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IRTSA SUBMITS MEMORANDUM TO FINANCE MINISTER FOR GRADE PAY OF Rs.4800 TO JUNIOR ENGINEERS & Rs.5400 TO SENIOR SECTION ENGINEERS

Reference:-i) Gazette notification No.470, Ministry of Finance
G.S.R. 622(E) dated 29-8- 2008

ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE
108, RBE 124)

iii) Our Memorandum No. IRTSA /Memo/11-2011 Date: 2-5-2011

- Reg: Grade Pay of Tech. Supervisors

1. We seek your benign intervention on the issue which awaits approval of Ministry of Finance since long even after numerous representations by us and a few references by the Ministry of Railways – resulting in serious injustice to Junior Engineers (JEs) & Senior Section Engineers (SSEs) on the Railways – in respect of their Grade Pay after Sixth Pay Commission.
2. Recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways to the Ministry of Finance – made in 2009 & reiterated by MOR since then - for upgrading of Grade Pay of Junior Engineers and Senior Section Engineers of Indian Railways - had not so far been accepted by the Ministry of Finance Expenditure.
3. Sixth Pay Commission had created serious Anomalies which totally disturbed horizontal parities and vertical relativities altogether (as shown in the detailed Memorandums attached herewith).
4. The Pay Commission had totally ignored the duties and responsibilities of the Technical Supervisors, towards safe and efficient running of Trains through frontline supervision and management of production, repair, maintenance and operation on the Indian Railways.
5. We are, therefore, submitting herewith, 2 Memoranda for your kind & favourable consideration on the following issues – with a request to grant following Grade Pays to JEs & SSEs on the Railways to restore the horizontal parity, vertical relativity and in view of the higher entry qualifications, longer period of training and higher nature of duties & responsibilities shouldered by Junior Engineers & Senior Section Engineers on the Railways:

i) Grant of Grade Pay of Rs.4800 in PB-2 to Junior Engineers (JEs) on the Railways;

ii) Grant of Grade Pay of Rs.5400 in PB-3 to Senior Section Engineers (SSEs) on Railways.

MEMORANDUM ON GRADE PAY OF JEs

1. Sixth Pay Commission had created serious Anomalies and totally disturbed horizontal parities and vertical relativity - ignoring altogether the duties and responsibilities of the Technical Supervisors, towards safe and efficient running of Trains through frontline supervision and management of production, repair, maintenance and operation on the Railways.

2. DISTURBANCE OF HORIZONTAL PARITY WITH OTHER DEPARTMENTS:

Junior Engineers had been allotted Grade Pay of Rs.4200 after the Sixth CPC, whereas all other inspectorial staffs, nursing staff and teaching staff who were previously in equal or lower scales than the JEs were allotted the Grade Pay of Rs.4800/4600 in the Sixth Central Pay Commission scale – as per details given below:

Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded by 6th CPC	6th CPC G P
Loco Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
Power Controller	425-700	2000-3200	6500-9000	7450-11500	4600
Police Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
Excise Inspector	425-700	2000-3200	6500-9000	7450-11500	4600
Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600
Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800
Primary Teacher	380-560	1200-2040	4500-7000	6500-10500	4600
Primary Teacher -II	425-700	1400-2600	5500-9000	7450-11500	4600
Gr. Teacher	425-700	1400-2600	5500-9000	7450-11500	4600
Head Master	425-700	2000-3200	6500-9000	7500-12000	4800
JE Diploma in Engg + 1 ½ year Training	550-750 & 425-700	1400-2300 & 1600-2660	5000-8000 & 5500-9000	6500-10500	4200

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**IRTSA'S PROPOSALS ECHOED BY HIGH LEVEL SAFETY REVIEW COMMITTEE - IMPORTANCE OF TECHNICAL DEPARTMENTS & TECHNOCRATS REITERATED**

High level Safety Review Committee, set up by the Ministry of Railways – *like the previously set up Accident Inquiry Committees* - has strongly echoed what IRTSA has been demanding over the years – Stopping or Financing the Subsidized haulage by the Union and State Governments, Rationalizing of system of Dividend Payment to Central Government, additional Capital Investment by Union Government for New Assets, for New lines and for Modernization of the Railway and of course, above all – rationalization of Freights & Fares – linked to the Price Index – of all inputs.

Indian Railways are one of the world's best - transporting a vast population of people - 365 days a year at an affordable and low cost. Considerable passenger comforts are being introduced without increasing the fares. IR system has 13.5 lakh strong work force which handles 20 million passengers and 2.45 million tonnes of freight and earns Rs.245 crores daily.

The High Level Safety Review Committee, headed by Anil Kakodkar, former chairman of the Atomic Energy Commission, has made many observations and 106 recommendations to bring drastic technical and technological improvements for the safe running of train services and proposed a mode to funding the proposed Rs. 1 lakh crore programme.

The committee looked into several factors, including increase in input costs, and ways to offset the losses suffered by the Railways. Despite steep appreciation in the cost on heads like fuel, electricity, steel, cement and salaries in the last decade, Railways have not taken any serious measures to counterbalance that by increasing fares and freight charges and the Railway fares and freight charges are ridiculously low. While the wholesale price index rose by 300% in the last 10 years the passenger fares for 2nd class remained almost unchanged. This is despite the fact that, Railway had borne the social service obligation of about Rs.15,000 crores which is 17% of its revenue earnings.

Even though the train accidents per million train kilometer have come down from 0.23 to 0.15 during the last 5 years period the safety conditions in Railway is very grave. There were 1600 Railway employees killed and 8700 injured during the last 5 years. Almost 15000 people killed in a year on the account of trespassing.

During last 5 years, more than five hundred new trains were introduced without any addition in the infrastructure posing a serious safety risk. Unmanned level crossings must be replaced by road over- and under- bridges. Installing advanced signaling systems is necessary for switching-over completely to new LHB-design coaches that can safely clock 130-150 km/hour speeds.

The committee observed that 18% vacancies in the safety categories (P.Way, Signal, Bridges) supervisors JE/SSE need to be filled in mission mode.

All the vacancies of supervisors and staff in safety category should be filled up in a time-bound manner within 6 months. The committee strongly mandated that no vacancies should be allowed to remain in respect of essential safety categories of supervisors and staff for more than 3 months.

The present system of general posts like DRMs and GMs being thrown up to all departments who have no background or exposure in safety-related train operations has undermined safety in the Railways. The earlier system of only Operating and Technical Officers being considered for such posts needs to be restored.

The Committee called for better training facilities and improved infrastructure for Zonal Training Institutes and supervisors institutes and recommended for 30% of teaching allowance to attract talented & experienced facilities. The Committee also recommended a special allowance of 25% to the Gatemen.

Committee also recommended for adaptation of modern technologies in maintenance of track, bridges, rolling stock and signal systems.

The committee pointed out that the inferior performance of the Railways was largely due to poor infrastructure and resources, lack of empowerment at the lower levels and tight and cumbersome procedures. It recommended for decentralization of financial powers and three times increase on the powers of DRMs and GMs.

The Committee has suggested practicable plan for financing the projected Rs.100,000 crore investments that would ultimately enhance the IR's capacity to handle increased traffic loads in a sustainable manner. The Committee has called for investing the entire sums over five years, translating into Rs.20,000 crore annually. A quarter of this would come from a safety surcharge ranging from Rs.3 to Rs.50 per ticket, which shouldn't really pinch. The balance would be funded largely by the Centre through matching grants and a deferral of the IR's dividend obligations. The other sensible recommendation that has been made is to have dedicated special purpose vehicles to execute the identified projects.

Safety and modernization of Indian Railways are the need of the hour. All the safety margins have been eaten up. Even though Railways is four times fuel efficient and better placed to absorb fuel price rise.

Passengers want better facilities, amenities and safe travel and, hence, would not mind paying increased fare, but the reluctance of the Ministry to increase the fares in line with the increased operating cost will only further jeopardize the financial viability of Railways.

Railway Ministry and Government should also understand the importance of the Technical departments of Railways and should treat the technocrats in more dignified manner.

Recommendations of this High Powered Committee on Safety on Railways – clubbed with the outstanding proposals of Railway Accident Inquiry Committees (RAIC), should be effectively implemented to ensure Safety on the Railways – at all levels & at all costs.

IRTSA MEMORANDUM TO MOF ON GRADE PAY JEs*(Continued from page-1)***3. DISTURBANCE OF VERTICAL RELATIVITY:**

a. During the Third Pay Commission scales the Apex scale of Technicians was kept below the pay scale of Junior Engineers (then Chargeman-B). After the implementation of Fourth Pay Commission scales Senior Technicians (then MCM) were allotted the same pay scale of their Supervisors ie, JEs. Fifth Pay Commission in its specific recommendation in para 54.36 on supervisors and supervised problem of same scale of pay, accepted the anomalous situation of identical pay scales of Master craftsman and Chargeman (JE) and clearly removed the anomaly by recommending different pay scales to Master craftsman (Rs.4500-7000) and Chargeman (Rs.5000-8000). But later Government / Railways upgraded only the scale of Master craftsman (Senior Technicians) without correspondingly upgrading the scale of Chargeman (Junior Engineer). *(Please see Fifth Pay Commission recommendations - **Annexure-I**).*

b. To overcome the problem of supervisors paid equal to the employees working under them, Railway Board through its letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005 (copy placed at **Annexure-II**) made the impracticable solution of the work of Sr. Technicians in grade Rs.5000-8000 will be supervised by JE grade I scale Rs.5500-9000 instead of JE-II scale Rs.5000-8000.

c. The anomaly of “supervisor” in the same scale of “being supervised” was also removed by Sixth Pay Commission. But Government / Railways upgraded only the scale of Senior Technicians without correspondingly upgrading the scale of JEs. Now Junior Engineers continue to supervise the work of Senior Technicians who are in the same Grade Pay of Rs.4200 – which is very unjustified and against the settled law – as cited above

d. The situation of Junior Engineers (JEs) and Senior Technicians placed in the same Grade Pay of Rs.4200 – even though the Junior Engineers (JEs) supervise the Senior Technicians, is totally in violation of principle of natural justice as well as against the settled law (by the Apex Court) that an “equal cannot be over an equal” – in keeping with the provisions of Article 39 of the Constitution of India.

e. This is also in violation of the principle defined by the Sixth CPC (Para, 2.2.11) – “Grade pay will determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.

4. HIGHER ENTRY QUALIFICATION AND LONGER TRAINING PERIOD NOT CONSIDERED:

The highest level of direct recruitment in the Accounts cadre is at PB-1 with the Grade pay of Rs.2800, in the clerical cadre it is at Pay Band-1 with the Grade Pay of Rs.2800, in the Station Master cadre it is at Pay Band -2 with the grade pay of Rs.4200. In the case of Technical supervisors even the lowest level of direct recruitment is at PB-2 with the Grade Pay of Rs.4200 as Junior Engineers with the training period of one year.

*(PLEASE SEE **ANNEXURE III** FOR RECRUITMENT QUALIFICATION AND TRAINING OF JES)*

5. IMPORTANCE OF ROLE OF JUNIOR ENGINEERS ON RAILWAYS TOTALLY IGNORED:

a. Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest transport system compared to any transport system in the world. On Indian Railways system - buildings, tracks, bridges, motive powers, rolling stocks, Signal & telecommunication, traction & distribution etc and every brick of it are built and maintained by the Engineers.

b. Junior Engineers being the management at the field have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adapt to new technology, have to guide the staff working under them for safe and efficient induction of new technologies. ***(PLEASE SEE ANNEXURE-IV FOR MULTIFARIOUS DUTIES AND RESPONSIBILITIES OF JUNIOR ENGINEER (JE) ON THE RAILWAYS)***

It is, therefore, requested that **Grade Pay of Rs.4800 in PB-2 may please be granted to the Junior Engineers (JE) on the Railways**, to maintain horizontal parity, vertical relativity, higher entry qualification, longer period of training and the higher nature of duties & responsibilities shouldered by Junior Engineers - especially in respect of safety, efficiency & productivity on the Railways.

MEMORANDUM TO MOF ON GRADE PAY OF SSEs

1. We bring to your kind attention the heart burning demands of granting the justifiable Grade Pay to Senior Section Engineer (SSE) in Railways.

2. DISTURBANCE OF HORIZONTAL PARITY OF APEX SCALE WITH OTHER DEPARTMENTS:

Traditionally, apex pay scale of Technical Supervisors (SSE) have been higher than pay scales of supervisors of other departments in Railways. During the Third pay commission highest pay scale of Rs.840-1200 was allotted to the apex scale of Technical supervisors ie. Senior Section Engineer (then Foreman). In the categories of teachers, nurses and accounts were allotted two or three grades below the SSEs. After the implementation of Sixth Central Pay Commission scales the post of SSE with the direct recruitment element which requires Degree in Engineering had been allotted with the Grade Pay of Rs.4600, whereas the apex scales of categories mentioned above were placed in the Grade Pay of Rs.5400.

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MEMORANDUM TO MOF ON GRADE PAY OF SSEs*(Continued from Page 3)*

Post	3rd CPC Rs.	4th CPC Rs.	5th CPC Rs.	Upgraded by 6th CPC	6th CPC G P
Section Officer (Secretariat)	700-900	2000-3200	6500-10500	8000-13500	5400, PB-3
Staff Nurse	425-700	1600-2660	5000-8000	7450-11500	4600, PB-2
Nursing Sister	425-700	1640-2900	5500-9000	7500-12000	4800, PB-2
Asst. Nursing Supt	425-700	1600-2660	6500-10500	8000-13500	5400, PB-3
Primary Teacher Gr-I	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
Trained Gr. Teacher – Gr-III	425-700	1400-2600	5500-9000	7450-11500	4600, PB-2
Trained Gr. Teacher – Gr-II	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
Trained Gr. Teacher – Gr-I	700-900	2000-3500	7500-12000	8000-13500	5400, PB-2
Section Officer (Accounts)	550-750	1640-2900	6500-10500	7500-12000	4800, PB-2
Asst. Accounts /Audit Officer	700-900	2000-3200	7450-11500	7500-12000	4800, PB-2
Accounts/Audit Officer	840-1040	2375-3500	7500-12000	8000-13500	5400, PB-2
Senior Section Engineer BE (Engg. Graduate +1 Year Training)	840-1200 840-1040	2375-3500	6500-10500 & 7450-11500	7450-11500	4600, PB-2

3. IGNORING OF HIGHER ENTRY QUALIFICATION AND LONGER TRAINING PERIOD:

The highest level of direct recruitment in the Accounts cadre is at PB-1 with the Grade pay of Rs.2800, in the clerical cadre it is at Pay Band-1 with the Grade Pay of Rs.2800, in the Station Master cadre it is at Pay Band-2 with the grade pay of Rs.4200. In the case of Senior Section Engineer the level of direct recruitment is at PB-2 with the Grade Pay of Rs.4600 with the training period of one year.

*Recruitment Qualification and Training period are given in the **Annexure-IV***

4. 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 should have been Rs.5400 after the Sixth CPC.

5. NON-CONSIDERATION OF VITAL ROLE OF ENGINEERS ON RAILWAYS BY SCPC:

a. Nearly every infrastructure created on Indian Railways is a direct result of some form of Engineering. It ensures the country with essentials required to meet its transportation needs. Without it, country would never have moved forward. It is the engineering which makes the Indian Railways to progress and prosper. Engineers have constructed the Indian Railways, which offers one of the cheapest and safest

transport system compared to any transport system in the world. On Indian Railways system - buildings, tracks, bridges, motive powers, rolling stocks, Signal & telecommunication, traction & distribution etc and every brick of it are built and maintained by the Engineers.

b. It is unfortunate that both Fifth and Sixth Pay Commissions have underestimated the significance and sensitiveness of the work-content of the Senior Section Engineers, their responsibility and accountability in the system reversing the recognition given by the Third and Fourth CPC. Many truthful situations went out of sight of both these Pay Commissions which placed the Senior Section Engineers on par with the supporting non-technical staff or rather placed the Grade Pay of SSEs even below the supporting staffs thus disturbing the existing relativity.

c. Technical Supervisors being the management at the field have to execute control in the field for safe & punctual operation of trains, have to update their knowledge and skills and acquire new ones to adapt to new technology, have to guide the staff working under them for safe and efficient induction of new technologies.

d. Multifaceted duties & responsibilities of safe and efficient running of Trains through frontline supervision and management of "Failure Proof" production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways, stringent punishments for any shortcomings, tough selection procedure that requires knowledge in all the fields of Railways were not considered. (as indicated in **Annexure V**)

It is, therefore, requested that:

Grade Pay of Rs.5400 in PB-3 may please be granted to the Senior Section Engineers (SSE) on the Railways to maintain horizontal parity, vertical relativity, higher entry qualification, longer period of training and the higher nature of duties & responsibilities shouldered by Senior Section Engineers - especially in respect of safety, efficiency & productivity on the Railways.

(For annexure please visit www.irtsa.net)

Reminder Memorandum to MOF on Grade Pay of CMT & Stores Engineers will be submitted shortly

RAILWAY BOARD's ORDERS

Sub: Special Allowance to Vigilance Inspectors working in Zonal Railways / Production Units.

Board's letter No: E(P&A)I-2010/SP-1/Gen-1.

The subject of granting special allowance, so as to attract experienced and talented staff to work as Vigilance Inspector in Zonal Railways and Production Units has been under the consideration of the Board for some time. It has now been decided, as a special case, to grant special allowance @ Rs.2500 per month to the Vigilance Inspector in Zonal Railways and Production Units.

2. The said special allowance shall be admissible prospectively from the month of January 2012.

SUMMARY OF REPORT OF HIGH LEVEL SAFETY REVIEW COMMITTEE

Compiled by Er. K.V. RAMESH, Jt.GS/IR TSA

OBSERVATIONS MADE BY THE COMMITTEE

- Even though consequential train accidents are in the declining trend despite phenomenal growth, safety on Indian Railways is a matter of concern.
- Present environment on Indian Railways reveals a grim picture of inadequate performance largely due to poor infrastructure and resources and lack of empowerment at the functional level.
- The commitment and passion of its strong workforce of 13.62 lakhs though commendable has done little to translate into productive action due to present environment.
- There are 16.8% in P.Way, 16.6% in Signal, 19.4% in C&W of vacancies not filled in the safety category of JE/SSE.
- IR has to be energized with a new type of work culture.
- About 1600 railway staff were killed and 8700 injured while working during the period from 2007-08 to October, 2011 which is substantially more than 1019 deaths and 2118 injuries in train accidents for the period from 2007-08 to 2010-11.
- A large chunk of 723 deaths and 690 injuries happened due to unmanned level-crossing accidents attributed to the negligence of road users.
- 86% of unmanned level-crossing accidents occurred during the day light period of 08.00 to 19.00 hrs.
- 42% of accidents took place due to failure of railway staff, 43% due to failure of other than railway staff, 7% due to sabotage, 3% each due to failure of equipment and incidental and balance 1% each due to combination of factors and non-establishment of cause.
- Almost 15000 persons get killed in trespassing on the entire railway system every year of which about 6000 deaths are only on the Mumbai Suburban System.
- The financial state of Indian Railways is at the brink of collapse unless some concrete measures are taken.
- Gap between gross revenue receipt and working expenses has narrowed down since 2007-08 largely due to increase in staff costs which doubled in the past 2-3 years with the revision in salaries after VI Pay Commission. Passenger fares have not been increased in last 8 to 10 years and their present level is ridiculously low as compared to the bus fare.
- While Wholesale Price Index rose by about 300% in last 10 years, passenger fares for 2nd class travel on Indian Railways more or less remained the same.
- Net social service obligation borne by Indian Railways in 2009-10 is assessed at about 15,000 crores which is more than 17% of the total revenue earning and 18% of the total expenditure.
- IR consistently pay the dividend to the central exchequer, whereas appropriation to DRF which is having direct bearing on safety was compromised.
- There is no practice of independent safety regulation by an independent agency separate from operations.

During the last five years, addition of more than five hundred new trains, increasing the frequency of trains and adding more coaches per train has left Indian Railways in a peculiar situation. Today the system is bereft of spare capacity.

- Line capacity has been severely constrained due to introduction of more and more trains over the years.
- No technical aid is yet available on Indian Railways to run trains during foggy weather which adversely affect train operations during winter season of 2 to 3 months in northern India.
- Disturbance to running track due to rail / weld breakages and sabotages which have gained prominence during recent times present unsafe conditions.
- Necessary time for infrastructure maintenance is getting compromised and the casualties of Railways' own workmen while on duty is on increase because of constrained working during scarce maintenance period.
- ICF design of coaches have seen Indian Railways through in the past years till operating speeds were low and formations were short. With the Introduction of long formation of trains running at moderately high speed of 110 to 120 Km/h, use of ICF design coaches is not desirable from safety point of view. The latest design of LHB coaches are far safer and secure to bear the impact loads arising out of accident scenarios.
- IR suffers from 'IMPLEMENTATION BUG'. Implementation of accepted recommendations of the previous safety committees has been a major issue.

HIGHLIGHTS OF RECOMMENDATIONS

- Earlier system of only Operating and technical officers being considered for general posts of GMs and DRMs should be restored.
- Powers of General Managers to be enhanced 3 times. Full powers for re-appropriation of funds from one work to another (except New Lines), re-appropriation of fund under same Demand from one PU to another.
- Powers of DRMs to be enhanced 3 times. Enhanced powers to DRMs in spot purchase committee, single/limited tenders, AMC, purchase of non-stock items up to 3 lakh per case without monthly ceiling, full powers to construct RUB & ROB under Road Safety works, safety cash award by DRM be enhanced by 3 times and Powers vested with DRM to be enjoyed by CWM.
- All the vacancies of supervisors and staff in safety category should be filled up in a time bound manner within 6 months.
- Surplus bank to be created by identifying the surplus posts and additional new posts needs to be identified in the safety categories.
- GMs should be empowered to create additional posts with finance concurrence under Safety categories if no matching surrenders are available.
- All the vacancies of supervisors and staff in safety category are to be filled up within 6 months
- The existing staff yardstick to be looked afresh.
- Uniform defined lists of safety items for all Zonal Railways.
- Removal of all encroachments in the vicinity of railway track. Big railway stations should have 'Intelligent Security' largely based on CCTV camera.
- Signaling system equivalent to the functionalities of ETCS L-2 should be deployed throughout IR.
- Communication Based Train Control (CBTC) system should be used in Metros to meet the requirements of headway less than 1.5 minutes.

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REPORT OF HIGH LEVEL SAFETY COMMITTEE*(Continued from page-5)*

- IR should switch over to the manufacture of LHB design coaches in all the coach manufacturing units and manufacture of ICF design coaches should be stopped immediately.
- Problem of jerk on LHB design coach should be resolved by adopting a new design of draft gear subject to its satisfactory performance. Other maintenance related problems faced on LHB coaches such as consequential failure of roller bearings, wheel shelling, etc. should be addressed
- LHB coaches must be grounded at the Maintenance yards and sub-standard M8 Fasteners of speed sensor should be replaced with high tensile bolts of the specified quality of reputed make.
- Toilets either with no discharge or with harmless discharge should be introduced.
- Flame detection system should be provided in coaches.
- A simple ladder or equivalent feature should be available for assisting passengers to get down from coaches in the event of accident.
- Hot box detectors, Wheel impact load detector (WILD) and Track side bogie monitoring system should be extensively deployed.
- Every train should be checked for formation Leak rate during maintenance in addition to Brake Power Certification.
- Expert committee should be constituted to establish the root cause of rail failures and identify the metallurgical and chemical solutions within three months.
- Production of 52 kg rail should be stopped and 52 kg PSC sleepers should no longer be produced. Only 60 kg/M head hardened rails should be used on curves sharper than 400 meter radius of curvature.
- Modern technologically driven vehicle borne ultrasonic testing machine should be introduced for faster and reliable detection of rail and weld flaws.
- Rail grinding at required intervals should be mandatory to increase the life of rails and wheels of rolling stock.
- Distressed and vulnerable bridges should be instrumented in terms of deflections/displacements, water level and flow velocity on a continuous basis. Advanced scientific measurement and inspection for the condition assessment of the under-side of the bridges using mobile and articulating platform is essential.
- All Level Crossings whether manned (with or without signals) or unmanned should be eliminated in next 5 years. Zonal Railway to be fully empowered and mandated to complete the project in 5 years.
- Construction of limited height sub-ways, Road under Bridge (RUB) and Road over Bridge (ROB) should be taken up in mission mode. No LC should be newly introduced under any circumstances.
- Entire cost of construction of RUB or ROB should be borne by Railways.
- All the newly recruited Assistant Loco Pilots should be Diploma holders instead of present Matriculate/ ITI holders.
- Upgradation of training institutions.
- Teaching allowance of trainers of ZRTIs and STSs should be increased from 15% to 30% to bring it at par with trainers in CTIs.
- Departmental staff should be encouraged and extended resources to upgrade their professional qualifications and skills to be fit for promotion to the higher level.
- Each Division should have Grievance Redressal Machinery which should deal with staff grievances in time-bound manner.
- Special allowance equivalent to 25% of the salary and grade pay should be given to the staff who work as regular Gatemen.
- An apex body called Railway Research & Development Council (RRDC) should be established.
- Advanced Railway Research Institute (ARRI) should be established which should be a high-end, research organization focusing on engineering challenges in railway specific areas.
- A string of five or so Railway Research Centers specialized in specific areas like signaling, rolling stock, motive power, track and bridges, operations management, etc should be established.
- A Railway Safety Authority (RSA) should be set up as a statutory body independent of Indian Railway Board under the Government. Existing Institution of Commissioner of Railway Safety should be merged with RSA.
- New post of Member (Safety and Research) in Railway Board should be created.
- There is an urgent need to increase ridiculously low passenger fares to at least recover the basic operation and maintenance costs from the users.
- A non-fungible non-lapsable safety fund generated through safety cess on passengers of different classes in graded manner should be created to raise funds to the tune of Rs.5,000 Crores per annum.
- Payment of dividend to the tune of Rs.5,000 Crore per annum should be deferred in view of social service obligation being borne by Railways which is assessed as Rs.15,000 Crores every year.
- An empowered group of officers (including an officer from finance) in Board should pilot the implementation of safety enhancement recommendations and projects as accepted by the Ministry of Railways in a time-bound manner with full funding.
- Other projects should be appropriately pended or slowed down for the time being to accommodate funding of these key projects.
- Recommendations of the Committee need investment totaling to the tune of Rs.1 lakh crore over 5 years period.
- For Advanced Signal system Rs.20,000 crores, Elimination of Level crossing Rs.50,000 crores, switching over to LHB coaches Rs.10,000 crores, Work Shop & open line improvements Rs.5000 crores, Wagon improvement Rs.2000 crores, IT enabled applications Rs.1000 crores, Track maintenance and improvement Rs.9000 crores, Improvement in training facilities Rs.500 crores, RDSO upgradation Rs.2500 crores, etc.
- Methodology proposed for funds per year for five years - Safety cess on passengers Rs.5000 crores, Matching grant from central Govt Rs.5000 crores, Deferred dividend Rs.5000 crores, Road Cess Rs.1000 crores and RLDA earnings Rs.4000 crores, totaling Rs.20,000 crores per year.

MEMORANDUM SUBMITTED TO RAILWAY BOARD

Sub: Counting of training period for upgradation under MACPS

Ref: 1. O.M No. 35034/3/2008-Estt. (D) Dated 19th May, 2009 of DOP&T.

2. Railway Board's OM RBE No 101 dated 10.6.2009.

3. Board's letter No. E(NG)I/90/IC1/1, Dated 04.02.1991.

4. Board's letter No. E(NG)1-93/PM1/4 dated 18.01.93.

1. We would like to bring to your kind notice the following genuine demand of Technical Supervisors / Engineers on Railways for counting of Training period for financial upgradation under MACPS, denial of which puts them in a disadvantageous position vis-a-vis the non-technical employees without training in the same Scale of Pay / Pay Band.

2. Persons selected for regular appointment in Technical departments for the posts like **Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA , CMS** and other Technical posts are required to undergo training for a period of one year before being posted as JEs, SSEs, CMA , CMS etc. and formally taking charge thereof.

3. Non-technical employees who are not required to undergo any training even though recruited on the same date along with the Technical employees in the same Scale of Pay / Grade Pay earn their financial upgradation through MACPS well before the Technical Staff. This puts the technical employees in a disadvantageous position vis-a-vis the non-technical employees, since the period spent in the training by the technical employees are not counted for the purpose of financial upgradation under MACPS.

4. Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991 (Annexure-I) on the subject of Counting of training period for the purpose of drawing increments, states that, in case where a Railway servant has been selected for regular appointment and before formally taking charge of the post for which selected, the Government servant is required to undergo training, the training period undergone by such Railway servant whether on remuneration of stipend or otherwise may be treated as duty for the purpose of drawing increments.

5. Railway Board in its letter No.E(NG)1-93/PM1/4 dated 18.01.93 (Annexure-II) stated that time spent by a Railway Servant under training immediately before appointment to service is to be counted as service for the purpose of appearing for departmental examination for promotion to Group-B.

6. These had been implemented for the purpose of drawing increments as otherwise the concerned employee, particularly the non-gazetted in technical departments, where the training period is a long one is put to perpetual disadvantage vis-a-vis the staff in non-technical jobs who are recruited along with technical staff in the same scale of pay.

7. Moreover, Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as Junior Engineers (JEs), Senior Section Engineers (SSEs) on Railways is not pre-appointment training in nature (unlike that of the Apprentices recruited under the Apprentices Act). The Stipend paid during the training period to them is from the Revenue Account and the Department of Personnel & Training (DOPT) had already decided earlier that the training period shall be counted for pensionary benefits, for issue of passes and drawal of increments, etc.

8. Non-inclusion of training period for the purpose of financial up-gradation under MACPS, discriminates the Technical employees compared to the non-technical employees recruited in the same Scale of Pay/Grade Pay in the same period, defeats the basic spirit of Railway Board's letter No.E(NG)I/90/IC1/1, Dated 04.02.1991 in removing the disadvantageous position of Technical employees in getting their annual increment, pensionary benefits, pass eligibility etc.

9. It is, therefore, requested, that the training period of Junior Engineers (JEs), Senior Section Engineers (SSEs), CMA , CMS on Railways be counted as regular service for the purpose of upgrading under MACPS.

RAILWAY BOARD ORDER

RBE No.158/2011 Board's letter. No. E[NG]I-2008/PM1/15 dated 21.11.2011.

Sub: Implementation of recommendations of 6th CPC-Merger of grades-Revised classification and mode of filling up of non-Gazetted posts – Scheme for filling up of vacancies after 31.12.2011.

Ref : Board's letters of even number dated 11.01.2010, 22.07.2010, 3.11.2010 and 06.04.2011.

Reference this Ministry letter of even number dated 03.09.2009 & 07.06.2010 on the above subject, under which scheme of filling up of vacancies as up to 31.08.2009 & 31.12.2011 respectively were circulated by Railways.

2. The issue has once again been considered by this Ministry and it has been decided that the existing methodology, as enumerated in the letter of even number dated 03.09.2009, may be applied to fill up the promotional vacancies as may arise up to 31.12.2012, with bench marking as indicated in the letter dated 7.6.2010, i.e. 6 and 8 marks out of 15 for the posts in the Grade Pay of Rs.4200 and Rs.4600 respectively, where ever promotion has to be done on the basis "Seniority-cum-suitability", till further orders.

3. It has also been decided that henceforth the contents reflected in para 2.3 of Board's letter even number dated 3.09.2009, prescribing for filling up of Direct recruitment and Promotee quota vacancies in the Grade Pay of Rs.4200 and Rs.4600 stands nullified.

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RAILWAY BOARD ORDER**Sub: Travelling allowance rules - Journey on Transfer/Retirement.**

No.F(E)I/2011/ AL-28/26, dated 14.02.2012

In terms of Board's letter No.E(W)2004 PS 5-9/1 dated 01.08.2011, personal effects up to the specified weight limits and/or conveyance up to the prescribed scale/rates as prescribed under Board's letter No. E(W)2004 PS 5-9/1 dated 17.06.2009 were permitted to be transported by road on reimbursement basis in lieu of Kit Pass to the place of posting on transfer/place of settlement after retirement. The reimbursement on account of transportation of personal effects/conveyance was to be regulated as prescribed in Board's letter of even number dated 01.09.2011.

2. In terms of para II of the said letter, if transportation of personal effects is made by road between places connected by rail, reimbursement of actual expenditure by road limited to presumptive railway freight would be admissible.

3. However, doubts have been raised by one of the railways regarding methodology to be followed in calculating presumptive railway freight. The matter has been examined in Board's office and it has been decided that rates per km for transport by road as prescribed in Board's letter No F(E)I/2008/AL-28/15 dated 29.12.2010 would be applicable to transportation of personal effects made by road between places connected by rail also. Therefore, there would no longer be any distinction in rates of transportation of personal effects by road between places connected by rail or not connected by rail.

4. Accordingly, in partial modification of Board's letter of even number dated 1.9.2011, para II of the said letter may be modified to read as under:

II. Transportation of personal effects on Transfer/settlement after retirement

(i) If the transportation of personal effects is made by rail	Rates prescribed in terms of Board's letter No. F(E)I2008/AL28/15, dated 22.12.2010 and revised vide Board's letter F(E)I2008/AL28/18 dated 13.06.2011 would be applicable for transportation of personal effects by road from the place of residence to the Railway station at the old head quarters and from Railway station to the place of new residence.
(ii) If the transportation of personal effects is made by road	Reimbursement of actual expenditure by road limited to rates prescribed in terms of Board's letter No. F(E)I2008/AL28/15, dated 22.12.2010 and revised vide Board's letter F(E)I2008/AL28/18 dated 13.06.2011

5. All other provisions given in Board's letter dated 1.9.11 shall continue to be applicable.

6. These orders will take effect from 3rd June-2011 i.e. date of effect of Board's letter No.E(W)2004/PS 5-9/1 dated 1.08.2011.

PONGAL CELEBRATIONS AT ICF

On 24th Jan, on behalf of Supervisors and IRTSA Pongal celebrations were held at ICF. Sri.Abhay K. Khanna, GM/ICF was the Chief Guest. Sri.Hemant Kumar CME, Sri.J.S.P.Singh CEE, Dr.Ramprakash CMS, Dr.S.X.Sampathrajan CPO, Sri.Selvaraj CE, Sri.Paswan, CWE/Fur, Sri.K.S.Jain, CWE/Shell, Dy.HODs, officers, union officers, Rail Engineers and family members participated in large number.

Sri.K.V.Ramesh, Staff Council Member / Supervisory/Shell & JGS IRTSA and Sri.M.Venkatarao, Joint Secretary/Staff Council welcomed the gathering. Yoga Demonstration was done by Sri.S.Kamaraj and his students. KARATE Demonstration was done by OKINAWA KOSHIKI GOJU – RYU KARATE – DO – SHIRENKAN – INDIA. Students of ICF Silver Jubilee Higher Secondary School performed the CULTURAL PROGRAMME consisting of Karagattam, Bharathanatyam & Folk Dance.

In his special address Sri.M.Shanmugam, President IRTSA explained the importance of Pongal festival and efforts made by IRTSA and its volunteers to improve the relations between the working class and the management. He also explained efforts made by IRTSA in improving the performance of Railways. Sri.Hemant Kumar CME and Sri.J.S.P.Singh, CEE greeted entire ICF family happy Pongal and prosperous 2012.

In the Chief Guest address Sri.Abhay K. Khanna, GM/ICF, greeted all the ICF family members. He appreciated the wards of employees who performed the cultural programme and YOGA. GM also distributed prizes to all the participants of cultural programme and YOGA.

Sri.E.Ramesh, Staff Council Member / Supervisory/Fur proposed vote of thanks. The celebration ended with a community dinner.

IRTSA HOLDS MEGA MOTIVATIONAL WORKSHOP FOR +2 STUDENTS

On 19th Feb, IRTSA with the help of Bharath University conducted a motivational workshop for students who appear for +2 final examinations. Students of ICF / S.Rly and schools around North Chennai participated in the motivational workshop. Sri.M.Shanmugam Central President welcomed the gathering and explained the purpose of the workshop. Smt. Rajeswari Menon Former Senior Principal, SBOA, explained how to face the exam & secure good marks and how to keep the physical & mental health during the exam. She also advised the parents how to motivate the students in improving their performance without much stress on them.

Sri.Hemant Kumar, CME ICF in his Chief Guest address appreciated the efforts of IRTSA and wished all the students best of luck.

Eminent teachers gave the blue print in their respective subjects and they also gave useful tips in the subjects. Smt.Susan Kuruvilla- English, Sri.S.Emmannvel – Maths, Smt. R.C.Sripriya – Physics, Smt.C.A.Padmalochni – Chemistry, Sri.Adhiappan – Biology, Sri.Vasanthkumar - Computer Science, Sri.A.R.Balakrishnan- Commerce & Accountancy explained the students respective subjects. All the students were provided with refreshment and lunch.

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