

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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## RESOLUTIONS OF DEMANDS

ADOPTED BY CGB MEETING & 48<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA

HELD AT TRICHY ON 14<sup>TH</sup> & 15<sup>TH</sup> NOVEMBER, 2013

**(ADDITIONAL CHARTER OF DEMANDS FOR 7<sup>TH</sup> PAY COMMISSION SHALL BE SUBMITTED SEPARATELY)**

Central General Body (CGB) Meeting and 48<sup>th</sup> Annual Conference of Indian Railways Technical Supervisors Association (IRTSA), noted with a sense of relief that the Government of India had decided in principle to set up the Seventh Central Pay Commission. The Conference earnestly hoped that the Seventh Pay Commission shall soon be set up and the suggestions given by IRTSA in its recent Memorandum to the Prime Minister and the Finance Minister – Reg: Composition and Terms of Reference - shall hopefully be given due consideration by the Government, so that justice is done this time, to the Central Government employees at large and the Railway men and the Rail Engineers/Technical Supervisors in particular – in view of their special nature of duties and responsibilities.

The Conference urged upon the Government to accept the suggestions made by IRTSA - including the one that a Technocrat/Engineer and a serving Member of the Railway Board along with an expert on Job Evaluation - be appointed as Members of the Commission – to be headed by a Retired Judge of the Supreme Court – so that anomalies created by the previous Pay Commissions are not repeated and the special job requirements and difficulties of each Category and section of employees, are duly considered by the Pay Commission – while recommending the Pay Scales/ Grade Pay, Allowances and Perks for each Category of employees – based on proper Job Evaluation and prevailing wage structure elsewhere in the country - besides other vital factors.

It was unfortunate that the Sixth Pay Commission had done a great injustice to the Rail Engineers/ Technical Supervisors thereby seriously disturbing even the existing relativities – causing much frustration to this vital Category on the Railways. The Sixth Pay Commission had even failed to hear any of the Categorical Associations – unlike all its predecessors. This was the root cause of all the Anomalies caused by it.

The conference regretted that the Ministry of Railways had not so far resolved even the other problems of Technical Supervisors on the Railways.

Duties, responsibilities and job requirements of the Front Line Engineers / Technical Supervisors have increased manifold over the years due to modernization and sophistication of the Rolling Stock, Locomotives, Signal & Telecommunication, Works, P-way and Bridges etc. on the Railways. But it was regretted that the same had not been kept in view nor compensated by either the last two Pay Commissions or by the Railway Board.

The anomalies created by Fifth and Sixth Pay Commissions were not addressed with due concern for justice. Disturbance of vertical relativity and horizontal parity among the different cadres as well as within the same cadre is a matter of serious concern. Railway Board is not doing justice by keeping the categories working under the Technical Supervisors in the same Grade Pay – thus violating the settled law that “an equal cannot be over an equal.”

The Conference also noted with a mixed level of satisfaction that the Report of the Cadre Restructuring Committee (CRC) had belatedly been implemented – although with some cuts in the %age of higher Grade posts recommended by CRC. This was totally unfair and unprecedented on the part of the Railway Board to cut down on the unanimous Report of the CRC. Surrender of posts in the name of financial neutralization will put more stress on the categories – particularly the safety category of Technical Supervisors..

Worst sufferers so far are Senior Section Engineers – especially the Directly Recruited Engineering Graduates – who do not get a single promotion throughout their careers and who have not been given the benefit of Cadre Restructuring even once – either in 1979, 1984, 1993, 2003 or 2013 as these CRC did not look into the percentage ratio among different groups i.e. Group-A, B & C in a scientific manner.

Repeated Orders of the DOP for Classification of Posts had not been implemented on the Railways. Consequently, Percentage of Group B and Group A viz-a-viz Group C Staff, were the lowest on the Railways – as compared to all other Central Government Departments – thereby resulting in stagnation and jeopardizing the avenues of promotion of Group C staff.

No decisions were taken in the National Anomaly Committee (NAC) and Departmental Anomaly Committee (DAC) with regard to the pay scales of Technical supervisors / Rail Engineers. Denial of Group-B status to senior supervisors, non implementation of DOPT orders for Classification of Posts on

the Railways, non acceptance of combined restructuring of Group-A, B & C, non-addressing of mounting anomalies in the MACP Scheme thus piling up the grievance without a redressal.

The Conference, therefore, urged upon the Government and the Railways once again to address the following heartburning issues of the front line Managers i.e. Rail Engineers / Technical Supervisors early – in the interest of justice as well as for better safety, efficiency and productivity on the Railways.

### **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).
2. IMMEDIATE SETTING-UP OF SEVENTH PAY COMMISSION – with a Technocrat (Engineer) and a serving Member Railway Board and an expert on Job Evaluation as Members of the Commission;
3. REVISION OF WAGES OF CENTRAL GOVERNMENT EMPLOYEES AFTER EVERY FIVE YEARS AS IN THE PSUS.
4. Merger of 50% DA with Basic Pay for all purposes w.e.f. 1-1-2011 – *as there is serious erosion of real wages due to unjust and unrealistic weightage to elements in the compilation of Price Index – ignoring present day realities and requirements of the working class.*

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

5. 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.
6. 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..
7. 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.
8. 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.
9. 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.
10. 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.*
11. Minimum Annual Increment of 5 % PA (instead of 3%).
12. 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**

13. Proper Career Planning & Time Bound promotions to all Rail Engineers.
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. 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.
17. Classification of all Posts of JEs,/CMA/DMS in Group B Non-gazetted – as in all other Departments.
18. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DOP
19. Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (Gazetted).

20. Restoration of cuts made in the recommendations of the Cadre Restructure Committee (CRC)
21. 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 overburdened staff.
22. 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.
23. Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).
24. 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.
25. Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES) - with necessary age relaxation – in view of same qualifications – and the working experience as well.
26. 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.
27. 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 favouritism.
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 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.
30. 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

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

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

#### MACPS

43. MACPS AS PER CADRE HIERARCHY & NOT GRADE HIERARCHY  
- 3<sup>RD</sup> MACP TO RS.7600 TO RAIL ENGINEERS/TECHNICAL SUPERVISORS – AT PAR CPWD.
44. 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 – Proper implementation of Railway Board's orders on MACPS (vide OM No: PC-V/2009/ACP/2, dated - 29.12.2011).
45. COUNTING OF INITIAL TRAINING PERIOD FOR MACPS AS REGULAR SERVICE SINCE IT IS QUALIFYING SERVICE FOR PENSION & INCREMENTS AND PAID FOR FROM GENERAL REVENUE.
46. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.
47. 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.
48. 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.
49. Provision of all benefits on financial up-grading under MACPS - including entitlements for travel & treatment in hospital etc. – as MACPS/ACPS 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*).

#### ALLOWANCES & MERGER OF DA ETC.

51. Merger of DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 – when DA crossed 50% – as in the past – to neutralize the impact of excessive inflation.
52. Exemption of all allowances from Income Tax - as recommended by Fifth CPC since the Allowances are granted to compensate the prize rise & erosion of real wages.
53. 2.66 times uniform increase in Transport Allowance 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.
54. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (*As recommended by Sub-Committee of Railway Board in 1996*).
55. 30% Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centers, Zonal Training Schools and Technical Training Centers at par with National/Central Training Academies and Institutes for Group-A Officers.
56. a) Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties –  
OR b) Withdrawal of the following Non-Technical Duties from Technical Supervisors:
  - I. Supervision of payment and disbursement of wages to workers;
  - II. Holding of D & A R Inquiries;
  - III. Holding of Trade Tests; and
  - IV. Filling up of Confidential Reports of Staff, etc.
57. National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays
58. Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.  
OR: One month's additional salary in an year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.

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

**WORKING CONDITIONS**

62. No privatization or corporatization of Production units & Workshops on Indian Railways.
63. No transfer of Intellectual property Rights to Private Firms – like designs of Coaches, Wagons & Locos etc.
64. No transfer of work to Private Sector for high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)
65. 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.
66. 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.
67. 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)
68. Amendment of Factories Act - to compensate for actual number of extra hours put in.
69. 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.
70. 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.
71. 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.
72. Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.
73. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.
74. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
75. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
76. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
77. Extension of Factories Act to Sheds and Open Line Depots.
78. 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

79. Withdrawal of New Pension Scheme – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004.
80. 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.
81. No reduction in Commutation value of Pension – as resorted to after Sixth CPC.
82. Fixed medical allowance for New Pension Scheme (NPS) retirees – at par with Pre-2004 appointees.
83. 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
84. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
85. Rate of interest on SRPF should be at par with interest on PPF.
86. Minimum Ex-Gratia Pension of Rs.3500 plus DR to ALL SRPF Optees – at par with 50% of Minimum wage of CG Employees.

## WELFARE, GENERAL AMENITIES & MISCELANIOUS

87. 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.
88. 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.
89. Eligibility of Half C.L. (Casual Leave) for half working days.
90. Restoration of 12 days CL (Casual Leave).
91. Arrangement for 'Cashless' Medical treatment in Government Hospitals - in case of 'Emergency' – as available in Recognized Private Hospitals.
92. 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.
93. 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.
94. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).
95. 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.*
96. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS.
97. Provision of Laptop / Desk top Computers to all JE, SSE, CMA, CMS, DMS & CDMS.
98. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
99. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.
100. Adequate allocation of Staff Benefit Funds  
(SBF) for Supervisors Welfare and recreation.
101. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.
102. 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.
103. 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.
104. Issue of Smart Card in place of Pass / PTO to avoid paper work and to facilitate on line booking.
105. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges
106. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi Express.
107. Online booking against Railway Pass / PTO.

108. 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.
109. Online booking of retiring rooms for railway employees.
110. Medical and Pass facility to the dependents of Trainees / Apprentices.
111. Doubling of amount of Gratuity in case of death in harness
112. Raising ceiling for Payment of Gratuity and for exemption thereof from Income Tax.

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