

# INDIAN RAILWAY TECHNICAL SUPERVISORS ASSOCIATION

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

C.HQ, 32 Phase 6, Mohali, Chandigarh-160055 Phone 0172-2228306, 9316131598

No: IRTSA/CHQ/Resolutions – CGB 2018

Date: 22-11-2018

1. CHAIRMAN, Railway Board, Rail Bhavan, New Delhi
2. MEMBER STAFF, Railway Board, Rail Bhavan, New Delhi

**Subject: Resolutions adopted by the 53<sup>rd</sup> All India Annual Conference & CGB Meeting of IRTSA - Held at Rail Wheel Factory, Bengaluru on 25<sup>th</sup> & 26<sup>th</sup> October 2018.**

We submit herewith, for the kind consideration of the Railway Board and the Government of India, the Resolutions adopted in the 53<sup>rd</sup> All India Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association (IRTSA) held at Rail Wheel Factory, Bengaluru on 25<sup>th</sup> & 26<sup>th</sup> October 2018.

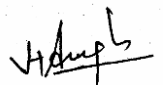
CGB of IRTSA resolved to draw the kind attention of the Government and especially the Ministry of Railways and urge upon them to consider the genuine and long-pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels and to provide adequate avenues of promotion - commensurate with their duties & responsibilities, to remove rampant stagnation amongst them and improve their service conditions.

The Conference sincerely hoped that some relief will soon be provided by the Committees formed by the Railway Board for addressing some of the burning issues including Classification of Posts from Group 'C' to Group 'B' and Revising the Rates of Incentive Bonus & Bonus Factor. IRTSA had made its submissions before both these Committees – through Memorandums & oral evidence. The Conference hopefully prayed for acceptance of these submissions both by the Committees and the Railway Board.

Low Pay Levels & stagnant Career prospects are major areas of frustration of Technical Supervisors and these have gone from bad to worst over the years. 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, Over head 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.

We urge upon the Railway Board to please accept the genuine demands of Technical Supervisors / Rail Engineers and to also once again pursue and impress upon Finance Ministry to approve the proposals of Railway Board regarding Grade Pay/Pay Level of the Technical Supervisors and upgradation of their posts to Group 'B' (Gazetted).

Yours faithfully,



(Harchandan Singh),  
General Secretary, IRTSA

**Enclosures: Resolutions of Demands**

- (Adopted in the 53<sup>rd</sup> All India Annual Conference & CGB Meeting of IRTSA)

**Copy for favourable consideration & necessary action to:**

1. Additional Member / Staff, Railway Board, New Delhi.
2. Secretary (Estt), Railway Board, New Delhi
3. Executive Director - IR, Railway Board, New Delhi

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

**ADOPTED BY CGB MEETING & 53<sup>rd</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA  
HELD AT RAIL WHEEL FACTORY BENGALURU on 25<sup>th</sup> & 26<sup>th</sup> OCTOBER, 2018**

The 53<sup>rd</sup> All India Annual Conference and Central General Body Meeting of IRTSA, held on 25<sup>th</sup> & 26<sup>th</sup> October 2018 at Rail Wheel Factory, Bengaluru, Resolved to once again draw the kind attention of the Government and especially the Ministry of Railways and urged upon them to sympathetically and favourably consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Technical Supervisors (JEs, SSEs CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways - including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8 lakhs work force out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation and economic utilization of all manpower and material resources.

The Conference noted with the hope that some Committees have been formed by Railway Board for addressing some of the burning issues. Two important Committees - one to consider Classification of Posts from Group 'C' to Group 'B' and another for Revising the Rates of Incentive Bonus & Bonus Factor. IRTSA had made its submissions before both these Committees - through Memorandums & oral evidence. The Conference hopefully prayed for acceptance of these submissions both by the Committees and the Railway Board.

Low Pay Levels & stagnant Career prospects are major areas of frustration of Technical Supervisors and these have gone from bad to worst over the years. 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.

53<sup>rd</sup> 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 to approve the proposals of Railway Board regarding Grade Pay/Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

### **MAIN DEMANDS - IRTSA**

1. a) **RECOGNITION OF IRTSA** - to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) - 1968 & 1978 & Railway Reforms Committee (RRC).

- b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
2. **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 7<sup>th</sup> 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. Multiple factor: Multiple Factor of at least 3.15 times of 6<sup>th</sup> 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 7<sup>th</sup> 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 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. Fixation of pay on promotion at pay not less than the entry basic pay of respective Grade Pay in 6<sup>th</sup> CPC pay band system.
13. 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 AVENUES OF PROMOTION

14. **Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.**
15. **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)**
16. **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.**
17. **Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).**
18. **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.**
19. **Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.**
20. **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.**
21. **Removal of disparity in Cadre structure 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. **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.**
25. **Direct recruitment of Graduate in Engineers should be made in Gazetted cadre and not in Group 'C' – as nowhere else they are recruited in Group C.**
26. **Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof for promotion on occurrence of vacancy.**
27. **No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.**
28. **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).**
29. **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.**
30. **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.**
31. **Merger 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 existing incumbents.**
32. **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 1<sup>st</sup> 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: 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 BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS**

- 33. **Revision of rates of Incentive Bonus, Bonus Factor&PCO Allowance from the date of effect of Seventh Pay Commissions (01.01.2016) in Railway Workshops & Production Units;**
- 34. **Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs& Other Staff in PCO w.e.f. 1-1-2016 on 7<sup>th</sup> CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).**
- 35. **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.**
- 36. **Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
- 37. **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.**
- 38. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.**
- 39. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
- 40. **Revision of rates of Incentive Bonus in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.**
- 41. a) **Incentive Bonus &PCO Allowance 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.**
- 42. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
- 43. **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).**
- 44. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.**
- 45. **Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.**
- 46. **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**

47. Implementation of MACP w.e.f.01.01.2006 as per Supreme Court Judgement& as implemented by Defence Ministry.
48. 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*).
49. a) 3<sup>rd</sup> MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier.
  - a) Cutoff date of 1.9.2008 should be abolished.
50. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
51. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
52. 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)
53. a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.
  - b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.
  - c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.
54. Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.
55. 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

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.
61. All India Leave Travel Allowance (AILTC) for Railway Employees:
  - a) Eligibility to travel by flight for employees in Pay Level 6 & 7.
  - b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.
62. 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.

63. Exemption of all Allowances from income tax.

#### ALLOWANCES SPECIFIC TO CATEGORY

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

65. 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.

66. Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7<sup>th</sup> CPC.

67. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)

68. Training Allowance be restored to 30 % of basic pay

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

70. Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.

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

71. Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:

a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)

b) Holding of Trade Tests;

c) Custody of Stores,

d) Witnessing of GA attendance card punching etc.

e) Filling up of Confidential Reports of Staff, etc.

72. 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.

73. Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.

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

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

75. Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.

76. 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.

77. Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.

78. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–

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

#### PENSION & RETIREMENT BENEFITS

88. Parity of pension of pre & post 7<sup>th</sup> CPC pensioners as per option-I of para 10.1.67 of 7<sup>th</sup> CPC.
89. Multiple factor for revision of pension after 7<sup>th</sup> CPC be fixed as 3.15.
90. 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).
91. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
92. 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.
93. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
94. 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 (or) giving option for the employees to choose any one of the pension system – 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.
95. 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) Monthly pension payable under NPS should not be less than minimum pension for respective Pay Level.
  - c) 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.



- d) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
- 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 and formation of permanent negotiating body including serving employees as its members.
- h) 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.

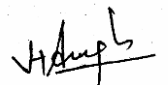
#### **WELFARE, GENERAL AMENITIES & MISCELLANEOUS**

- 96. Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.
- 97. 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.
- 98. 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.
- 99. Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
- 100. Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
- 101. 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 5<sup>th</sup> & 6<sup>th</sup> CPC and as applicable for LTC.
- 102. 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.
- 103. Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs.
- 104. 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
- 105. Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).
- 106. "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.
- 107. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
- 108. 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.
- 109. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.
- 110. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
- 111. Separate pool of quarters for all technical supervisors.
- 112. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
- 113. 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.

114. 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.
115. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
116. On-line Reservation on Pass / PTO against a Unique ID Code / Aaddhar Card or Smart Card.
117. “Tatka” facility for “Privilege / Complimentary Passes” – on payment of “Tatkal” charges.
118. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
119. Removal / increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.
120. 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.

#### FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

121. Development of 100% indigenous facilities in Railway PUs& Workshops for manufacturing all types of Locos and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.
122. a) Consequent upon merger of 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.
123. 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.
124. No Foreign Direct Investment (FDI) in Railways.
125. Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.
126. Additional Funds be raised through Public Bonds and from Central Funds.
127. No privatization or corporatization of Production Units & Workshops or Rail segments.
128. No transfer of Intellectual property Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.
129. Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.
130. No transfer of work to Private Sector like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
131. No closure of printing presses owned by Railways, instead they should be modernised according to the modern day needs and technology.



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