

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

C.Hq. 32, Phase 6, Mohali, Chandigarh-160055 Email-gsirtsa@yahoo.com (Ph:0172-2228306, 9316131598)

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Date: 19 July, 2013

RESOLUTIONS OF DEMANDS

ADOPTED BY CENTRAL EXECUTIVE COMMITTEE (CEC) IRTSA IN THE MEETING HELD AT AT DR. AMBEDKAR BHAVAN, CHANDIGARH, ON 19TH JULY 2013

a) Central Executive Committee (CEC) meeting of Indian Railways Technical Supervisors Association (IRTSA) regretted that even though over seven years have passed since the date of implementation of Sixth Central Pay Commission's recommendations, the anomalies thereof have not been removed in respect of the Pay scales / Grade Pay of Technical Supervisors and MACPS etc.

b) Railways have created a new anomaly by placing the JE and senior technician in the same Grade Pay disturbing vertical relativity and in violation of settled law that:

- i. An equal should not be over an equal;
- ii. Promotion implies advancement to a higher grade; &
- iii. Supervisor should be in a scale higher than Supervised.

c) Pay Scale of SSE had always been higher than pay scales of Supervisors of other departments in Railways. After Third Pay Commission highest pay scales of Rs.840-1040 and Rs.840-1200 were allotted to the apex scale of Senior Technical Supervisors. All other categories including those of in the highest grade of Teachers, Nurses and Accounts Staff were allotted two or three grades below the SSEs/FO/PFO. But after the Sixth Pay Commission, all these categories were granted one or two grade above the SSEs - disturbing the Horizontal parity.

d) Technical Supervisors / Rail Engineers are greatly demoralized as there is no carrier progression for them - even though they are responsible for safe & efficient running of trains, supervising & managing a large work force of Technicians & Senior Technicians and other Staff engaged in the production, repair and maintenance of Rolling Stock, Locomotives allied Machinery, Plants, Equipments and other valuable Assets of the Railways which is continuously expanding & being modernized. MACP is no compensation for Promotion.

e) Graduate Engineers who enter as SSE, CDMS and CMS in the Group-C, are the worst off, as they have to rot in their entry grade throughout their career without even a single promotion.

f) There has been no upgrading or Cadre Restructuring of the Apex Grade of Group C ever on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade in Group 'C' – especially amongst the Technical Supervisors on the Railways. Combined cadre restructuring of all Technical Departments is the only remedy to the present predicament – effective management, safety & efficiency on the Railways.

g) In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-B posts are available for 5,72,191 Group-C employees, i.e. just 0.74% posts. After abolition & Up-gradation of Group-D to Group-C the %age of Group-B posts will further dip to very meager i.e. just 0.47%. It is much higher in all other Departments except the Railways. It is high time that all posts of Senior Technical Supervisors (SSE, CDMS, CMS and Sr.Engineer/IT) - be classified in Group B (Gazetted) and the Junior Engineers (JE) in the grade pay of Rs.4200 be granted Group-B (non-Gazetted) – as per orders of DOP and at par with other Departments.

h) The meeting observed that the above ill-treatment and apathetic attitude of the Railways are causing deep frustration in these Technical cadres which is bound to seriously

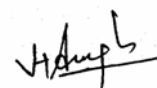
impair the efficiency of these cadres and in turn it will jeopardise the safety and efficiency of the Railways.

The meeting once again urged upon all concerned that the following main problems of the Technical Supervisor be redressed early in the interest of justice and for better safety and efficiency on the Railways.

MAIN DEMANDS

1. **Setting up of Seventh Central Pay Commission.**
 - a. Since DA has reached above 80 percent and merger of DA with basic pay is not being agreed to.
 - b. Since major anomalies in the Pay scales/ Grade Pays and MACPS etc. have not settled so far after the implementation of Sixth Central Pay Commission. Early setting up of Seventh Pay Commission can only address these anomalies.
2. **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 restore “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc.
3. **Up-grading of posts of Senior Section Engineers, CDMS, CMS to Grade Pay of Rs 5400 PB-3** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to restore the Pre- Sixth CPC “Horizontal Parity & Vertical Relativity” with Accounts Staff, Nurses & Teachers etc..
4. **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 of its Report*) that posts with element of Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500.
5. **Parity in Fixation of Pay of promotees & Direct Recruits - *Fixing the pay of promotees at least at Entry Pay for Direct Recruits in each grade as granted by the Ministry of Finance, Department of Expenditure, OM No: 10/02/2011- E.III/A, dated 7th Jan,2013.***
6. **Re-designation of CMT and Stores Engineers as JE & SSE with specific suffixes of C&M and Material Management- at par with workshop Engineers.**
7. **Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted** – as per orders of DOP
8. **Integrated seniority for promotion from Group C to Group B - be considered for the same Grade Pay of Rs.4200 both for Technical Supervisors and for Running Staff** – to avoid discrimination and as the Training period is counted for seniority for LDCE.
9. **Early implementation of decisions taken in the “Cadre Restructure Committee”.**
10. **Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’** - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.
11. **Cadre Restructuring of JE & SSE of Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors**, due to their common recruitment qualifications as Diploma in Engineering, common training, vital job content & multi-skilled job requirement.
12. **Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of officers (IRES & SCRA) - with necessary age relaxation & experience.**
13. **Financial up-gradation under MACPS as per cadre hierarchy & not Grade hierarchy** – as per CAT ND Judgment in OA No. 904-2012 and CAT Chandigarh judgment in OA No. 1038/CH/2010.

14. **Counting of initial training period for MACPS as it is counted as qualifying service for pension, increment, etc.**
15. **Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.**
16. **Proper implementation of Railway Board's orders (No: PC-V/2009/ACP/2, dated - 29.12.2011) Reg: Third financial upgradation under MACPS on completion of 20 years of service from the first promotion, 10 years after ^{2nd} Promotion or 30 years after appointment – whichever is earlier.**
17. **Elimination of 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.**
18. **No privatization or corporatization of Production Units & Workshops on Indian Railways.**
19. **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.**
20. **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.**
21. **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 already adopted for C & M Staff in DMW Patiala).**
22. **30% Teaching / Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centres, Zonal Training Schools and Technical Training Centers on Railways - at par with National/Central Training Academies and Institutes for Group-A Officers.**
23. **Uniform Training period of one year for Design & Drawing Junior Engineers of Mechanical, Electrical, Civil and S&T departments and Junior Engineers of Printing Press.**



**(Harchandan Singh),
General Secretary IRTSA**