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IRTSA URGES FINANCE MINISTER FOR REMOVING INJUSTICE IN GP OF ENGINEERS

IRTSA has urged upon the Minister of Finance to intervene for early acceptance of the following demands through 2 detailed Memoranda submitted recently to the MoF & Secretary (Finance Expenditure):

a) Grant of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineer (in pre revised scale of Rs.6500-10500 & Rs.7450-11500) on Railways; and

b) Grant of Grade Pay of Rs.4800 to Junior Engineers (in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000) on Railways.

c) Grant of Grade Pay of Rs.5400 to CMS I & II (in pre revised scale of Rs.6500-10500 & Rs.7450-11500)

d) Grant of Grade Pay of Rs.5400 to CMA I (in terms of Para 3.4.7 of SCPC Report).

e) Grant of Grade Pay of Rs.4800 to CMA II (in the pre-revised scale of Rs.5000-8000

(See copies of the Memoranda inside & on www.irtsa.net)

STATUS OF IMPORTANT DEMANDS OF IRTSA

- It was agreed by the Official Side (Railway Board) recently - that in the case of merged grades, designations of the highest grade posts would be kept intact and revision of Designations will be considered later on.
- Upgrading of Senior Supervisors (in pre-revised scales of Rs.6500-10500 & Rs.7450-11500) to Grade Pay of Rs.4800 – FoM to consider functional, qualification and training aspects of Technical Supervisors.
- The proposal to revise the fixed medical allowance to Rs. 500 plus DA thereon is pending before the Department of Expenditure.

Agenda for Departmental Anomalies Committee

Issue Grade Pay of Rs 4800 for Junior Engineers & Rs 5400 for Senior Section Engineers of all Departments has been included in the Agenda for Departmental Anomalies Committee of Railways.

Income Tax Slabs 2010-11 Proposed by MoF

- 10 % ON INCOME ABOVE RS 1.6 LAKH TO 5.00 LAKH -- (INSTEAD OF UPTO 3 LAKHS LAST YEAR)
- 20 % ON INCOME ABOVE 5.00 LAKH TO 8.00 LAKH (INSTEAD OF UPTO 5 LAKHS LAST YEAR),
- 30 % ON ABOVE RS. 8.00 LAKH (INSTEAD OF ABOVE 5 LAKHS LAST YEAR),
- DEDUCTION UPTO 1.00 LAKH OF SAVINGS & ADDITIONAL DEDUCTION OF RS. 20,000 FOR INVESTMENT IN INFRASTRUCTURE BONDS
- EXEMPTION LIMIT FOR WOMEN BELOW 65 Rs 1,90,000
- EXEMPTION LIMIT FOR INCOME TAX FOR SENIOR CITIZENS (AGE 65 YEARS OR MORE) RS 2, 40, 000

IRTSA DELEGATES MEET MOSR JANAB. E. AHAMED

IRTSA delegates led by Er.M.Shanmugam met Honourable MOSR, Janab.E.Ahamed during his visit to Chennai on 31.01.2010. In the scheduled meeting held afterwards, Er. M. Shanmugam, presented a study report on Enhancing Rail Network for the state of Kerala. MOSR interacted with the IRTSA team about the advantages of the Rail Transport. He appreciated the efforts made by IRTSA in submitting the project report and said that despite of all the hurdles Rail network has to be enhanced substantially for the accelerated growth of Indian economy.

A memorandum regarding Eligibility for grant of First Class / 2 AC Pass to all Junior Engineers & other Inspectorial / Supervisory categories in the Grade Pay of Rs 4200 was also submitted to the MOSR. Office Bearers of IRTSA from ICF & S. Rly including K.V.Ramesh, ZS/ICF and Abdul Salam, ZS/SR were present during the meeting.

PRESENTATION BY IRTSA TO SOUTHERN RLY MANAGEMENT ON IR's VISION 2020

On 26.02.2010, Indian Railways Technical Supervisors Association (IRTSA) has presented a broad conceptual Vision Plan for implementing the IR's VISION 2020 plan at Southern Railway Head quarters. As first level of presentation, the conceptual plan was presented by Er.M.Shanmugam, Central President/IRTSA to the HODs, officers and select Supervisors from Mechanical, Electrical, Engineering, S&T and operating departments of Southern Railway

- Vision Plan for World Class Chennai Central Station and supporting operational infrastructure like coach maintenance, yards, etc.
- Vision Plan for development of workshops of GOC, CW and LW to cater to future needs for manufacture / maintenance of locomotives, coaches and wagon.
- Plan to reorganize the land boundaries of ICF along with Southern Railway Workshops & their Quarters area to expand the workshop area to cater to the increased activities in line with VISION 2020.
- Plan for development of Engineering Workshops (AJJ) to cater to the future needs of station and track infrastructure maintenance.
- Vision Plan for development of S&T Workshop to cater to the future needs of S&T maintenance.

First level the presentations were made to the HODs, other officers and Technical Supervisors. After incorporating their ideas it will be presented to the General Manager. Next day similar presentation was made at ICF.

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"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL**UNION BUDGET – TAX RELIEF
MORE FOR RICH - LESS FOR THE POOR**

Union Finance Minister, Parnab Mukherjee, tried to please all through his Budget for the year 2010-11, presented to the Parliament recently – although he had more largesse for the rich than for the poor.

Substantial relief was proposed to be provided in the Personal Income Tax at all levels – starting from an Income level of over 3 lakhs by reducing the rate of Income Tax from 20 to 10% between 3 to 5 lakhs and from 30% to 20% between 5 to 8 lakhs while retaining it at 30% above 8 lakhs. Net savings in Income Tax alone shall be going up to Rs 51,000 in higher Income slabs. But it shall be nil upto the Income level of Rs 3 lakh or less.

How the Government justifies this discrimination – is anybody's guess. But it is a great injustice with the middle income group of salaried class – which has been badly neglected inspite of high level of inflation

While the union budget - reflects the strength & resilience of the Indian economy which has been able to withstand the onslaught of the global recession; but the hype in a section of media regarding the so called "substantial relief in Income Tax" was totally misleading & misplaced - as the proposed relief is only for the higher Income slabs - above Rs 3 Lakhs PA - but nothing below that - thus completely ignoring the Middle class.

There was over 15 % rise in the Consumer Price Index during the year 2009-10. As such the exemption limit from Income Tax should have been atleast proportionately raised from Rs 1.6 lakhs to Rs 2 lakhs - so as to neutralise the impact of the Price Rise - even if the relief part was not considered - although adequate relief was essentially required in any case for the Middle Income group – considering the lopsided Report of the Sixth Pay Commission and the need to exempt the DA, HRA & other Allowances from Income Tax - as recommended by the Fifth Pay Commission but not implemented so far - even after so many years of submission of its Report.

The Direct Tax Code to be introduced next year – is proposed to revise the decades old Tax regime. But the proposed draft does not reflect the intension of the Government to exempt the DA, HRA & other Allowances. The working class must fight against this injustice and call upon the Government to exempt the DA, HRA & other Allowances from Income Tax to protect its real Income.

RAILWAYS MUST INCREASE ITS FREIGHTS & FARES - TO SURVIVE & REALISE 'VISION 2020'

We complement the Railway Minister Kumari Mamata Banerjee, in presenting a Railway Budget 'with a difference' for the year 2010-11 - to meet the aspirations of all States & Regions for new Railway Lines, new & faster trains, increased frequency of some trains, augmentation Suburban traffic & improved passenger amenities etc.

The Budget also focuses on the welfare of the Railway men and proposes Houses for all rail employees in next 10 years; raising Staff Benefit Fund from Rs.350 to Rs.500 per head; 522 hospitals, 50 Kendriya Vidyalayas, 10 residential schools, model degree colleges, technical and management institutes for railway employees on Railway land; Super-specialty Medical facilities for the Railway employees and their families; augmentation of Rolling Stock & Locomotives & expansion of PUs etc.

It is also proposed that:

- i) Integral Coach Factory, Chennai to be further modernised and expanded by installing a second unit so as to equip it to manufacture a larger number of technologically upgraded coaches.
- ii) Mid-Life Rehabilitation workshop at Anara (Adra) with an annual capacity of 250 coaches.
- iii) Centres of Excellence in Wagon Prototyping in Railway Workshops to be set up at Kharagpur Workshop.
- iv) Modernize and augment the capacity of CLW from its present level of 200 locomotives to 275
- v) Work in Rae Bareilly, will be speeded up.
- vi) Establishment of new coach factory at Kancharapara and Palakkad is in progress.
- vii) Work on the loco factories at Madhepura and Marhora is also progressing.
- viii) Diesel Multiple Unit (DMU) factory in JV/PPP mode would be set up at Sankrail.
- ix) New wagon repair shop in Mumbai
- x) Design, development and testing centre for railway wheels at Bangalore.

All these are commendable proposals and are essentially required in the interest of Passengers as well as for faster development of the Nation besides providing for some welfare measures for the Railway men. These are also mostly in line with the "Vision 2020 of Indian Railways" - as defined by the Railway Minister recently.

But all these will require funds in a big way. The economy is picking up after some set back due to the impact of the global recession – which India was able to handle much better than most other countries. This is bound to improve the turn-over & revenue earnings of the Railways. But that by itself may not be adequate to fulfill all the big promises projected in the Railway Budget 2010-11 or in the IR Vision 2020.

A concerted effort to improve resources in a big way is required at multiple levels. Dependence on Public Private Partnership (PPP) is not safe for the Railways – especially in some of the proposed areas like construction of new Railway tracks, operation of freight trains and construction of new (modern) Rolling Stock. There is urgent necessity for a budgetary sport by the Union Government to provide funds to meet with its social obligations as well as for its expansion and modernisation. Railways must also increase the Freights & Fares – at least in line with the inflation both for its economic health as well as for meeting the goals set forth by it. It has been nearly 7 years since Railways increased its Freights & Fares. It is high time these are revised to a realistic level – in proportion with the inflation.

VISIT www.irtsa.net FOR ALL FREE DETAILS OF:

General Budget 2010-11 - Summary, Details & Highlights, Income Tax Slabs, IT Forms & Guidelines etc
Railway Budget 2010-11 - Summary, Details & Highlights
INDIAN RAILWAYS - VISION 2020
Administrative Orders of Railway Board, DOP & MOF
Agenda & Minutes of JCM & Anomalies Committee Meetings
Recent Court & CAT Judgements
Syllabus & Question Bank for Selection – from Group 'C' to Group 'B'
Railway Board's Orders on Sixth Pay Commission
Codes and Manuals of Indian Railways
Debates on vital issues - AND MUCH MORE

NEWS FROM THE IRTSA UNITS**New Office Bearers of Electric Loco Shed Lallaguda**

Er. M.V.V.Satyanarayana	President	SSE/M3
Er. M.Krishna Reddy	Secretary	SSE/PPO
Er. M.M.Varaprasad	Treasurer	JE/M3N5
Er. G.Suryanarayana	W. president	SSE/E6
Er. Radha Krishna Murthy	Org. Secretary	JE/PPO
Er. Rehaman	Auditor	SSE/Computer
J.KrishnagiRao	Ast. Secy	JE/PPO

New Office Bearers of Diesel Loco Shed Moulali

Er. P.Sivaram	President	SSE/Gen
Er. K.Prasad	Secretary	SE/Light Rep.
Er. N.TapanKumar	Treasurer	
Er. G.Ramesh	W. President	
Er. K.Sudarshan	Auditor	SSE/Stores
Er. BH.Srinivas	Org. Secretary	cks incharge
Er. M.Madhusudanraj	Ast. Secy	JE
Er. GSN.Murthy	Ast.Secy	

New Office Bearers of Izatnagar Work shop

<u>President</u>	Er.H.P. Shrivastav	SSE/Wheel
<u>Wkg. President</u>	Er.Sobaran Singh	SSE / Plg
<u>Vice President</u>	Er.R.N. Pandey , SSE / P.M, Er.Ram Singh Yadav, SSE/ CRS BG, Er.D.C. Dubey	SSE / CRS
<u>Secretary</u>	Er.Y.C.Bajpai	SSE/Insp.
<u>Joint Secretary</u>	Er. Om Prakash, CMS-I-Lab, Er.Pankaj kuswaha, SE/Fab, Er.Suman kumar, JE/CRS, Er.Mukesh Sharma, SE/ Progress	
<u>Org. Secretary</u>	Er..Ram Het, SE/DPOH, Er.Ghan Syam Gupta, SSE/Smithy, Er.R.K.Kamboj, SE/Paint, Er.R.C.Varma, SSE/Lifting	
<u>Treasurer</u>	Er.V.K.Sahu	SSE/Progress
<u>Auditor</u>	Er.Hardev Singh	SSE/Drawing .
	Er.H.P.Gautam	SE/ CRS.

GS NFIR MEETS IRTSA OFFICE BEARERS AT MADURAI DIVISION, SOUTHERN RAILWAY.

On 08.02.2010 IRTSA office bearers of Madurai Division in the leadership of Er.Balasubramani, Divisional President/Madurai along with Er.Muthiah, Divisional Secretary/Madurai met Sri.M.Ragahavaiah during his visit to Madurai division. They gave memorandums to GS/NFIR for Grant of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineer (in pre revised scale of Rs.6500-10500 & Rs.7450-11500) and Grant of Grade Pay of Rs.4800 to Junior Engineers (in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000). A memorandum on Eligibility for grant of First Class / 2 AC Pass to all Junior Engineers & other Inspectorial / Supervisory categories in the Grade Pay of Rs 4200 was also handed over. GS/NFIR explained the present status of the Technical Supervisors demands and assured his fullest support to the cause of Technical Supervisors and IRTSA.

OBITUARY

With deep sorrow we inform that Er G. S. Rekhi, Ex SSE Kalka Workshop & Ex Manager, The Rail Supervisor, expired recently at Delhi – while boarding a train. He was 68 and had retired in 2001 – after long years of dedicated service to the Railway & to IRTSA. – GS, IRTSA

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IRTSA UNIT AT**KRISHNARAJAPURAM DIESEL SHED REVIVED**

On 28th December, 2009 Er.M.Shanmugam, Central President visited Krishnarajapuram Diesel Shed and addressed the gathering of Supervising Engineers. Er.Vinod Kumar, Secretary/Mysore welcomed the gathering. Er. Sujith Kumar, Working President/S.Rly, explained about the seminar organized by IRTSA on 16.11.2009 at Constitution Club, NewDelhi on the topic "Role of Technocrats in Safe Running of Trains". The seminar was graced by Er. Sanjiv Handa, Additional Member Mechanical, Railway Board, Shri P. K. Sharma Advisor Staff, Railway Board and Shri.Raghavaiha, General Secretary / NFIR. Er.K.V.Ramesh, Zonal Secretary/ICF & ACT explained about the activities and achievements of IRTSA since its inception from the year 1965. Er.M.Shanmugam, Central President, explained about the activities during and after the submission of Sixth Central Pay Commission recommendations. He explained about the benefits like pay band concept to avoid stagnation, reduction in number of scales in the cadre of Technical Supervisors, leave encashment during service, Increment in percentage to basic pay, reimbursement of tuition fees to the tune of Rs.12000 per child, etc obtained through SCPC recommendations. He also explained about the benefits obtained through High Powered Committee formed after the implementation of the recommendations of SCPC, like improvement in the multiplication factor from 1.74 to 1.86, increased annual increment from 2.5% to 3%, atleast three promotions/financial up-gradations through MACPS etc. He also explained the untiring efforts made by IRTSA and its contribution in farming the Priority Committee to study about the Grade Pay improvement.

Er.Suresh, Treasurer, proposed the vote of thanks.

NEW OFFICE BEARERS OF KJM Diesel Shed

President	- Er.Anbukkarasu
Secretary	- Er.Madhusudan
Treasurer	- Er.Suresh
Additional Secretary	- Er.K.Dhananjaya

CENTRAL PRESIDENT VISITS MYSORE UNIT OF SWR

Central President, M.Shanmugam visited Mysore unit of IRTSA on 29.12.2009. In the afternoon he attended the executive committee meeting of Mysore unit. In the meeting he explained the activities and need to generate fund to achieve the demands of IRTSA in an accelerated pace.

In the evening, Engineers from open line and Mysore workshop in large number attended the meeting. Er.Nagaraj performed the Invocation. Er.Sasikumaran Nair welcomed the gathering. In his address Er.Manje Gowda, President/Mysore unit explained the activities of Mysore unit from the very first day of inauguration of South West Railway. Er.Vinod Kumar, Secretary/Mysore unit explained the strenuous efforts being taken by central leadership for the betterment of the category. He urged all the Supervising Engineers to strongly support IRTSA in all fronts. Er.K.V.Ramesh, Zonal Secretary/ICF & ACT explained the activities of IRTSA at ICF and at all India level and how the Technical supervisors are benefited by the unity among themselves and the high confidence enjoyed by the leadership among the cadres. Er.M.Shanmugam, Central President explained about the efforts taken by IRTSA in revising the incentive rates and role played by IRTSA in forming the Review committee and Priority Committee after the implementation of SCPC recommendations. Er.Rangasamy proposed the vote of thanks.

HEALTH AWARENESS AND PROMOTIVE CLUB (HAPC)

(AN INDEPENDENT WING OF IRTSA INAUGURATED)

Chennai: On 6th January, **Health Awareness and Promotive Club (HAPC)** (An Independent Wing of IRTSA) was inaugurated by General Manager/ICF. HAPC has been formed with membership from ICF, Carriage & Wagon Works/Perambur and Loco works/Perambur of Southern Railway. Er.M.Shanmugam, Central President/IRTSA will be the Chairman, Er.P.RamRaj will be the working chairman and Er.Nageswari will be the Convener. Dr.Ramprakash, CMS/ICF and Dr.Sriram Rajagopal, Chief Cardiologist/SR have consented to be the advisors. HAPC will conduct health awareness programmes and camps with the help of ICF hospital. It will assist in health programmes organized by ICF hospital.

Smt.POMPA BABBAR, GM/ICF inaugurated the HAPC by lighting the light. HODs, officers, Supervising Engineers, union members and family members of ICF and Southern Railway participated in the inaugural function. Er.M.Shanmugam briefed about the activities of IRTSA in social and Technical front. In her speech GM/ICF told that Health consciousness starts from the very first day of Baby is being conceived. She also appreciated the arrangements made for the medical awareness quiz in which Engineers will be answering the questions spelled out by the doctors. After the inauguration medical awareness quiz was conducted by Dr.Ramprakash, CMS/ICF and Dr.Sriram Rajagopal, Chief Cardiologist/SR in which Supervising Engineers participated very enthusiastically.

A health exhibition was also organized on Jan 6th & 7th at TTC lawns which benefited many ICF family members.

IRTSA UNIT AT BANGALORE, SWR, REVIVED

On 28.12.2009 Bangalore unit of IRTSA held its meeting which was presided over by Er.M.Shanmugam, Central President. Er.Ravindranath, President/SBC welcomed the gathering. Er.Meenakshisundram, Secretary/SBC, in his speech explained the problems faced by the Bangalore Rail Engineers during the amalgamation with Hubli/SWR, burden on them in maintaining the new generation coaches and the contract systems in maintenance. Er.Pinto, Working President hoped that deliberations in the meeting will trigger the new beginning in the SBC unit of IRTSA. Er.Balraj, mentioned about the heavy staff shortage and the mental tension experienced by the Rail Engineers even at home. Er.Kanharyalal Kushwsh asked the central leadership to visit SBC at regular intervals. Er.Muthiayan assured united efforts from the SBC unit. Er.Madana Gopal Raju recalled the efforts made by IRTSA and role of Bangalore Division during the Fifth Pay commission.

Er.Abdul Salam, Zonal Secretary, Southern Railway called upon the youngsters to emerge out and lead from the front. He remained the powers vested with the C&W Engineers in certifying the fitness of the Rolling stocks. Er.K.V.Ramesh, Zonal Secretary, ICF explained the benefits of the unity enjoyed by the Technical supervisors at ICF. Unity among the cadre is the real motivational factor to the leadership he added. In his long speech Er.M.Shanmugam, Central President explained all the activities of IRTSA during the past three days. He explained the strong fight made by IRTSA to highlight the importance of Role of Technocrats in safe running of trains

through seminars, agitations etc. He explained the necessity to grant special allowance to the open line/shed Engineers in the ever increasing workload.

IRTSA CONDUCTS SEMINARS AT RWF BANGALORE & MYSORE

ON "CHALLENGES AHEAD IN IMPLEMENTATION OF IR'S VISION 2020 - PROPOSALS AND SUGGESTIONS"

On 3rd & 4th February, IRTSA conducted two Seminars on the subject "CHALLENGES AHEAD IN IMPLEMENTATION OF IR'S VISION 2020 PROPOSALS AND SUGGESTIONS" at Rail Wheel Factory, Bangalore and Mysore. Rail Engineers from ICF, Southern Railway, South Central Railway, Rail Wheel Factory and South Western Railway participated in large numbers.

The seminar on "ROLE OF SUPERVISING ENGINEERS IN WORKSHOPS & PUs" was held at RWF INSTITUTE, YELAHANKA, BANGALORE, Sri.R.K.UPADHYAY, GM/RWF, graced the seminar as Chief Guest. Sri.P.RAJAGOPALAN, CME/RWF delivered the Valedictory Address. Narayana Gowda, President/RWF welcomed the gathering. Highlights of VISION 2020 were presented by K.V.Ramesh ZS/ICF, Sujith Kumar WP/SR, presented the aims and objectives of the seminar. M.Shanmugam, President/IRTSA, made the power presentation suggesting drastic improvements with substantial investment for ICF, RWF and workshops of SR, SCR & SWR.

In his address GM/RWF highlighted about the Chinese competition for the RWF in supplying cost competitive wheels and axles. He told that Indian Railways is one of the few major integrated Railway systems in the world today facing stiff competition from growing Road sector from one side and cheaper air transport on the other side. He also told that presentation of VISION document is a sign of organization's alertness and its readiness to take up the new challenges. In his speech CME/RWF appreciated IRTSA and its strong 70,000 Technical Supervisors for started thinking big. Kushal Kumar, ZS/RWF proposed the vote of thanks. The seminar ended with community dinner.

Seminar on ROLE OF SUPERVISING ENGINEERS IN OPEN LINE DEPOTS/SHEDS" was held at Chamundi Officers Club, Mysore. Sri.P.K.Purohit, CWM Mysore was the Chief Guest. M.Shanmugam, President/IRTSA and Sujit Kumar, WP/SR made the power point presentations. K.L.Vinod Kumar, Secretary/Mysore and Antony Lazarado ZS/SWR were also spoke in the seminar.

MEETING OF IRTSA AT RAIL WHEEL FACTORY

IRTSA unit of RWF conducted a meeting on 28.12.2009 during the visit of central President. Er, Narayana Gowda, President, IRTSA/RWF, welcomed the gathering. Central President explained the activities of IRTSA.

JYOTI BASU PASSES AWAY

Jyoti Basu, one of India's tallest political leaders whose influence extended far beyond his home state of West Bengal that he ruled for a record 23 years, died Sunday 17.01.2010. People from all walks of life, condoled his demise who started his political career as a Trade Union leader of Railways. IRTSA condoled the sad demise of the Legendry leader with a message from the General Secretary IRTSA on the Front Page & a sketch of his life and achievements on its website www.irtsa.net.

IRTSA MEMORANDUMS TO RAILWAY BOARD
MAJOR MODIFICATIONS SOUGHT IN HOER
Classification of Technical Supervisors under
HOER as 'Continuous' instead of 'Excluded' &
periodic rest or payment of Over Time Allowance
for extra hour put in

We draw the kind attention of the Railway Board to the urgent need to amend the age old Hour of Employment Regulation (HOER), regarding - Revision of classification of Technical Supervisor; Provision of periodic rest for them; and need for Redefining of Night Duty under the said Rules.

1. Sir, When HOER was promulgated in the 1960s - the posts of Technical Supervisors - particularly in the apex grade, were higher than that of Group B and entry level of Group A Officers. Almost all the open line Sheds, Depots and maintenance facilities were headed by Technical Supervisors (i.e. Foremen, CPWI, CIOW, CSI, CBI & CTRX etc.).

2. By the nature of their position, authority, jurisdiction and responsibilities they needed to adjust/extend their duty hours and work (which is multifaceted in nature) during such hours to meet the need of the traffic, production, repair & maintenance, emergency situation etc and hence were placed in the "Excluded" category under HOER. As such the associated benefits by way of position and hierarchy of railway management duly compensated the efforts.

3. But regrettably, subsequent Pay Commissions diluted the supremacy of the cadre of Technical Supervisors vis-à-vis that of the Group B and entry level Group A officers as well as with many other categories which were controlled by them and considering the fact that even the apex grades of Technical supervisors becoming working posts - especially after the implementation of Cadre Restructuring.

4. The provisions of the classification as "Excluded" had become redundant and have no relevance at present. Now almost all the major Depots and Sheds are headed by officers from the rank of Assistant officers to JA Grade. Senior Section Engineers are assigned specific maintenance duties which have direct bearing on safety of train operation and hence need to be protected by specific provision for weekly rest, scheduled duty hours and over time allowance, etc.

5. With the functional irrelevance of the classification of Technical supervisors as 'Excluded' in the present scenario - the existing provisions are being exploited at many places to harass the Technical Supervisors by denying them periodic rest or privilege leave or permission to leave head quarters or even to attend important domestic needs and social obligations. They are even called back not only from sanctioned leave but even from sick bed and many a times even denied commutation of Leave (LAHP) on medical grounds. All this is causing not only much hardship and frustration but also tantamount to exploitation under the age old provisions of HOER -

6. **it is, therefore, requested that**

i) All the Technical Supervisors - (i.e. Junior Engineers and Senior Section Engineers in the departments of Mechanical, Electrical, Civil Engineering and Signal & Telecommunication) - may please be classified as "Continuous" (and not as "Excluded") - in the interest of Safety, efficiency and effective quality control.

ii) There should be statutory provision for periodic rest for the Technical Supervisors on Railways;

iii) Night duty should means employment during any part of the night from 08.00 pm to 06.00 am - as the impact of night hazards start after Sunset. Employment of railway servant on continuous night duty should be avoided.

a) All railway workers governed by Hours of Employment Regulations - including Technical Supervisors - should be paid Over Time Allowance at double the rate of wages for extra hour put in after working for 48 hours in a week or for more than 8 hours in a day.

b) The emoluments, for the purpose of computation of rates of OTA (Over Time Allowance) should include HRA similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).

Memo Reg: Upgradation of CMA-I (in pre-revised scale of Rs 5500 - 9000) as CMS in PB-2 Grade Pay Rs4600

In continuation of our Memorandums dated 14. 02. 2009, we draw the attention of the Railway Board towards the following facts:

1. The qualification for direct recruitment of CMA-I (in pre-revised scale of Rs 5500-9000) are Degree in Engineering (Chemical/Metallurgy) or MSc(Chemistry/Applied Chemistry).

2. Para 3.4.7 of Sixth Pay Commission recommended that "all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500".

3. Para 3.5.7 of SPC Report recommends for scientific staff that "The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500".

4. Above recommendations of the Sixth CPC were overlooked by the Railways for CMA-I who have been placed in PB 2 Grade Pay of Rs 4200 The said anomaly was placed before at CAT/Calcutta Bench vide OA 1724 of 2009 (copy of OA attached). The Hon Bench has passed an order dated 25.01.2010, that the competent authority will consider and dispose off the representation by a speaking order within 4 months.

5. It is therefore requested that:

i) CMA-I (in the pre-revised Scale of Rs 5500-9000) be upgraded as CMS in PB-2 Grade pay of Rs.4600 - in view of the facts stated in the fore going Para.

ii) The qualification for direct recruitment of CMS in future be prescribed as Degree in Engineering (Chemical / Metallurgy) or MSc (Chemistry / Applied Chemistry).

(For copies of Annexures Please visit www.irtsa.net)

LEGAL FORUM**Promotion cannot be denied from back date if already worked on a post for reasonable period & eligibility criteria are fulfilled - CAT Delhi**

February 16, 2010: If an employee, fulfilling the eligibility criteria for promotion to a particular post, works for a reasonable period on that post against a vacancy,, the government cannot deny him/her the actual promotion and accompanying financial benefits, the Central Administrative Tribunal (CAT) has held.

A Central Administrative Tribunal (CAT) bench headed by Chairman Justice V.K. Bali held that in such a situation, it would be arbitrary to deny salary and other benefits of the promoted post to the employee.

The bench ordered the Delhi Government to re-fix the salary and retirement benefits of six retired school teachers, who had been given notional promotion to the post of principal, albeit without any accruing financial benefits.

Rejecting the Delhi Government's arguments that all promotions had to be prospective and retired employees had no right to actual promotion, the CAT allowed the petition filed by Gaurishankar Sharma, Budh Prakash Tyagi, Raj Kumar Uppal, Prabhu Dayal, Jagdish Prasad Sharma and Chintamani Mathur.

It directed the Delhi Government to fix the correct salary of the petitioners, from the dates each of them had been promoted notionally to principal and to fix par arrears of salary for the period they were in service.

The CAT also ordered payment of revised retirement benefits, with six per cent interest on arrears within four months. The petitioners had served as heads of schools over several years.

But the Departmental Promotion Committee (DPC), held after their retirement, recommended only notional promotion for them and accordingly, the government did not give them any financial benefit of promotion.

Aggrieved by the decision, they moved the CAT, seeking benefit of the pay scale of principal, from the date they were assumed charge of the post, plus the arrears of pay and allowances after proper pay fixation, with retrospective effect. They also demanded revision of their retirement benefits.

But citing the Supreme Court's rulings on the issue, the CAT rejected these arguments.

"By virtue of the fact that the Applicants have actually worked on the post of principal, they would ...be eligible for payment of back wages also, besides salary for the post of principal, from the date they have been notionally promoted to that post," it said.
Source: Hindustan Times

RAILWAY BOARD'S LETTERS**1. Revision of hourly rates of Bonus and bonus factor of Workshops/PUs in respect of staff under CRJ pattern/GIS-Clarification.**

Letter no: 2008/M(W)/814/38 Dated, 23.02.2010.

Vide Board's letter even number dated 29.10.2009, the revised rates of incentive bonus and bonus factors of workshops/PUs were advised to the Railways. Some of the Railways have sought certain clarification regarding implementation of above instructions. The details of issues raised and the clarifications are given below:

i. Issue: Date of revision of incentive bpnus in case of SSE/SE (Grade Pay 4600)

Clarification: The revised rates in case of SSE/SEs (Grade pay 4600) will be effective from 1.6.09.

ii. Issue: Category of supervisors who are entitled for incentive.

Clarification: SSEs/SEs directly supervising staff working on the shop floor is entitled for payment of incentive bonus at the rate of 15% of the basic pay. For related issues, kindly refer to Board's letter No.99/M(Prod.)814/35 dated 22.5.2000 and 16.03.2004.

iii. Issue: Guidelines for reduction of 5% in allowed time.

Clarification: Workshops/PUs may reduce the allowed time for individual activity in such a manner that the overall allowed time for the activity is reduced by 5%.

iv. Issue: Payment of incentive to the staff and supervisors on getting the benefit of Modified Assured Career Progression (MACP)

Clarification: Incentive payment should be decided on the basis of the post/designation held by the employee and the hourly rate/bonus factor corresponding to that post/designation.

2. Reservation on Rly passes–Revised Guidelines

No. 94/TG-I/20/P/14 New Delhi, Dated 28.08.2009

Due to change in system, the issue of seeking reservations on Railway Passes has been under consideration in the Ministry of Railways and it has now been decided that the following procedure should be adopted for providing reservations/cancellations on the Railway Passes:-

i) Pass holders or their representatives should present their passes along with the requisitions duly filled in to the Reservation Clerk who will issue ticket and make endorsement on the face of the pass indicating the train number, date of journey, status of tickets, etc.

ii) Holders of Privilege, Duty, Post Retirement, Complimentary, Metal and other passes may be allowed to seek fresh reservation only if the earlier reservation is cancelled.

iii) In case of confirmed reservation on Privilege, Post retirement, Complimentary and other passes, the pass holder can make maximum three time reservations provided the earlier one has been cancelled before chart preparation. If the confirmed reservation is not cancelled before preparation of charts, the pass will be treated as used. In exceptional cases, discretionary powers for allowing reservation on such passes only once can be delegated to a JA Grade level officer. At Divisional level, where any JA grade level Commercial officer is not available, the next senior most Commercial Officer may be delegated these powers.

iv) There will be no restriction in number of cancellations in case of Duty Pass, Metal Pass and in case of tickets having a status of fully/partially Waiting List (at the time of cancellation) against Privilege, Post Retirement and Complimentary passes. (Continued on next page)

Reservation on Railway passes (Continued from P 6)

However, fresh reservation will be given only after the earlier one has been cancelled within the normal prescribed time limits.

v) Telephonic requests for reservation and cancellation will not be entertained.

vi) The portion of break journey will be treated as separate journey i.e. instructions contained at para (iii) and (iv) will be applicable for each leg of journey separately.

vii) It will be the responsibility of officer/staff making reservation on Metal/Duty Passes to ensure that between the same stations and on the same date, reservation should not be made in two separate trains.

3. Sub: Grant of Advances-Sixth Central Pay commission recommendations.

No: F9E)Spl.2008/ADV.2/4, Dated 26.02.2009.

Consequent upon introduction of pay bands and revised scales of pay based on the recommendations of the Sixth Central Pay Commission, the Ministry of Finance have amended the eligibility criteria in the existing provisions relating to the grant of advances for purchase of Motor Car, -Computer and Motor Cycle/Scooter/Moped. Accordingly, the existing provisions relating to the grant of similar advances to railway servants are hereby amended as per the Advance Correction Slip No. 207 to the Chapter XI of the Indian Railway Establishment Manual, Volume 1, Revised Edition, 1989, enclosed as Annexure,

The revised Provisions are effective from the date of issue of these orders.

The other terms and condition governing the grant of above advances Shall remain unchanged.

Advance Correction Slip

The following amendments may be carried out in the chapter XI of IREM vol.I (Revised Edition-1989)

MOTOR CAR AND MOTOR CYCLE/ SCOOTER /MOPED ADVANCE

In para 1104(5): In clause (i) relating to the conditions of eligibility for motor car advance, for the words and figures "whose basic pay and dearness pay taken together is Rs.15,750/- (Rupees fifteen thousand seven hundred fifty only) per month or more" the words and figures "**having pay of Rs.19530/- or more, excluding Grade pay**, per month in the pay band", shall be substituted.

In clause (ii) relating to the conditions of eligibility for motor cycle/Scooter/moped advance, for the words and figures "whose basic pay and dearness pay taken together is Rs.6900/- (Rupees six thousand nine hundred fifty only) per month or more" the words and figures "**having pay of Rs.8560/- or more, excluding Grade pay**, per month in the pay band", shall be substituted.

GRANT OF ADVANCE FOR PURCHASE OF COMPUTER

Para 1105 (b): In clause (b) for the words and figures "having basic pay plus dearness pay below Rs.6900/- per month" the words and figures "pay is Rs.8560/- or more excluding Grade pay, per month in the pay band" shall be substituted.

GRANT OF ADVANCE FOR PURCHASE OF COMPUTER

Para 1106 (4): In sub-para (4), for the words and figures "having basic pay plus dearness pay below Rs.6900/- per month", the words and figures "having pay below Rs.8560/- excluding Grade Pay per month in the pay band" shall be substituted.

3. House Building Advance for Central Government/Railway Employees

No.F(E) Spl.2008/ADV.3/6 dated 12/01/2010

1. Ministry of Urban Development's O.M.No.I-17011/11(4)/2008-H.III dated 27.11.2008 on the above mentioned subject is hereby circulated for information and guidance. The same will be applicable to Railway servants.

2. All other provisions like eligibility, repaying capacity, recovery etc will remain unchanged.

3. These orders shall be effective from 27.11.08 i.e the date of issue of Ministry of Urban Development's O.M.

Ministry of Urban Development OM No.I-17011/11(4)/2008-H.III. Dated 27th Nov 2008.

The undersigned is directed to say that the implementation of the recommendations of the Sixth Central Pay Commission relating to interest bearing advances, including House Building Advance, granted to central Government employees is under consideration of the Government.

2. Pending finalization of the new arrangements, the matter has been examined in consultation with the Department of Expenditure and the following provisions for House Building Advance shall be in operation:

i) The maximum limit for grant of HBA shall be 34 months of pay in the pay band subject to maximum of Rs.7.5 lakhs or cost of the house or the repaying capacity whichever is the least, for new construction/purchase of new house/flat.

ii) The maximum limit for grant of HBA for enlargement of existing house shall be 34 month's of pay in the pay band subject to a maximum of 1.80 lakh or cost of enlargement or repaying capacity, whichever is the least.

iii) The cost ceiling limit shall be 134 times the pay in the pay band subject to a minimum of Rs.7.50 lakhs and a maximum of Rs.30 lakh relax able up to a maximum of 25% of the revised maximum cost of Rs.30 lakh.

iv) All the Ministries/Departments of Government of India are requested to bring the contents of this O.M to the notice of all concerned.

v) These order shall be effective from the date of their issue.

4. SUBJECT: APPLICABILITY OF MINIMUM PAY/STEPPING UP OF PAY -CLARIFICATION

S. No. PC-VI/188, RBE No.28/2010, No.PC-VI/2010/1/RSRP/I dated 17.02.2010

A number of references have been received in this office regarding applicability, for departmental promotees, of minimum entry pay prescribed for direct recruits (appointed on or after 1.1.2006), in Section 11 of Part A of the First Schedule of RS(RP) Rules, 2008. References have also been received regarding stepping up of pay of senior promotees with reference to such of their directly recruited juniors who are recruited on or after 1.1.2006 and whose basic pay is more than that of their seniors.

2. The matter has been examined in consultation with Ministry of Finance. In this connection it is clarified that the revised pay structure comprises grade pays and running pay bands and in the case of those Railway servants who were already in service before 1.1.2006, Sixth Pay Commission has not prescribed a minimum pay in the running pay band with reference to the minimum entry level pay prescribed for direct recruits appointed on or after 1.1.2006. Further, the Sixth CPC has not prescribed minimum pay in the pay band for the purpose of fixation of pay on promotion in the case of any grade and fixing of minimum pay in the pay band in the case of each grade pay for departmental promotees would defeat the very purpose of introduction of running pay bands.

(Continued in next page)

STEPPING UP OF PAY –CLARIFICATION (Continued)

3. As far as the matter relating to bringing the pay of existing Railway servants as on 1.1.2006 at par with the pay of direct recruits recruited on or after 1.1.2006 is concerned, it is clarified that the pay of those Railway servants who joined the Railway as direct recruits on or after 1.1.2006 is to be fixed as per Section II, Part 'A' of the First Schedule to the RS (RP) Rules, 2008 and the procedure of pay fixation is based on a specific recommendation of the Sixth Pay Commission, which has been accepted by the Government. As far as pay fixation in respect to those Railway servants who were already in service on 1.1.2006 is concerned, the same is to be done as per the provisions of Rule 7 of RS (RP) Rules, 2008 and in accordance with the fitment tables annexed with this Ministry's letter No.PC-VI/2008//RSRP/1 dated 11.9.2008.

4. In the light of the foregoing, it is clarified that in terms of RS (RP) Rules, 2008:-

(a) no minimum pay in the pay band can be prescribed in the case of promotion of Railway servants from one grade to another (except in the case of change in pay band); and
(b) pay of those Railway servants who were already in service on 1.1.2006 can not be fixed with reference to the minimum entry pay prescribed for those who joined the Railways as direct recruits on or after 1.1.2006 as per Section II, Part 'A' of the First Schedule to the RS (RP) Rules, 2008.

5. However, stepping up of pay of seniors can be permitted with reference to such of their directly recruited juniors borne on the same seniority list who are recruited on or after 1.1.2006 and whose basic pay is more than that of the seniors, subject to the following conditions:-

(a) Stepping up of the basic pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. In such cases, the basic pay of the seniors will be stepped up with reference to the basic pay of the juniors. Stepping up will be applicable from the date junior direct recruit is actually drawing higher basic pay than the senior.

(b) Further, Railway servants cannot claim stepping up of their revised basic pay with reference to entry pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 as laid down in Section II of Part A of First Schedule to the RS (RP) Rules, 2008, if their cadre does not have an element of direct recruitment, or in cases where no junior is drawing basic pay higher than them.

(c) Stepping up of pay of the seniors shall not be applicable in cases where pay of direct recruits has been fixed at a higher stage on account of grant of advance increments etc. at the time of recruitment.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. National Holiday Allowance – revision of ceiling limit
No. E(P&A)I-2008/HL/2 Dated 18.01.2010.

In view of the implementation of Modified Assured Career Progression (MACP) scheme and the demand of employees' Federations, the issue of revision in the last pay range slab, for admissibility of National Holiday Allowance has been considered by the Board and it has been decided to revise the last pay range slab i.e 9701-26170 appearing at S. No. 3 of the table contained in Railway Board's letter of even number dated 16.06.09. The revised pay range slabs will now be as under:-

Pay in the Pay Band + Grade pay as per VI CPC pay structure	Revised rates of NHA
Upto 7260	170
7261-9700	212
9701 – and above (limited to non-gazetted staff)	280

6. Rates of Night Duty Allowance w.e.f.1.9.2008, 1.1.2009 & 1.7.2009.

No: E(P&A)II-2008/HW-2, dated – 18.01.2010

Please refer to Board's letter even number dated 16.12.2008 and letter No. E(P&A)II 2009/HW.4 dated 03.06.2009 & dated 22.10.09 on the above subject wherein the rates of Night Duty allowance(NDA) w.e.f 1.9.2008, 1.1.2009 and 1.7.2009 respectively consequent upon promulgation of Railway Service (revised Pay) Rules 2008 & revision of rates of Dearness Allowance, have been notified.

The employees Federations have represented to the Board that subsequent to introduction of MACP Scheme, Group – C staff who are working in Grade Pay above Rs.4600 are not getting Night Duty Allowance. The issue has, therefore been examined by the Board and it has been decided that all non-gazetted staff with grade pay of Rs.4600/- & above would also be eligible for Night Duty Allowance at the rate prescribed against Grade pay 4600 in Annexure "A" and "B" to this Ministry's letters dt. 16.12.2008, 03.06.2009 and 22.10.2009 in terms of the provisions contained in para-I of these letters.

These orders issue with the concurrence of the Finance Directorate of the Ministry of Railways.

7. Sub:- Merger of grades -Promotion within the same grade pay - Classification and mode of filling up of non-gazetted posts - Status of panels finalized/selections initiated earlier etc.

No: E(NG)I-2008/PM1/15 Dated 11.01.2010

Reference this Ministry's letter of even number dt.03.09.2009 on the above subject wherein revised mode for filling up of vacancies as existed on 31.08.2009, in merged grades, have been issued. In the above connection a number of references are being received from the Railways for clarification regarding status of panels/suitability lists etc. in cases where promotion procedure had been initiate/completed and panels/suitability lists were prepared/partly operated, for promotion to the posts which have been merged into one grade pay as a result of implementation of recommendations of 6th CPC. It was also indicated in the instructions contained in this Ministry's letter of even number dt.23.09.2008 that merger of grades has affected the existing AVCs, therefore, no promotion shall be made in case of merged grades, except the categories of Loco Pilots and Guards. The matter has been considered by the Board and it has been decided that:-

(i) in cases where even after merger, mode of filling up in merged grades, as indicated in the statement enclosed with letter dt.03.09.2009, has not been changed, all such panels, suitability lists (if any) as finalized/partly operated before restriction was imposed on making promotion to such merged grades, which was effective from 04.09.2008, may be further operated. All other panels/suitability lists cease to exist i.e. the cases where a 'Non-Selection' post has been changed to 'Selection' or

(Continued on next page)

Panels finalized/selections initiated earlier

Continued from previous page.....

'Suitability with Prescribed Benchmark' AND where a 'Selection' post has been changed to 'Non-Selection' or 'Suitability with Prescribed Benchmark'. In the above cases of change of classification/mode of filling up in merged grades, any promotion/filling up of vacancies on or after 04.09.2008, made through a mode other than prescribed in letter dated 03.09.2009 will be treated as adhoc and will not confer any right on the incumbents promoted/posted as such to hold or continue to hold the said post. In such cases of posts where mode of filling up has been changed vide letter dt.03.09.2009, w.e.f. 04.09.2008 all posts should be filled up as per revised procedure.

In case of Running Staff, where existing AVCs were continued any panel/suitability list finalized before 03.09.2009 may first be operated, to fill up the vacancies as existed on 31.08.2009 and then further action for making promotions, as indicated in letter dt.03.09.2009, should be taken, in case panels/suitability lists finalized earlier have fallen short, in fulfilling the requirements upto 31.08.2009. All vacancies as have arisen on or after 01.09.2009 will be filled up after laying down regular scheme for the same, as indicated in this Ministry's letter of even number dt.03.09.2009.

(ii) Similarly, selections/suitability tests etc. in above cases of merged grades, where mode of filling up has not changed, same may now be finalized. All other selections/suitability tests shall cease to exist.

(iii) It has also been decided that if a panel/suitability list is finalized by the Railways say on 31.12.2009, in such a case, as a one time measure, mandatory time gap between two selections etc., is not required to be observed and next selection etc. for filling up of vacancies as existed on 31.08.2009, may be conducted before such mandatory time gap. However, for further selection normal provision in this regard will apply.

8. Modified Assured Career Progression Scheme (MACPS) for the Railway Employees- Clarification

No. PC-V/2009/ACP/2, Dated 03.02.2010.

Reference have been received from some of the Railways seeking clarification as to whether while implementing MACPS in term of Board's letter dated 10.06.09, the benchmark prescribed in para-17 of the annexure has to taken for the last three years or otherwise. The matter has been examined in consultation with DOP&T and it is clarified that ACRs for the same period as required for DPC purpose are to be considered while granting the benefits under MACP scheme. Further, the practice of averaging ACRs ratings as followed in case of normal DPC be adopted with reference to the respective benchmark for MACP purpose.

9. Sub : Classification of Railway Service consequent upon introduction of Railway Service (Revised Pay) Rules 2008

In exercise of powers conferred by the proviso to article 309 of the Constitution of India, the President directs that with effect from the issue of these orders subject to exceptions made in the footnotes below and also subject to such exceptions as the Ministry Railway may, by any general or special orders make from time to time Railway service posts shall be classified as follows

1.a. Group-A A Railway service post Apex scale (Rs.80000-fixed). Higher administrative Grade plus scale (Rs.75500-80000) and a post carrying grade pays Rs.10000,

Rs.8900 and Rs.8700 in the scale of pay of Rs.37400-67000 in Pay Band-4, and Rs.7600, Rs.6600 and Rs.5400 in the scale of pay of Rs.15600-39100 in pay Band-3 (Rs.15600-39100) but excluding the posts falling in s.no. (2) & (3) below

2. Group-B

A Railway service post carrying grade pays Rs.5400 and Rs.4800, PB-2 (Rs.9300-34800) but excluding the posts following in the S.No. (3) below.

The post of Assistant Nursing Officer carrying Grade Pay Rs.5400, Principal/Head Master/Head Mistresses (Secondary/High School & equivalent) (Basic Grade & Sr. Grade) carrying Grade Pay Rs.5400/6600 in PB-3 (Rs.15600-39100) and non-functional Grade of Group 'B' Gaz posts of various organized Railway services & RBSS/RBSSS carrying Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) will continue to be classified as Group 'B' (Gaz)

3. Group-C

A railway service post carrying Grade Pay Rs.4600 and Rs.4200 in PB-2 (Rs.9300-34800) Grade Pay Rs.2800, Rs.2400, Rs.2000, Rs.1900 and Rs.1800 in Pay Band-1(Rs.5200-20200).

The posts of S.O (Acs) / Sr.SO (Acs), TIA and ISA / Sr.ISA (merged grades) carrying Grade Pay Rs.4800, in Pay Band PB-2 (Rs.9300-34800) Nursing sister carrying Grade Pay Rs.4800, in Pay Band PB-2, Matron/Chief matron/ (merged Grade) carrying Grade Pay Rs.5400, in Pay Band PB-2, Primary school teacher/Trained Graduate Teacher/Post Graduate Teacher and equivalent (Basic/Senior/Selection Grade) carrying Grade Pay Rs.4800/5400/6600 in the PB-2/PB-3 will be considered as Group 'C'

4. Group-D (till the posts are upgraded): A Railway servant post carrying grade pays Rs.1300, Rs.1400, Rs.1600, Rs.1650 in Pay Band IS (Rs.4440-7440).

Notes:

(a) A person placed in higher Grade Pay /Pay Band under in-situ promotion scheme / ACP or MACP Schemes will continue to retain the classification of his Basic Pay.

(b) The classification of non-functional posts, Sr & Selection Grade posts of Teaching / School staff will continue to remain the same as applicable to Basic post.

(c) The Assistants of Railway Board Sectt. Service & Personal Assistants of Railway Board Sectt. Stenographers service will continue to classified as Group-B (non-Gazetted) as laid down in respective service rules.

(d) If higher classification than that indicated above is presently prescribed for any specific post in the respective service rules, the same shall continue till further orders.

(2) Posts created subsequent to date of effect of these orders as specific additions to existing cadres shall have the same classification in the cadre to which they are added.

(3) For the above purpose Pay Band, in relation to a post, means the running Pay Bands specified in Part A, Section I, Column % of the First Schedule to the Railway Service (revised Pay) Rules, 2008 & Board's letter No.PC

ENGINEERS! MAKE IRTSA STRONG
Contribute Regularly to Membership & Struggle Fund
Send Central quota & Struggle Fund to:
Central Treasurer IRTSA, (Er O. N. Purohit),
 106, Suraj Nagar, Jodhpur-342008.
(Phone 09828024476 & 02912713123)

Memorandums submitted by GS IRTSA**Memo to MoF, Secretary Finance & CRB**

Reg: Grant of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineers (in pre revised scale of Rs.6500-10500 & Rs.7450-11500); and Grant of Grade Pay of Rs.4800 to Junior Engineers (in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000)

1. We seek your kind intervention - since we have not been able get justice so far inspite of numerous representations at various levels - in respect of serious injustice done to the Engineers / Technical Supervisors on Railways by the Sixth Pay Commission and as notified vide orders cited above.

2. Engineers / Technical Supervisors on Railways (in the Pre-revised scales of Rs 5000-8000, Rs 5500-9000, Rs 6500-10500 & Rs 7450-11500) have been placed in PB 2 Rs 9300-34800 & granted Grade Pay of Rs 4200 & Rs 4600 on the Railways – (which are even lower than the Staff of Accounts Department on Railways & elsewhere – who are a supporting staff and who had all along been in lower Pay scales than the Technical Supervisors on the Railways) - thus disturbing the 'Horizontal Parity' as well as the 'Vertical relativity'.

3. As frontline Managers Technical Supervisors on the Railways are responsible for safe & efficient running of trains – supervising & managing a large work force of Technicians & Senior Technicians (Master Craftsmen) 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 are expanding & being continuously modernised.

4. Technical Supervisors manage and ensure complete and absolute safety and optimum efficiency of train services – at times even without the requisite facilities .Technical Supervisors working in Mechanical, Electrical, Civil Engineering and S&T Departments have not only to ensue but also to "Certify the Fitness" of the Rolling Stocks, Locomotives, (P-way) Tracks, Bridges, Signal & Telecommunication equipments etc.

5. Responsibility of implementing Modernizations in the Railway system to improve its productivity and safety performance is directly borne by this nerve category. Educating, training and extracting work from the huge workforce is carried out by this category, which is having direct bearing on safe & punctual running of trains.

6. IRTSA has constantly been representing to all concerned against the injustice done by the administration and by the last two Pay Commissions – creating anomalies and disparities in their Reports. But no relief has yet been provided.

7. Sixth Pay Commission had compounded the injustice meted to the Rail Engineers / Technical Supervisors - by treating them even lower than the Nurses & the Accounts Staff - inspite of 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways. This continuous neglect had greatly perturbed and frustrated the Rail Engineers / Technical Supervisors.

If the pay scales / Grade Pay of this vital category of Technical Supervisors, which is having direct responsibility in safe and efficient running of trains, are kept lower than that of pay scales of the categories like Accounts Staff - which are having supportive roles. This adversely affects -their efficiency and in turn that of the Railways. This humiliation needs to be removed & redressed early.

8. Factors contributing to the perpetration of injustice with the Engineers / Technical Supervisors on the Railways:

i) Higher recruitment qualification, longer initial training, higher responsibilities shouldered by these categories in the core activity of Railways have been ignored.

while deciding the Grade Pay of Technical Supervisors (Junior Engineers, Section Engineers & Senior Section Engineer on the Railways) - (as per details in Annexure I to IV).

ii) Existing relativity has been disturbed vis-à-vis Accounts Staff & Para-Medical (Nursing Cadre) inspite of higher qualifications and longer period of training and intensive job requirements – involving public safety and efficiency of Rlys.

iii) Fifth CPC had denied application of multiple factor of 3.25 only to S 13 scale. If the same common multiple factor of 3.25 was applied by the Fifth CPC to the scale of SSE (S-13), they should have been given the Pay scale of Rs 8000-13500 by the Fifth CPC and consequently their grade pay would have been Rs 5400 after the Sixth CPC.

iv) Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineers had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth CPC,

v) Junior Engineers have at present unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians—even though they supervise the MCM (Master Craftsman/Senior Technicians). This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.

vi) Increase in Duties & responsibilities of Technical Supervisors due to modernization, introduction of high speed trains & numerous other factors have all been ignored. Including technological advancements in Railway Engineering, greater application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways for production, repair and maintenance of Locos, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc.

vii) While for other categories the work has eased due to modernization, the duties and responsibilities of the Technical Supervisors had increased manifold.

9. It is, therefore, requested that:

a) Section Engineers & Senior Section Engineers, (in the pre-revised scale of Rs 6500-10500 & Rs 7400-11500) be granted the Grade Pay of Rs 5400

b) Junior Engineers and (in the pre-revised scale of Rs 5000-8000 & Rs 5500-9000) be granted the Grade Pay of Rs 4800.

Memo to Rly Board Reg Classification of posts in Group-B gaz. - of Senior Section Engineers/ Section Engineers C & M Staff & Stores Engineers in the Grade pay of Rs.4600

We draw the kind attention of the Railway Board to the long pending demand of the cadre of Technical Supervisors / Engineers of all technical departments, for classification of their posts in Group B (Gazetted) - which are presently in the Grade pay of Rs.4600 (pre-revised scale of Rs. 7450-11500 and in Rs. 6500-10500). We extremely regret that the Railway Board has once again ignored the rightful aspirations of this cadre vide their orders cited above – causing much frustration and perpetrating the injustice to them. In this regard we very humbly draw the kind attention of the railway Board towards the following facts:

1. Vast majority of Technical Supervisors / Engineers of all technical departments remain and retire in the supervisory cadre in-spite of vast experience and expertise for over 25 to 30 years including the JEs (Junior Engineers) and SSE (Senior Section Engineers) even though they can be valuable assets to the administration by holding gazetted posts.

2. Almost all employees in Railways get nearly 5 to 6 promotions in service, only this category joining as supervisor and retire as supervisor, in 95% of cases they will be finding only one regular promotion inspite of 3 years Diploma in

(Continued on Page 11)

(For copies of Annexures Please visit www.irtsa.net)

Memo Reg Classification of posts in Group-B

(Continued from Page 10)

Engineering as qualification & 1&1/2 years of Training for Junior Engineers and BE/Graduate in Engineering as qualification and 1 year training for SE/SSE. Considering their qualifications, training and important role as first level managers and multiple activities assigned to their job, it is sad that in their service most of them do not reach at least the base level of gazetted cadre.

3. a) Railways have the lowest ratio of Gazetted posts in Group A & B vis-à-vis Group C & D in comparison to all other Departments of Central Government. (Pl. see Annexure-I).

b) This is not only the root cause of all the stagnation & frustration amongst the Technical Supervisors on the Railways but it is also an impediment in effective execution administrative polices & plans due to lack of executive powers of the Technical Supervisors who are the 'spot managers. This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the Railway Accident Inquiry Committees as well as by the Railway Reforms Committee.

4. CAT New Delhi in the O.A. NO: 835 OF 1989, T.A. NO: 199, Indian Railways Technical Supervisors' Association Versus Union of India directed that the respondents to reconsider the matter of placing the members of the Association in the Grade of Rs.2000-3200 and Rs.2375-3500 in Group-B as has been done in the case of other Government servants like Accounts Officers (Rs.2375-3500) on Railway and Stenographers Grade Rs.2000-3200 in the Central Secretariat in the same scales within a period of four months from the date of receipt of a copy of the judgement.

Extracts from the Judgement of CAT/New Delhi – Annexure-II But unfortunately, the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee; nor did it accept the spirit of the said judgement of the CAT. IRTSA represented this issue several times over the years and persuaded the Railway Board but the Railway Board did not concede.

5. At one stage in 2002, the Railway Board agreed to concede the demand, at-least partially, by upgrading all the posts in scale Rs.7450 – 11500 to Group-B gazetted but the Board wished for reduction of streams, so that the selection procedure becomes easier. But the matter did not proceed further from there onwards.

6. Recommendations of the Pay Commissions: Third, Fourth and Fifth Pay commissions had recommended for up grading the posts in the scale the maximum of which was Rs 9000 or more (i.e. at least all the posts in pre-revised scales of Rs.6500 – 10500 and Rs.7450- 11500) to Group B. Details in Annexure - III

7. Subsequently the Government of India accepted the recommendations of the above Pay Commissions and directed all Departments of the Government to upgrade the posts to Group B Gazetted. (DOP's order in Annexure – I)

8. All Departments of Government of India including Ministry of Defence (except Railways) have implemented the DOP's order and upgraded all the posts in the pre-revised scale Rs.7450 -11500 and Rs.6500-10500 as Group-B gazetted.

9. Technical Supervisors of Civil Engineering, Mechanical, Electrical and Signaling Departments are responsible for Train Operations, movement of goods and acquisition, maintenance and continuous improvement of rolling stock and locomotive fixed assets. Their duties and responsibilities include safe running of trains, maintain highest order of safety, failure-proof maintenance of track, Bridges, locomotives, coaches, wagons, signaling system, and overhead equipment etc.

10. Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide services at the minimum cost but also to compete with other modes of travel e.g. road transport, low budget airlines etc. For this purpose continuous induction of new technology is introduced and continuous improvements are being made in the existing technology.

11. Technical Supervisors being the first level of management and control in the field have to update their knowledge and skills and acquire new ones to adopt the new technology and train/guide the staff working under their control for safe and efficient induction of new technologies in the Railway system.

12. The decision of not granting Group-B Gazetted status to the Senior Supervisors in Railways is causing frustration of the entire Technical Supervisor Cadre whose promotion channels in the present pattern is very bleak.

13. With virtually no career planning and hardly any avenues of promotion even till retirement, no new recruits with merit will aspire to join the railways as Technical Supervisor. This will become a major handicap for railways in the future thereby adversely affecting safety and efficiency on the Railways.

14. We request the Railway Board for classification in Group B (Gazetted) of all the posts of Technical Supervisors / Engineers of all technical departments, - which are presently in the Grade pay of Rs.4600 (pre-revised scale of Rs. 7450-11500 and in Rs. 6500-10500).

Memo Reg: Eligibility for grant of First Class Pass to all Junior Engineers & other Inspectorial categories

1. We would like to draw the kind attention of the Railway Board towards the following facts on the much awaited decision on the eligibility for grant of Passes to the Railway employees:

2. The issue of eligibility for grant of First Class / 2 AC Pass to all Junior Engineers & others in the Pre-revised scale of Rs 5000-8000 had been hanging fire since long - which has been causing much heart burning amongst the Junior Engineer & other Inspectorial / Supervisory categories – which have an element of direct recruitment at the level of the Pre-revised scale of Rs 5000-8000:

3. a) As per existing orders of Railway Board (cited above) for eligibility of First Class pass – different criteria are adopted for grant of the Passes & PTOs based on four different cut off dates of appointment – as indicated below:

Sl. No.	Dates of Appointment	Existing Pay Range for Eligibility of 1st Class Pass
1.	Appointed prior to 01.08.1969	Rs. 4,900 or above,
2.	Appointed during the period from 01.08.1969 to 10.11.1987	Rs. 5,375 or above
3.	Appointed during the period from 11.11.1987 to 01.02.1999	Rs. 7,250 or above
4.	Appointed after 01.02.1999	Rs. 7,600 or above; OR Pay scale minimum of which is Rs. 6,500 or above

b) These orders based on different cut off dates for eligibility are quite unjust, discriminatory, and against the law of natural justice.

4. Only the Junior Engineers & some other Inspectorial / Supervisory categories – which have an element of direct recruitment at the level of the Pre-revised scale of Rs 5000-8000 have to bear the brunt of this unjust order. The strength of staff adversely affected by the said orders is quite small – but they are much frustrated – while the remaining 80% of the Staff in the Grade Pay of Rs 4200 are eligible for First Class /

Memo for grant of 1st Class Pass (Continued from P 11)

2 AC due to their appointment prior to the cut off dates indicated above

5. Upgrading of pre-revised scale of Rs.5000-8000 and Rs.5500-9000

a) After the Sixth Pay Commission pre-revised scale of Rs.5000-8000 and Rs.5500-9000 had been merged and upgraded to the pre-revised scale of Rs.6500-10500 and granted the Grade Pay of Rs.4200.

b) As per Railway Board's orders cited above, all the employees working or recruited in pre-revised scale of Rs.6500-10500 & above are eligible for First class pass irrespective of their date of appointment.

c) This itself justifies that all the employees in pre-revised scale of Rs.5000-8000 and Rs.5500-9000 automatically be made eligible for the First class Pass – even on the basis of the Board's orders cited above.

6. Violation of Law of Natural Justice - "An equal cannot be over an equal"

First Class / 2 AC travel eligibility is being denied to the Junior Engineers and other Inspectorial/Supervisory categories while the persons working under them (in lower or similar scales) are eligible to travel in First class/2AC—merely due to different dates of recruitment. This is most humiliating and embarrassing for the Junior Engineers & other Inspectorial/Supervisory categories who have to travel in a lower class than their subordinates working under them—even while on tour.

7. Sixth CPC recommended improved travel entitlement due to upgrading:

a) Sixth Central Pay Commission has recommended travel eligibility of AC II Tier Class by train for posts carrying the Grade Pay of Rs.4200 and First Class/AC III Tier/AC Chair Car for posts carrying Grade Pay of less than Rs.4200.

b) The Pay Commission had further recommended that "travel entitlements of all employees will, in any case, increase and no employee's travel entitlement will be restricted to sleeper class due to various steps like Upgradation ----- "Page 236 & 237 of SCPC report – Please see extracts in Annexure-1

c) Ministry of Finance, through its OM No. 19030/3/2008 - E IV dated 23rd September, 2008 accepted the recommendations of SCPC. – Please see Annexure-1 B

8. Negligible addition to Upper Class occupancy:

a) A/C 2 Tier travel eligibility to the left out Junior Engineers & other Inspectorial / Supervisory categories (who are at present left out & denied the First Class Pass merely due to their dates of appointment) - will add only a very meager (0.01%) percentage in its total passenger traveling in upper class which will be equal to Rupees 6.7 crores only in money value. (0.04% of total Passenger earnings of Indian Railways)

Please see Annexure -2

b) By granting A/C 2 tier travel eligibility to all left out employees in the Grade Pay Rs.4200 (who are at present denied the First Class Pass merely due to their dates of appointment) - it is going to add only a very meager (0.058%) percentage in its total passenger traveling in upper class which will be equal Rupees 37.7 crores only in money value. (0.2% of total Passenger earnings of Indian Railways) -

Please see Annexure-3**9. Negligible financial implications:**

a) Additional notional cost of First Class / 2 AC travel eligibility shall be only Rs 35 crores PA for 31626 employees (ie 23.4% of total strength of staff - in the pre-revised scale of Rs.5000-8000 & Rs.5500-9000 - who are at present not eligible for

First Class pass) out of 1,35,154 employees in these scales all over Indian Railways—as per calculations attached based on the actual figures from three major establishments of Indian Railways Chennai.-Annexure- 4 (Not reproduced here).

b) The above said projected costs are also only notional and shall not be actually borne by Indian Railways. The figures are all projected in the cost value only to highlight the insignificant impact in the overall prospective It is, therefore, requested to grant First class / 2 AC pass to all Junior Engineers & others in the Grade Pay of Rs.4200.

MEMO REG: REVISION OF RATES OF INCENTIVE BONUS IN WORKSHOPS & PRODUCTION UNITS

1. We seek your kind intervention in respect of discriminations created by the above mentioned Railway Board letter on revision of hourly rates of incentive bonus and bonus factor.

2. a) New pay scales and DA based on the Sixth Pay Commission recommendations were implemented on 1.09.2008 w.e.f. 1.1.2006. All other allowances in respect of revised pay scales were implemented w.e.f. 1.09.2008.

2. b) Regrettably, the Revision of hourly rates of incentive bonus and bonus factor based on the revised pay scales were effected from 1.06.2009 (Railway Board order cited above). This is discriminatory and the incentive rates should justifiably be revised w.e.f 1.1.2006.

3. The Hourly Rates of Incentive Bonus, for the Artisan Staff & Technical Supervisors, were last revised vide Railway Boards Letter no. PC-V/98/17/4/1 Dated 21. 06.1999. Incentive Rates were earlier based on the average of the Pay scales as per norms of ILO, but after Fourth Pay Commission these were unjustly linked to the minimum of Pay scale.

4. After Sixth CPC, hourly rates of incentive bonus were further diluted and no logic or scientific methods were applied to arrive at the new incentive rates. This is causing much frustration amongst the staff & Technical Supervisors.

5. Incentive @ of rate of 15% was paid to SE/SSE(s) in the pre-revised pay scale up to 31.05.2009 and on the revised pay from 1.06.2009. This is totally unjustified since the incentive paid to the SE/SSE(s) is at a flat rate of 15% of the basic pay, Incentive to them should also be paid on the Revised Basic Pay from 1.1.2006 - i.e. the date from which the pay was revised.

6. The hourly rates of Incentive of all other categories have been revised at least two times the existing rates (vide Board's orders cited above), increase in JE-I rate @ Rs49.65, is less than 2 times of the existing rates of Rs26.45. Hourly Incentive rates of Junior Engineers should be revised as Rs. 52.90 in proportion to the revision done in case of other categories.

7. With new pay scales coming into effect from 1.1.2006 and the 15% incentive in the revised pay scales implemented from 1.06.2009, incentive - during the period from September 2008 and May 2009 - was without even considering the increments earned during these 9 months – which was totally unjustified.

8. Incentive bonus in any case cannot be paid based on the pre-revised scale to the SE/SSE(s) recruited in the period between 1.09.2008 and 1.06.2009 (who were all borne only in the Sixth CPC scale). There is confusion among the Railways about the incentive bonus paid to them in the mentioned period and no uniform system is followed through out Indian Railways.

9. a) It is, therefore, requested that Rates of Incentive Bonus may please be revised as per Revised Pay w.e.f 1.1.2006 or at-least from 1.9.2008 (i.e. the date from which all the Allowances were revised) to eliminate the discriminations.

b) Incentive Bonus to SSE(s) may please be paid @ 15 % of revised basic pay 1.1.2006 or at-least from 1.9.2008.

(For Annexure of Memorandums & other details – Please Visit our Website www.irtsa.net)