

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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No:IRTSA/CHQ/Resolutions – CGB 2017

Date: 9th - 10th October

201 RESOLUTIONS OF DEMANDS OF

TECHNICAL SUPERVISORS ON RAILWAYS

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

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

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

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

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

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

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

Pay scales & Career Avenue of Technical Supervisors are getting eroded from 5th CPC onwards and have gone from bad to worst under 7th CPC. Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

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

MAIN DEMANDS - IRTSA

1. a) RECOGNITION OF IRTSA – a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).
b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.
2. PAY LEVEL OF TECHNICAL SUPERVISORS:

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

PAY, INCREMENT & DESIGNATIONS

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

CAREER PROGRESSION AND PROMOTIONAL AVENUES

13. Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.
14. Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)
15. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
16. Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
17. Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.
18. Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.
19. Integrated seniority for promotion from Group 'C' to Group 'B' be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.

20. **Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).**
21. **Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.**
22. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.**
23. **Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.**
24. **Direct recruitment of Graduate in Engineers should be made only in Group 'A' and not in Group 'C' – as nowhere else they are recruited in Group C.**
25. **Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof for promotion on occurrence of vacancy.**
26. **No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.**
27. **All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).**
28. **Increase in Percentage of Group 'B' and Group 'A' Posts (viz-a-viz Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.**
29. **Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.**
30. **Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in all Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.**
31. **Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.**
 - a) **Date of Effect - Cadre restructuring for IT Staff should be implemented from 1st Nov 2013 as done in the case of Technical Supervisors and other Group 'C' posts vide Board's letter dated 08.10.2013**
 - b) **No surrender of posts not in operation - without realistic assessment of workload**
 - c) **Considering Temporary posts - Temporary posts which are in operation for at least three years may also be taken into account for the purpose of applying revised percentages as permitted vide Board's letter dated 08.10.2013**
 - d) **Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.**

INCENTIVE, SPECIAL PAY, BENCHMARKS & YARDSTICKS

32. **Revision of rates of Incentive Bonus & PCO Allowance from the date of effect of Seventh Pay Commissions (01.01.2016) in Railway Workshops & Production Units;**
33. **Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).**
34. **Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.**
35. **Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.**
36. **Honorarium / Incentive to Technical Supervisors & Staff for additional workload – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.**
37. **Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.**
38. **Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.**
39. **Revision of rates of Incentive Bonus & PCO Allowance - in Railway Workshops & Production Units - as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.**
40. **a) Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.**

b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)

OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion).

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

41. **Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.**
42. **PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).**
43. **PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.**
44. **Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.**
45. **Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.**

MACPS

46. **Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).**
47. **MACPS AS PER CADRE HIERARCHY – as per judgments of various courts including Supreme Court of India.**
48. **3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier, cut off date of 1.9.2008 should be abolished .**
49. **Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.**
50. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
51. **Withdrawal of unfair Benchmark of “Very Good” proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as “Good” (at least for Group C)**
52. **a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres - Considering entry Level as per upgrading by the Pay commission.**
b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.
53. **Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.**
54. **Provision of all benefits on financial up-grading under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.**

GENERAL ALLOWANCES

55. **Indexing of Allowances in 7th CPC Scale**
 - a) **Allowances that are paid in fixed amount and not indexed with DA be multiplied by multiple factor recommended by 7th CPC - as may be revised by the Govt.**
 - b) **Allowances that are paid in fixed amount and indexed partially with DA be indexed by 80% of multiple factor recommended / modified by Government.**
 - c) **Allowances that are paid in fixed amount and indexed fully with DA be raised by 40% over the existing rates.**
 - d) **Allowances that are paid in percentage of Basic Pay be paid @ same %age in 7th CPC pay levels.**
56. **Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.**
57. **Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.**
58. **House Rent Allowance**
 - a. **40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.**
 - b. **30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.**
 - c. **20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.**
59. **Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.**
60. **Children Education Allowance:**
 - a) **Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.**
 - b) **The scheme be extended to college education also.**
 - c) **Children Education Allowance & Hostel Subsidy be allowed concurrently.**

61. **CCA – City Compensatory Allowance** should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.
62. **Exemption of all Allowances from income tax.**

ALLOWANCES SPECIFIC TO CATEGORY

63. **Breakdown Allowance** be paid as percentage of basic pay plus DA.
64. **Night Shift Allowance:** Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs – (instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present) - in view of hazards of work during Night Shift after Sun set.
65. **Risk & hardship allowance** to Sheds & Depots and Open-line Technical staff & Technical Supervisors as per medium & low risk factors of Risk & Hardship Matrix recommended by 7th CPC.
66. **30% Special Heavy Duty Allowance** to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)
67. **Training Allowance** be restored to 30 % of basic pay
68. **Continuation of 8 years tenure** for Teaching Staff in Railway training institutes.
69. **Compensatory Rest / Honorarium / Overtime Allowance** to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.
OR One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.
70. **Grant of Honorarium** to all Technical Supervisors for non-technical duties, including the following:
 - a) Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
 - b) Holding of Trade Tests;
 - c) Custody of Stores,
 - d) Witnessing of GA attendance card punching etc.
 - e) Filling up of Confidential Reports of Staff, etc.
71. **Communication Allowance:** Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.
72. **Restoration of six advance increments** for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.
73. **Grant of HRA, Transport Allowance, TA/DA, CEA, etc** to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

74. **Development of 100% indigenous facilities** in Railway PUs & Workshops for manufacturing all types of Locomotives and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.
75. a) **Consequent upon merger Railway Budget with General Budget** – the Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets ensure safety and better quality of service.
b) **Protection of existing facilities** of Railway men for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets.
76. **Requisite investment of additional Capital** by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.
77. **No Foreign Direct Investment (FDI)** in Railways.
78. **Foreign capital, if required, should be taken as loan** by the Centre Govt. and not as FDI.
79. **Additional Funds** be raised through Public Bonds and from Central Funds.
80. **No privatization or corporatization** of Production Units & Workshops or Rail segments.
81. **No transfer of Intellectual property Rights** like designs of Coaches, Wagons & Locomotives etc. to Private Firms / Corporate.
82. **Utilisation and expansion of internal resources** and augmentation of Staff strength for expansion in various areas.
83. **No transfer of work to Private Sector** like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
84. **No closure of printing presses** owned by Railways, instead they should be modernised according to the modern day needs and technology.

WORKING CONDITIONS

85. **Improvement of working conditions & work environments** and provision of basic amenities in the Open Line C&W - Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU

Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.

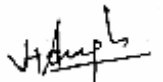
86. a) Reduction of Working Hours of all Technical Supervisors and Staff to 42 hours a week - as recommended by I.L.O. and National Commission of Labour.
87. Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.
88. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–
 - a) Classification of all JEs & SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities
 - b) Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways.
 - c) Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
 - d) Over Time Allowance under HOER include HRA under HOER similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
89. Amendment of Factories Act - to compensate for actual number of extra hours put in.
90. Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
91. Provision of proper Manpower - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
92. Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
93. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
94. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
95. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
96. Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
97. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

PENSION & RETIREMENT BENEFITS

98. Parity of pension of pre & post 7th CPC pensioners as per option-I of para 10.1.67 of its report.
99. Multiple factor for revision of pension after 7th CPC be fixed as 3.15.
100. Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
101. Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
102. FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and periodic revision thereof - keeping in view high cost of medicines for day to day treatment.
103. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
104. Rate of interest on SRPF should be at par with interest on PPF.
105. Minimum Ex-Gratia Pension to all SRPF Optees at par with 50% of Minimum wage of CG Employees.
106. NPS: a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and
 - b) Refund of contributions made by them so far with Interest thereon at appropriate market rates.
 - c) Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
107. National Pension Scheme (NPS): If NPS is to continue then the following protections be provided::
 - a) Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
 - b) While extending family pension in case of premature death, part of contribution made by NPS subscriber should be returned to the family, with applicable interest rates.
 - c) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
 - d) Permission for final withdrawal from Tier-I account for the purpose of construction / purchase of house, education & marriage expenses, super specialty medical treatment, etc.
 - e) Extension of repayable loan from Tier-I account of every individual subscriber.
 - f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
 - g) Consultation with stake holders periodically at micro level.
 - h) All withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.
 - i) Service tax levied at the time of annuity purchase may please be exempted on NPS.

WELFARE, GENERAL AMENITIES & MISCELANIOUS

108. Monthly deduction for CGEGIS should not be more than the premium of New Amulya Jeevan-II policy of LIC - for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.
109. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
110. Recognition of M.B.A. / G.D.M.M. etc., as additional professional Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.
111. Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
112. Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
113. Inclusion of both Dependent Parents (father & mother) in Privilege Pass - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
114. Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
115. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant
116. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200/ Level 6 & above) & their Dependents (instead of in General wards).
117. "Accident Free Service" Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
118. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
119. Provision of Laptops / Computers to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.
120. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Tree / Apprentice Hostels etc.
121. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
122. Separate pool of quarters for all technical supervisors.
123. Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
124. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents / Widow Sisters dependent on him/her and included in the Pass besides spouse & 2 children.
125. Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.
126. Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
127. On-line booking / Reservation on Pass / PTO against a Unique ID Code / Aaddhar Card or Smart Card.
128. "Tatkal" facility for "Privilage / Complimentary Passes" – on payment of "Tatkal" charges.
129. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
130. Removal / increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.
131. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.



**Harchandan Singh,
General Secretary, IRTSA**