove various obstacles that come in the way of attracting talents to the railway service and in improving the efficiency of working system by providing appropriate replacement scales for Junior Engineers and Senior Section Engineers, CMT Engineers, Stores & IT Engineers and Drawing and Design Engineers, which may justify the relativity of the emoluments in accordance with the job contents, working conditions, accountability & responsibilities, multi-faceted skills & critical management capacity.

The CGB & the Conference, strongly appealed to the Government, to accept the following long pending genuine demands in the interest of natural justice and to mitigate the extreme hardship and frustration of the employees especially amongst the Rail Engineers.

MAIN DEMANDS

1. **RECOGNITION OF IRTSA** – a forum to discuss and resolve the problems of the Frontline Managers/Rail Engineers/Technical Supervisors on Railways - as recommended by the Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).
- 1.a. Continuance of system of staff council in the Production Units of Railways, which has separate representation for Technical Supervisors / Supervising Engineers.
2. **a) Grant of interim relief till implementation of the 7th Pay Commission Report.**
b) Merger of 50% DA from 1-1-2011 and 100% DA with Pay from 1-1-2014.

PAY SCALES / PAY BANDS, GRADE PAY, INCREMENTS & DESIGNATIONS

3. **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc.
4. **Up-grading of posts of Senior Section Engineers, CDMS, CMS & Sr.Er(IT) to Grade Pay of Rs 5400 PB-3** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to restore the Pre- Sixth CPC “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc.
5. **Up-grading of posts of CMA-I to pre-revised scale of Rs.7450-11500** since Direct Recruitment qualifications of CMA-I are BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry); and as the Sixth CPC had recommended (*vide Para 3.4.7*) that the posts with Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500.
6. **Restructuring / Reorganisation of staffing pattern of IT Centres in Zonal Railways & PUs** in line with the staffing pattern of computer centre Railway Board (letter No No:ERB-I/2011/25/4 dated 14.07.2011), placing the existing posts of JE/IT from the grade pay of Rs.4200 to Rs.4600 and the existing posts of Senior Engineer/IT from the Grade Pay of Rs.4600 to Rs.4800.
7. **Up-grading of P-way Supervisors & Senior P-way Supervisors as JEs w.e.f. 1-11-2003** – like all other Departments and as per judgement of High Court.
8. **Parity in Fixation of Pay of Promotes & Direct Recruits** - *Fixing the pay of promotes at least at Entry Pay for Direct Recruits in each grade.*
9. **Minimum Annual Increment of 5 % PA (instead of 3%).**
10. **a) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.**
b) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND PROMOTIONAL AVENUES

11. **Proper Career Planning & Time Bound promotions to all Rail Engineers.**
12. **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)
13. **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.
14. **Grant 4 to 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group A organized service officer.**
15. **Classification of all Posts of JEs,/CMA/DMS in Group B Non-gazetted** – as in all other Departments.
16. **Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted** – as per orders of DoPT
17. **Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (Gazetted).**
18. **Restoration of cuts made in the recommendations of the Cadre Restructure Committee (CRC)**
19. **No surrender of posts for Cadre Restructuring of Safety Categories of Technical Supervisors and Technicians / Helpers**, as the sanctions are as per yardsticks/ Benchmarks and surrender of posts will adversely affect safety and efficiency as well as increase stress on these over burdened staff.
20. **Integrated seniority for promotion from Group C to Group B should be considered for the same Grade Pay for both for Technical Supervisors and for Running Staff – to avoid discrimination.**
21. **Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).**

22. **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.
23. **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.
24. **In future Direct recruit with Graduate in Engineering qualification should be made in Group-B or Group A but not in Group C** – as no where else they are recruited in Group C.
25. **LDCE for Promotion from Group C to Group B should be conducted on all India level – preferably through UPSC – every year to avoid bias and favoritism.**
26. **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.
27. **Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre** - so as to bring in uniformity with officers and 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.
28. **Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in 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.**

INCENTIVE & SPECIAL PAY

29. **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.
30. **Provision of additional Staff & Technical Supervisors** – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
31. **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 fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.
32. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors** – as granted to the scientific officers in other departments.
33. **Revision of rates of Incentive Bonus & PCO Allowance w.e.f. 1.1.2006** (instead of 1-6-2009 - in Railway Workshops & Production Units; and further Revision thereof w.e.f. 1-1-2011 – when the DA crossed 50%.
34. **Rates of Incentive Bonus / PCO Allowance should be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
35. **Revision of rates of Incentive Bonus & PCO Allowance** - in Railway Workshops & Production Units - as per Revised Pay Bands & Grade Pay in keeping with ILO norms – (which require the rates to be based on average of the wages) – **or at least be revised to 2.26 of the rates prior to Sixth CPC as in other cases.**
36. **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 the 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 from JE to SSE).
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.
37. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units in the Allied Shops & Sections.**
38. **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).
39. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops** - at par with Ex-Cadre Staff Working in PCO in all Workshops.
40. **Design Allowance to Drawing, Design Staff** – as recommended by Fifth Pay Commission.

MACPS

41. **MACPS AS PER CADRE HIERARCHY & NOT GRADE HIERARCHY** – as per judgments of various courts including Supreme Court of India.

42. **3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier.**
43. **Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.**
44. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
45. **MACPs to JEs & SSEs (*Drg-Design*) considering upgraded GP of Rs.4200 as entry Grade Pay. – as Tracers and Assistant Draftsman had been merged & granted Grade Pay of Rs.4200 since promotions to the merged/up-graded scales should be ignored under MACPS.**
46. **Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the pre-revised scale of Rs.7450-11500 - irrespective of their date of recruitment & irrespective of their date of promotion to the pre revised scale of Rs.6500-10500.**
47. **Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.**
48. **Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.**
49. **Three financial Up-gradations under MACPS after every 8 years of service in a grade - at par with Armed Forces (*instead of after 10, 20 & 30 years of Service given to Civilian employees*).**
50. **Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.**

ALLOWANCES & MERGER OF DA ETC.

51. **Merger of 50% of DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 & 100% DA with Pay for all purposes w.e.f. 1-1-2014 – as done in the past – to neutralize the impact of excessive inflation.**
52. **Exemption of all allowances from Income Tax - as recommended by Fifth CPC since the Allowances are granted to compensate the prize rise & erosion of real wages.**
53. **2.66 times uniform increase in Transport Allowance w.e.f. 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales up to Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.**
54. **30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (As recommended by Sub-Committee of Railway Board in 1996).**
55. **30% Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centers, Zonal Training Schools and Technical Training Centers at par with National/Central Training Academies and Institutes for Group-A Officers.**
56. **a) Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties –**

OR b) Withdrawal of the following Non-Technical Duties from Technical Supervisors:

- I. Supervision of payment and disbursement of wages to workers;
- II. Holding of D & A R Inquiries;
- III. Holding of Trade Tests; and
- IV. Filling up of Confidential Reports of Staff, etc.

57. **National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays**
58. **Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.**

OR: One month's additional salary in an year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.

59. **a) Revision of rates of Incentive w.e.f. 1-9-2008 - for acquiring additional Professional qualifications;**
b) Restoration of six advance increments for acquiring additional professional qualifications (*like AMIE / BE etc.*) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).
60. **Payment of Night-Duty Allowance for full period of Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. - as night hazards are created after sunset.**
61. **Revision of Breakdown Allowance (BD Allowance) for Open line Technical Supervisors from the present Rs.200 pm to at least 20% of basic pay like special pay to Loco Pilots.**

WORKING CONDITIONS

62. **No Foreign Direct Investment (FDI) in Railways in any form in any field.**
63. **No privatization or corporatization of Production units & Workshops on Indian Railways.**
64. **No transfer of Intellectual property Rights to Private Firms – like designs of Coaches, Wagons & Locomotives etc.**
65. **No transfer of work to Private Sector for high density rail traffic corridors** (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
66. **Improvement of working conditions & work environments and provision of basic needs & amenities** in the Open Line C&W - Electrical & Mechanical Depots, Diesel Sheds, Electrical Locomotive Sheds & 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.
67. **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.**
OR b) Reduction of Working Hours of all Technical Supervisors and Staff to 48 hours a week including Lunch Break – as provided for in the Factories act.
68. **Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–**
 - i) Classification of all JEs & SSEs as “Continuous” (and not as “Excluded”)
 - ii) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways
 - iii) 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 for more than 8 hours in a day.
 - iv) Over Time Allowance) should include HRA similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
69. **Amendment of Factories Act - to compensate for actual number of extra hours put in.**
70. **Withdrawal of following Non-technical duties, unjustly imposed on Technical Supervisors (JEs & SSEs), even though separate staff is provided for the same; while these non technical duties & responsibilities divert the attention of Technical Supervisors from vital technical duties – adversely affecting the safety & efficiency of the system:**
 - i) Boxing Disbursement of wages to workers
 - ii) Supervision and Witnessing of payment of wages to workers;
 - iii) Holding of D&AR Inquiries;
 - iv) Holding of Trade Tests;
 - v) Custody of Stores,
 - vii) Witnessing of GA attendance card punching etc.
71. **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.
72. **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.
73. **Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.**
74. **Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.**
75. **De-linking of “Integrated Rake Link System”** to avoid public complaints and to ensure safety.
76. **Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.**
77. **“Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.**
78. **Extension of Factories Act to Sheds and Open Line Depots.**
79. **Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit of the availability of the infrastructure (by independent agencies).**

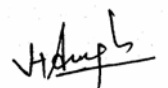
PENSION & RETIREMENT BENEFITS

80. **Withdrawal of National Pension System (NPS) – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004.**
81. **Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service - to meet with Social obligations & other personal exigencies.**
82. **No reduction in Commutation value of Pension – as resorted to after Sixth CPC.**
83. **Fixed medical allowance for National Pension System (NPS) retirees – at par with Pre-2004 appointees.**

84. **Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners** - at par with those of EPFO and keeping in view high cost of medicines for day to day treatment.
85. **Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).**
86. **Rate of interest on SRPF should be at par with interest on PPF.**
87. **Minimum Ex-Gratia Pension of Rs.3500 plus DR to ALL SRPF Optees – at par with 50% of Minimum wage of CG Employees.**

WELFARE, GENERAL AMENITIES & MISCELANIOUS

88. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
89. 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.
90. Eligibility of Half C.L. (Casual Leave) for half working days.
91. Restoration of 12 days CL (Casual Leave).
92. Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognized Private Hospitals.
93. Early orders on inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment – 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.
94. 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.
95. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
96. Accident Free Service Award to Engineers & other Technical Staff working in *Open Line C&W Depots, Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.*
97. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS.
98. Provision of Laptop Computers to all JE, SSE, CMA, CMS, DMS & CDMS.
99. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
100. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
101. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
102. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.
103. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.
104. Remove age limit of 25 years for entitlement of Pass by Railways for dependent son in case the son continues to be dependent / unemployed beyond that age also.
105. Issue of Smart Card in place of Pass / PTO to avoid paper work and to facilitate on line booking.
106. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges
107. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi Express.
108. Online booking against Railway Pass / PTO.
109. Eligibility of Self, Wife and 2 dependents on Privilege Pass to travel in Rajdhani / Shatabdi / Duronto Express – Removal of ceiling of only one/two seats/Births on the Pass.
110. Online booking of retiring rooms for Railway employees.
111. Medical and Pass facility to the dependents of Trainees / Apprentices.
112. Doubling of amount of Gratuity in case of death in harness
113. Raising ceiling for Payment of Gratuity and for exemption thereof from Income Tax.



Harchandan Singh
General Secretary, IRTSA

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/ CHQ / M/ Resolutions – CGB-2014

Date:11-12 November, 2014

DRAFT RESOLUTIONS ON ORGANISATIONAL MATTERS & LINE OF ACTION

PROPOSED TO BE ADOPTED

BY CGB MEETING & 49TH ALL INDIA ANNUAL CONFERENCE OF IRTSA
TO BE HELD AT CHITTARANJAN ON 11 & 12 NOVEMBER, 2014

1. **Line of action for Getting the demands conceded:** CGB IRTSA noted that non-acceptance of the genuine demands of the Category was causing of much frustration amongst the category since the same were quite genuine and are impediments in effective discharge of our duties, ensuring safety, efficiency on the Railways. The CGB therefore, appealed to the Government and the Railway Administration to accept the same early.

CGB advised the CEC IRTSA to pursue the Demands at all levels and authorized the President & General Secretary IRTSA to decide the line of action and issue directives thereon to all Units of IRTSA, for early realization of the outstanding Demands.

2 **Court Cases:** CGB authorized the President IRTSA Shri.M.Shanmugam, General Secretary IRTSA Shri.Harchandan Singh and Senior JGS IRTSA Shri.K.V.Ramesh to take requisite steps to pursue the two pending Court Cases filed by IRTSA (Reg. Grade Pay & Group B) in CAT Chennai and CAT Chandigarh, respectively

b) CGB IRTSA also authorized them to file appropriate Appeals and Affidavits etc. in CAT, High Court and Supreme Court as required as per legal advice in respect of above said matters.

3 **Seventh Pay Commission:** CGB appreciated the efforts of the President and General Secretary IRTSA and other CEC Members who helped them in preparing and submitting the exhaustive Memoranda to the Seventh Pay Commission.

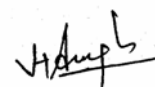
CGB authorized the President & General Secretary IRTSA to effectively pursue the Charter of Demands placed before the 7th CPC and to constitute a Sub-Committee to appear before the Pay Commission for effective Oral Evidence before it.

4 **Urgent need for funds for Court Cases and for the struggle as a whole:** There is urgent need for intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and high financial requirement for the court cases which may have to be taken up to the Supreme Court level – especially in respect of the Group B Case. This will require a lot of money.

5. **Membership & Legal-cum-Struggle Fund Fund Drive:** CEC directed all Zones / Units & Sub units of IRTSA to complete collection of Membership @ Rs.300 PA and Struggle-cum-Legal Fund @ Rs.1000 per head latest by 31st December, 2014, if the same had not so far been done by any of the Members during the years 2013 and 2014. All Units & Sub-Units should send the Central Quota of Membership and Struggle-cum-Legal Fund to the Central Treasurer latest by 15th January and then start the Membership Drive for 2015.

7 **GOLDEN JUBILEE YEAR OF IRTSA:** CGB resolved to observe the year 2014-2015 as the Golden Jubilee year IRTSA (starting from 27th November, 2014 to 27th November, 2015) celebrating the formation of IRTSA all through the year as a SOLIDARITY YEAR - to strengthen the organization all over India and to commemorate historic event in an appropriate and befitting manner.

8. Golden Jubilee & Next Annual Conference: CGB resolved that the next Meeting and Annual Conference of IRTSA be held at Chennai in conjunction with the Golden Jubilee Celebration on 27th November, 2014.



(Harchandan Singh),
General Secretary, IRTSA

MAIN DEMANDS

1. Recognition of IRTSA - as in CPWD & MES – to discuss & resolve the problems of Rail Engineers / Technical Supervisors on the Railways, as recommended by RAIC & RRC.
2. a) Grant of interim relief till implementation of the 7th Pay Commission Report.
b) Merger of 100% DA with Pay.
3. a) Grade Pay of Rs 4800 to JEs, CMA II & DMS.
b) Grade Pay of Rs 5400 to SSE, CMS, CDMS & Sr.Er/IT
c) Pre- revised Scale of Rs.7450-11500 to CMA- I like other Engg. Graduates.
4. a) Time Bound promotions from JE to AE & J.A. grade
b) Combined “Cadre Restructuring” of posts in Group A, B & C.
5. a) Upgrading of adequate % of posts from Group C to Group ‘B’ (Gaz.)
b) Upgrading of posts of SSE, CMS, CDMS, Sr.Er/IT to Group ‘B’ (Gaz.)
c) Abolition of SCRA & Promotion of serving Engg. Graduates in Group C to Group A.
6. a) Revision of Rates of Incentive Bonus w.e.f 1.1.06 at 2.26 times of then existing Rates.
b) Grant of Incentive Bonus to SSE on actual basic pay or Grade Pay – after MACPS
- 7.a) PCO Allowance to C&M, Drawing/Design, IT & Store Engineers in Workshops & PUs
b) Incentive or Honorarium for Technical Supervisors & other Technical Staff
- in Sheds & Open Line Depots & Store Depots – for additional workload.
8. Removal of disparity in Pay of Promotees & Direct Recruits after 6th Pay Commission.
9. a) Counting of Training Period for MACPS
b) Financial up-gradation on promotional hierarchy instead of GP hierarchy
c) Counting of Past service of P-Way Supervisors as JEs for grant of MACPS
d) Promotion through LDCE be considered as Entry Grade for MACPS
e) MACPs to JEs & SSEs (Design & Drg) considering upgraded GP as entry.
- 10 Exemption of all Allowances from Income Tax (as per recommendations of 5th CPC).

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