

# 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

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## RESOLUTIONS OF DEMANDS OF IRTSA

ADOPTED BY CGB MEETING & 49<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA  
HELD AT CHITTARANJAN ON 11 & 12 NOVEMBER, 2014

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

The Conference noted that the qualifications, specialised Training, knowledge and other job requirement, experience & expertise, continued updation of technical knowledge with effective training and periodical refresher courses, mounting responsibility and accountability, multifaceted work contents and fatigue due to hazardous working condition, mental & physical strain pertaining to these categories, etc have all along 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 3<sup>rd</sup> 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 & 7<sup>th</sup> 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.
3. **Withdrawal of National Pension System/New Pension Scheme (NPS)** – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon at appropriate rate.

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

4. 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.
5. a) Up-grading of posts of Senior Section Engineers, CDMS, CMS & Sr.Er(IT) to Grade Pay of Rs 5400 – 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.  
b) Up-grading of posts of In-charge Senior Section Engineers, CDMS, CMS & Sr.Er(IT) to Grade Pay of Rs.6600 PB-3
6. 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.
7. 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.
8. 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.
9. 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.
10. Minimum Annual Increment of 5 % PA (instead of 3%).
11. 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**

12. Proper Career Planning & Time Bound promotions to all Rail Engineers.
13. 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)
14. 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.
15. 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.
16. Classification of all Posts of JEs,/CMA/DMS in Group B Non-gazetted – as in all other Departments.
17. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT

18. Upgrading of adequate %age of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).
19. Restoration of cuts made in the recommendations of the Cadre Restructure Committee (CRC)
20. 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.
21. 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.
22. Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).
23. 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.
24. 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.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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

30. 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.
31. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.
32. 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.
33. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other departments.
34. 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%.
35. Rates of Incentive Bonus / PCO Allowance should be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.
36. 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.
37. 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.

38. Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units in the Allied Shops & Sections.
39. 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*).
40. PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.
41. Design Allowance to Drawing, Design Staff – as recommended by Fifth Pay Commission.

#### MACPS

42. MACPS AS PER CADRE HIERARCHY & NOT GRADE HIERARCHY – as per judgments of various courts including Supreme Court of India.
43. 3<sup>rd</sup> MACP after 30 years of regular service OR 10 years after 2<sup>nd</sup> Promotion/MACP OR 20 years after first Promotion – whichever is earlier.
44. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.
45. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
46. 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.
47. 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.
48. Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.
49. 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.
50. 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*).
51. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.

#### ALLOWANCES & MERGER OF DA ETC.

52. 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.
53. 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.
54. 2.66 times uniform increase in Transport Allowance wef 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.
55. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (*As recommended by Sub-Committee of Railway Board in 1996*).
56. 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.
57. 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;
- IV. Filling up of Confidential Reports of Staff, etc.

58. National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays
59. Overtime allowance for SSE for putting in additional working hours in Production Units, Workshops, Open line sheds & Depots, etc.
60. Compensatory Rest or Honorarium / Overtime Allowance to SSE 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.
61. 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).*
62. 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.*
63. 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.
64. Extension of allowances like HRA, Transport allowance, TA/DA, CEA, etc to Trainee JE/SSE, CMA/CMS, DMS/CDMS & JE/Sr.Er(IT).

#### WORKING CONDITIONS

65. No Foreign Direct Investment (FDI) in Railways in any form in any field.
66. No privatization or corporatization of Production units & Workshops on Indian Railways.
67. No transfer of Intellectual property Rights to Private Firms – like designs of Coaches, Wagons & Locos etc.
68. No transfer of work to Private Sector for high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
69. Improvement of working conditions & work environments and provision of basic needs & amenities in the Open Line C&W - Electrical & Mechanical Depots, Diesel Sheds, Electrical Loco 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.
70. 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.
71. 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).
72. Amendment of Factories Act - to compensate for actual number of extra hours put in.
73. 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 effecting 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.
74. 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.
75. 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.

76. Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.
77. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.
78. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
79. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
80. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
81. Extension of Factories Act to Sheds and Open Line Depots.
82. 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

83. NPS: a) Withdrawal of New Pension Scheme (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and refund of the contributions made by them so far with Interest thereon at appropriate market rates.  
 b) Till NPS is withdrawn, 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.  
 c) Employees who were all en-paneled for appointment before 31.12.2014 but appointed after 1.1.2004 be brought under old pension scheme.
84. 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).
85. Commutation: No reduction in Commutation value of Pension – as resorted to after Sixth CPC.
86. Fixed medical allowance for National Pension System (NPS) retirees – at par with Pre-2004 appointees.
87. FMA: 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.
88. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
89. Rate of interest on SRPF should be at par with interest on PPF.
90. 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 & MISCELLANEOUS

91. 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.
92. 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.
93. Eligibility of Half C.L. (Casual Leave) for half working days.
94. Restoration of 12 days CL (Casual Leave).
95. Arrangement for ‘Cashless’ Medical treatment in Government Hospitals - in case of ‘Emergency’ – as available in Recognized Private Hospitals.
96. 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.
97. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows of Railway servant.
98. 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.
99. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
100. 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.*

101. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS for better efficiency and inter-action.
102. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
103. Provision of Laptop Computers to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action.
104. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
105. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
106. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.
107. 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.
108. 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.
109. Issue of Smart Card in place of Pass / PTO to avoid paper work and to facilitate on line booking.
110. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.
111. Eligibility for Pass / PTO in premium trains.
112. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
113. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi Express.
114. Online booking against Railway Pass / PTO.
115. 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.
116. One additional set of pass by surrendering 3 sets of PTOs.
117. Online booking of retiring rooms for Railway employees.
118. Medical and Pass facility to the dependents of Trainees / Apprentices.
119. Doubling of amount of Gratuity in case of death in harness
120. Raising ceiling for Payment of Gratuity and for exemption thereof from Income Tax.



Harchandan Singh  
General Secretary, IRTSA

## **Resolution for continuance of Staff Council system in Production Units Indian Railway**

ADOPTED BY CGB MEETING & 49<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA  
HELD AT CHITTARANJAN ON 11 & 12 NOVEMBER, 2014

49<sup>th</sup> CGB and CEC meeting of IRTSA held on 11<sup>th</sup> & 12<sup>th</sup> November, 2014 at CLW, Chittaranjan, resolved for continuance of staff council system in all Production units of Indian Railways for the reasons that, staff council system is proven one which is a pure democratic system and ensures the election of representatives directly by concerned employees at regular intervals. Staff Council doesn't allow back door entry of anyone into the negotiating machinery system. Staff council ensures wide spread representation to all group of employees who are sub-grouped based on their functions, duties, responsibilities, etc.

Staff Council members directly elected by the employees cannot be changed either by administration or by unions, unless extra ordinary situations like demise of the representative or promotion of the representative to the Gazetted cadre.

In the existing system of staff council, elected members are drawn from wide range of different categories of staff, Hence in the Staff Council system separate representation is ensured for Technical Supervisors / Supervising Engineers who have to perform managerial duties along with other duties and required to have control over the workmen. Various high level committees (headed by Justice Wanchoo, Justice Sikri and Justice Khanna) were categorical that the Supervisors, who are the front line managers, should be barred from joining unions but should have separate system to represent their grievances. Railway Reforms Committee (RRC) also made similar recommendations for Recognition of separate representation system in the interest of better management, Safety & efficiency on the Railways. Defence ministry, particularly in its PUs (which has similar function & staff pattern of Railways) already excluded supervisors from participation of union activities.

Hence, 49<sup>th</sup> CGB and CEC meeting of IRTSA held on 11<sup>th</sup> & 12<sup>th</sup> November, 2014 at CLW, Chittaranjan, resolved and appeal to Railway Board & all Railway Production Units for continuance of the system of Staff Council which ensures fair representation for Technical Supervisors / Rail Engineers.



(Harchandan Singh),  
General Secretary, IRTSA