

Voice of Rail Engineers

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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APPOINTMENT OF 7 TH CPC NOTIFIED

Ministry of Finance (Department of Expenditure)
RESOLUTION No.1/1/2013-E.III(A) Dated 28-2-2014

The Government of India have decided to appoint the Seventh Central Pay Commission comprising the following

1.Chairman – Justice Shri Ashok kumar Mathur

2.Member – Shri Vivek Rae

3.Member – Dr. Rathin Roy

4.Secretary – Smt. Meena Agarwal

2.The terms of reference of the commission will be as follows

a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

i. Central Government employees-industrial and non-industrial;

ii. Personnel belonging to the All India Services;

iii. Personnel of the Union Territories;

iv. Officers and employees of the Indian Audit and Accounts Department;

v. Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and

vi. Officers and employees of the Supreme Court.

b) To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.

c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations

on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.

e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.

f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).

g) To make recommendations on the above, keeping in view:

i. the economic conditions in the country and need for fiscal prudence;

ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;

iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;

iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and

v. the best global practices and their adaptability and relevance in Indian conditions.

h) To recommend the date of effect of its recommendations on all the above.

3. The Commission will devise its own procedure and may appoint such advisors, Institutional Consultants and Experts, as it necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the commission. The government of India trusts the State Governments, Service Associations and other concerned will extend to the Commission their fullest cooperation and assistance

4.The Commission will have Headquarters in Delhi

5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised.

Voice of Rail Engineers – (Previously Published as “THE RAIL SUPERVISOR”)

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**A STRONG CASE FOR IMMEDIATE PAY HIKE, DA MERGER & INTERIM RELIEF FOR CENTRAL GOVT EMPLOYEES**

Central Government has announced the formation of Seventh Central Pay Commission. Recommendations of the Pay Commission are expected to be implemented from 1.1.2016, i.e. ten years after 1-1-2006 - the date from which Report of Sixth Pay Commission was implemented.

While many Public Sector Enterprises owned by Central Government revise the Pay of their employees once in five years, pay and allowances of Central Government employees are revised after 10 years. In case of employees of MNCs and Private enterprises the pay revision happens at much shorter intervals say almost every year.

This is one of the main reasons for large ever increasing Pay disparities in the country.

Ten years is long period. Lot of changes have taken place all around. High inflation has eroded the real value of money. Whatever pay & Allowances were fixed after the Sixth Pay Commission had seriously eroded over the years due to fast changes happening around the world and Country. Changes in the Economic & Infrastructure sectors, Changes in policies of Government & its priorities have all added to the burden of the common man.

Changes in the lifestyle of the society at large have changed every ones priorities and requirements. What used to be a luxury in the yesteryears, has become essential today. Changes in the pattern & requirement of Education, Housing & Health system in the country and changes in the diet and food requirements have all added to the financial needs of a common man. Need for attracting talent to Government employment in the Global scenario has vastly increased but this cannot be effectively done without offering attractive wages and careers.

All these aspect will have to be considered carefully by the Seventh Pay Commission while determining the wages of the Central Government employees, so as to give them a fair deal and do justice to them.

Employees have become very restless and frustrated – both on account of erosion of wages due to inflation and refusal of the Govt. to merge the Dearness Allowance – which had crossed 50% mark in January 2011, and which crossed the 100% mark in January 2014.

DA had all along been merged in Pay for all purposes every time it crossed the 50% mark since the third Pay Commission. It was the first time in 40 years when the same had not been merged in Pay. The only plea the Government had in this regard was that the Sixth Pay Commission had not recommended for the merger in this regard – whereas the earlier Pay Commissions had recommended for the same in their Reports.

The main justification for merger of DA is on account of inadequate compensation against the inflation provided by DA, as many of the factors leading to inflation; do not get reflected in the Consumer Price Index (CPI). Many unwanted items are included which reduces the weightage of vital items in compilation of CPI – as they are not given due weightage while compiling the CPI (for Industrial Workers) – on which the DA is Based.

Cost of living as per actual cost of prices has gone up by over 200% the DA we are getting is only 100% from January, 2014.

Fifth CPC In the Chapter on Dearness Allowance had recommended that “each time the CPI increases by 50% over the basic index used by the last Pay Commission it should be converted into Dearness Pay. Such DP should be counted for all purposes, including retirement benefits.”

Sixth Pay Commission in Para 4.1.18 of its report, had erroneously contended that DA should not be merged on reaching 50% but an increase of 25% in Allowances be given – other than DA & HRA). Sixth CPC further contended that the Merger of DA on crossing 50% be discontinued on the ground that the Increments had been recommended to be on percentage basis

These contentions of Sixth Pay Commission were not only inconsistent with the recommendations of the previous Pay Commissions; these were also against the established laws of economics on which the very concept of grant of DA and merger thereof after reaching a reasonable level were based – to avoid wage erosion and its distortion.

Wages in Public undertakings were revised thrice in recent years i.e. from varied dates in 1997, 2002 and 2007. The fourth revision thereof is due from 2012 and may soon be affected – as per ongoing negotiations thereon..

Wages in the Private Organised Sector and in the Corporate Sector (and MNCs) are much higher and are revised even more frequently.

As against this the wages of Central Government employees were not only lower than PSUS as well as Private and Corporate but are revised only after 10 years interval – thus increasing the gap & the disparity every time.

These vast disparities are causing much frustration and flight of talent to the Non-Government sectors, besides being volatile of the Constitution of India and law of Natural justice.

There is thus an urgent need to revise the wages of the Central Govt. Employees and merger of DA in Pay for all purposes. The contention of the Govt. that it involves huge expenditure and that it cannot afford it, is totally wrong and untenable. Government's wage bill is just 7.3 % of the revenue expenditure in the year 2011-12, as against 12.8% in the year 1996-97, since when it has actually been declining – thus further justifying immediate revision of wages of the employees.

IRTSA, therefore, will urge upon the 7th Pay Commission and the Government, as under:

i) a) Immediate Merger of 50% of DA with pay w.e.f 1.1.2011; and

b) Merger of 100 % DA from 1-1-2014.

ii) Interim Relief of at least 40% of the Pay/Pension + D.A be granted to all Central Government Employees & Pensioners w.e.f 01.01.2014 - pending finalization & implementation of recommendations of the Pay Commission, to mitigate the sufferings of the employees and Pensioners.

IRTSA UNITS

Send your News, views & activities for publication in VRE & IRTSA Website www.irtsa.net to:

General Secretary, IRTSA

by Phone/SMS &/or Email to gsirtsa@yahoo.com and K.V.Ramesh, Sr.JGS/IRTSA rameshirtsa@yahoo.co.in

IRTSA delegates meet Sri. MALLIKARJUN KHARGE Hon'ble Minister for Railways



23rd December, 2013: IRTSA delegates from Rail wheel factory met Sri. MALLIKARJUN KHARGE Hon'ble Minister for Railways and handed over memorandum on the demands of Technical Supervisors / Supervising Engineers. They held brief discussion on the issues like revision of Grade Pay of Junior Engineer & Senior Section Engineer, cadre status of Group-B (Gazetted), recognition of IRTSA, etc.

IRTSA LOCO WORKS PERAMBUR, S.RLY SUB-UNIT REVAMPED

Meeting of IRTSA sub-Unit of Loco Works, Perambur, Southern Railway was held on 23rd January. More than 100 Technical supervisors / Supervising Engineers from Loco Works which included many new faces participated in the meeting. Er.Gomathi Sankar welcomed the gathering. Er.V.P.Abdul Salam, Zonal Secretary, Southern Railway, explained the difficulties being faced by Technical supervisors / Supervising Engineers from Unions and Officers and call upon all the Supervising Engineers to unite under the banner of IRTSA. K.V.Ramesh, Senior Joint General Secretary briefly explained the major issues like Grade Pay, Group-B Gazetted Status, anomalies of MACPS etc and said that all these unique demands pertaining to the category can only be represented exclusively by IRTSA only.

Er.M.Shanmugam, Central President explained about the activities of IRTSA. He recollected valuable contribution made by Loco Work Supervisors during the formation of IRTSA in the year 1965 when young Harchandan Singh visited Chennai during the initial days. He explained about the stiff resistance shown by IRTSA in Southern Railway against the harassment by officers and union members and added that to work with dignity, hands of IRTSA has to be strengthened. Er.Girinathan proposed vote of thanks.

New Office Bearers of Loco Sub-Unit

President - Er.Gomati Shankar
Secretary - Er.Girinathan
Treasurer - Er.Ganesan

NEW SUB-UNIT OF IRTSA FORMED AT EMD DIESEL SHED HUBLI, SWR

28th January, New sub unit of IRTSA was formed at EMD Diesel Shed Hubli, South West Railway after a meeting held there. Er.K.L.Vinod Kumar Zonal Secretary / SWR welcomed CEC office bearers, SWR office bearers and members of EMD Diesel Shed. He briefly explained about the activities of IRTSA at SWR and agitations organised by IRTSA at Zonal level and at NewDelhi.

Er.Nirmal Chandran explained about the struggles done by IRTSA to achieve the demand of First Class pass to all JEs and other Supervising Engineers. Er.M.T.Sujit Kuamr explained about the case filed by IRTSA at CAT Chennai for upgrading the Grade Pay of JE & SSE. Er.V.P.Abdul Salam, Zonal Secretary, Southern Railway called upon all the Technical Supervisors / Supervising Engineers to unite under the banner of IRTSA, a strong platform laid by untiring work of our founders and seniors during the olden days without the modern communication facilities that are available today. K.V.Ramesh Senior JGS IRTSA briefly explained about the history of IRTSA. He also briefed on the main demands like Grade Pay upgradation, Group-B Gazetted status, Career Progression of Technical Supervisors / Supervising Engineers, Anomalies in the MACPS, etc. He also explained the challenges facing the category in the 7th Pay Commission.

Later IRTSA delegates met Sr.DME EMD/Diesel Shed. During the discussion Sr.DME appreciated the efforts of IRTSA not only in addressing the demands of the category but its good efforts to improve the performance of Railways through various Technical Seminars.

On 31st January EMD LCOC Shed, Hubli conducted their first meeting and elected the following office bearers.

President : Er. A. Ganeshan, SSE/ DSL/UBL
Vice President :H.S. Siddaraju, SSE/ DSL/UBL
Secretary :Sayed Mohsin , Ass.Pro./DTC/UBL
Joint Secretary :B.V.Muralikrishna , JE/DSL/UBL
Treasurer :Ravindra/SSE/ DSL/UBL

EXECUTIVE MEETING OF IRTSA SWR ZONE

Executive Committee meeting of SWR Zone of IRTSA was held at Hotel Prakesh, Hubli to review the activities of SWR Zone and to discuss the status of main demands of IRTSA. Er.K.L.VinodKumar Zonal Secretary/SWR welcomed the office bearers and briefly explained the activities of IRTSA in SWR Zone. Er.V.P.Abdul Salam, Zonal Secretary, S.Rly briefed about the resolutions passed in the 48th CGB of IRTSA held at Trichy, S.Rly. Er.Ramakrishan asked for frequent visits by CEC office bearers to have more interaction at gross route level and said that more direct interaction with members will strengthen IRTSA.

Er.Pavithran and Er.Suresh impressed upon the necessity of bold initiatives from Technical Supervisors / Rail Engineers to achieve the demands of the category both at regional and all India level. Er.K.V.Ramesh Senior JGS explained the position of Grade Pay case filed by IRTSA at CAT Chennai, case going to be filed at CAT Chandigarh for Group-B Gazetted status to SSE / CMS / CDMS / Sr.Engineer (IT), mounting anomalies in the MACP Scheme and other issues. Er.Kavalekar briefed on the combined seniority introduced by the administration in Hubli workshop in haste manner, which spoiled the morale of the Technical Supervisors. Er.Nirmal Chandran and Er.M.T.Sujit Kumar briefed on the demands pertaining to open line Engineers. The meeting was completed with refreshment.

**Units! Send Central Quota & Struggle Fund Through Bank Draft in favour of "IRTSA" to:
Central Treasurer IRTSA,
Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008
(Ph: 09828024476 & 02912713123)**

**PRESIDENT IRTSA MEETS
Smt. MEENA AGARWAL, OSD,
MINISTRY OF FINANCE &
SECRETARY, VII PAY COMMISSION.**

On 11.02.2014, Shri.M.Shanmugam, Central President IRTSA met Smt.Meena Agarwal, OSD, Department of Expenditure, Ministry of Finance & Secretary, VII Central Pay Commission. CP/IRTSA greeted the designated Secretary VII CPC and had elaborately presented the demands of Technical Supervisors on their pay scale.

During the discussions, he explained how the Technical Supervisors / Supervising Engineers in Railways deprived of the right Grade Pay and way in which their pay was deteriorated by various pay commissions since III CPC.

He also stated that the hands of Railway Board were tied because of the demand placed by unions to revise GP for the entire apex Group-C category in the GP of Rs.4600 which was turned down by ministry of finance. He requested for the approval of Finance Ministry on the proposal send by Ministry of Railways atleast to provide exclusive higher Grade Pay for the top most technical posts available in Group "C", clearly distinguishing them from other non technical categories in the Grade Pay of Rs.4600. He also briefed to OSD / Expenditure about the justifications in enhancing GP of Technical Supervisors / Supervising Engineers from the existing GP of Rs.4600 and Rs.4200 to Rs.5400 and 4800 respectively. A detailed memorandum is also presented to the Designated Secretary VII Pay Commission.

He also requested her to extent the chance of oral evidence to IRTSA before VII CPC as extended by previous Central Pay Commissions. CP/IRTSA was accompanied by Shri.K.Shanmugavelu Advisor/IRTSA, Shri.E.Ramesh, JGS/IRTSA, Shri.B.Saravanan CEC Member/IRTSA and Shri.V.Balakrishnan TA to CP/IRTSA.

**IRTSA OFFICE BEARERS MEET
Sri.M.RAGHAVAIHAH, GS/NFIR**

Chennai, 9th & 10th January: IRTSA office bearers met Sri.M.Raghavaiah, GS/NFIR during his visit to Chennai. L.Markantayan, Vice President P.Baskaran President / Shell division ICF and V.P.Abdul Salam, Zonal Secretary S.Rly, felicitated GS/NFIR. The delegation includes V.P.Sundaram Org/Secy, Nirmal Chandran Chennai Division Secy, E.Ramesh JGS and others.

Er.K.V.Ramesh, Sr.JGS/IRTSA explained the issue of pay fixation to 1994 Apprentice Mechanics batch in ICF, despite of many communication between ICF and Railway Board the issue has not come to a logical conclusion, he said. Considering entry Grade Pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre in the context of Railway Board clarification issued on 20.06.2011 and 25.9.2013 was explained to him. Sri.M.Raghavaiah, GS/NFIR said both the issues will be further pursued with Railway Board.

Immediate finalisation of Up-grading of posts of CMA-I to pre-revised scale of Rs.7450-11500 since Direct Recruitment qualifications of CMA-I are BE / B.Tech. (Chemical / Metallurgical) or MSc (Chemistry); and as the Sixth CPC had recommended (vide Para 3.4.7) that the posts with Engineering Degree as Recruitment qualifications be upgraded to Pre-revised grade of Rs.7450-11500 was specially mentioned to GS/NFIR.

Answering on status position of main demands of Technical Supervisors / Supervising Engineers, Sri.M.Raghavaiah, said that proposal sent to Finance Ministry for partial upgradation of posts to Group-B has been sent back to Railways for further clarification and Railways is expected to reply for it soon. He also explained about the anomalies of MACPS like promotion on promotional hierarchy, third financial upgradation 20 years from first promotion / financial upgradation, counting of training period for the purpose of financial upgradation, ignoring the promotions earned before the promotion through LDCE, etc.

Again on 21st February during his visit to ICF, Sri.M.Raghavaiah has interacted with IRTSA office bearers and discussed about considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre.

**IRTSA STAFF COUNCIL MEMBERS OF ICF
DISCUSSED TECHNICAL SUPERVISORS /
SUPERVISING ENGINEERS DEMANDS WITH
MEMBER MECHANICAL**

10th Jan, 2014, IRTSA staff council members of ICF discussed the demands of Technical Supervisors with Member Mechanical during his visit to ICF. In the staff council meeting held at ICF, K.V.Ramesh Sr.JGS/IRTSA & Staff Council Member / Shell explained inadequate avenue of promotion available to Technical Supervisors / Rail Engineers particularly to the Graduate Engineers who enter the service in the Grade Pay of Rs.4600 and remain stagnant without any avenue of Promotions, Grant of Group-B Gazetted status to SSE, CMS, CDMS & Sr.Engineer/IT as granted to their counter parts of other Government departments, Non implementation of recommendations of the Cadre Restructuring Committee (CRC) as per the agreement reached between recognised Federations and Railway Board in the percentage distribution of SSE, not to effect any surrender to maintain the financial neutrality during the implementation of CRC orders in the categories of Technical Supervisors, Drawing / Design staff, Chemical & Metallurgical (CMT) and Stores Supervisory category, creation of technical supervisor and other supervisory posts in proportion to the increased outsourcing etc.

Exclusive pay scales available to Technical Supervisors during third Pay Commission were also discussed. K.V.Ramesh further said that many anomalies on financial upgradation under MACPS remain unaddressed, while other departments like CPWD are granting financial upgradation in promotional hierarchy, Railways is not following the same. Meager chances of promotion to the Technical Supervisors / Supervising Engineers particularly for the directly recruited Graduate Engineers in the apex Group-C Grade Pay of Rs.4600 who remains stagnant even without one promotion for many years due to non availability of sufficient number of posts in Group-B was explained to Member Mechanical. E.Ramesh, JGS & Staff Council Member / Furnishing explained the necessity to increase the strength of Supervisors in proportion to increase in the outsourcing man hours, since all the elements of work except direct supervision of work have to be performed by Supervisors.

A memorandum on the demands of Technical Supervisors / Supervising Engineers was also handed over.

IRTSA MEETING AT ENGINEERING WORKSHOP, ARAKKONAM, S. Rly

21st February, Arakkonam sub-unit of IRTSA conducted its meeting. Er.Ragavan, President of EWS/AJJ welcomed the gathering. K.V.Ramesh, Senior JGS/IRTSA explained about the case filed by IRTSA at CAT Chennai pleading higher Grade Pay for JE & SSE. He explained the resolution of demands adopted in CGB held at Trichy, particularly filing a case at CAT Chandigarh to achieve the demand of Grant of Group-B Gazetted status to SSE, CMS, CDMS & Sr.Er(IT). He said that mounting anomalies in MACP Scheme are also not settled. He appealed to the members to prepare well for VII Pay Commission and added that whatever the damages done to the category during the two previous Pay Commissions should be rectified in VII Pay Commission.

The issue of fixing responsibility on six SSEs of EWS Arakkonam for the quality problem aroused in the girders supplied to NE Rly was discussed in the meeting. Manufacturing of 61 metre length girders were enforced on EWS Arakkonam without availability of essential infrastructure required for it, which has been highlighted to the top management on various occasions. The meeting condemned the action being initiated by the administration to fix SSEs for the deficiencies, even though top management know about the lack of infrastructure and procedural violations, which are all not within the ambit of SSEs. It was decided to take further course of action in consultation with Zonal body of IRTSA. Er.Karthikeyan proposed the vote of thanks.

IRTSA SCR ZONE RELEASES TECHNICAL DIARY



South Central Railway IRTSA-UNIT released Technical Diary-2014 on 24th January 2014 in a grand function at South institute, Lallaguda.

Mr..K.P.Somkuwar, CWE/SCR graced the occasion as "Chief guest" of the function. The function was inaugurated by Lighting Lamp by the "Guest of Honour" Mr..S.S.Mishra, CWM/Lallaguda Work Shop.

In an impressive function along with the participation of 500 Supervising Engineers of IRTSA SCR Zone Technical Diary of IRTSA was released. Cultural programs held after the Diary release including Bharatha Natyam by Baby Joythi Krishna, and Orchestra by Roop kumar were well received by the Engineers.



Er.Kroshna Rao Zonal President S.C Rly, Er. N.V.Ramana Murthy Zonal Secretary/IRTSA and other office bearers made elaborate arrangements for the grant success of the programme.

IRTSA CELEBRATES PONGAL - 2014 IN A GRAND MANNER

GENERAL MANAGER / ICF, CME, COS AND OTHER HODS GRACE THE CELEBRATIONS.



27th January: IRTSA ICF Zone celebrated Pongal - 2014 in a grand manner at ICF Higher Secondary School Auditorium. Sri.A.K.Agarwal, General Manger / ICF graced the celebration as Chief Guest. Sri.Pankaj Kumar, CME/ICF, Sri.Banerjee, COS/ICF, CPM, CE, CME/QA, CDE, CWE/F, officers, union office bearers, staff council members, ICF family members and members of IRTSA participated in the function enthusiastically.

Er.M.Shanmugam welcomed all and briefed about the significance of Pongla celebrations in Tamilnadu. General Manager ICF and CME ICF wished all ICF family members very best. Sri.M.Selvaraj, CE/ICF was also felicitated in the function on his superannuation from Railway service.

Students of ICF Silver Jubilee Higher Secondary School performed colourful cultural programme which was enjoyed by all.

IRTSA MEETING AT S.C.RLY

IRTSA SC Railway Zone organized its meeting at CRS, Tirupathi and Coaching Depot Tirupathi on 16th Dec 2013. Er.N.V.Ramanamurthy, Zonal Secy/IRTSA explained the various issues of Supervising Engineers and narrated the activities of IRTSA-SCR. He stressed upon the need of the unity among Engineers for the betterment of the category. He also explained the demands of IRTSA for the VII CPC. Er.K.Gobinath Sr.Org Secy/IRTSA, in his address, explained about the various achievements of IRTSA under the leadership of Er.M.Shanmugam CP/IRTSA & Er.Harchandan singh of GS/IRTSA. He also explained legal action initiated by IRTSA to get justifiable Grade Pay to JE & SSE and Grant of Group- B status to Senior Supervisors. Er.A.Sankaragurunathan, ECE / IRTSA of ICF Unit also attended the meeting.

IRTSA FILES A CASE AT CAT - CHANDIGARH FOR GRANT OF GROUP-B (GAZ) STATUS HIGHLIGHTS OF O.A. FILED BY IRTSA IN CAT

Following are the Highlights of O.A. filed by IRTSA in CAT Chandigarh represented by its General Secretary CEC IRTSA, Harchandan Singh, Working President CEC IRTSA Darshan Lal, K.V.Ramesh Senior Joint General Secretary CEC IRTSA and 19 other individual Engineers (of RCF Kapurthala):

“Indian Railways Technical Supervisors Association” (IRTSA) is a Registered Association representing nearly 50,000 Technical Supervisors on the Railways working as Junior Engineers, Senior Section Engineers, Chemical and Metallurgical Assistant, Chemical and Metallurgical Superintendent, Depot Material Superintendent, Chief Depot Material Superintendent, Senior Engineer / IT etc. in various Departments of Indian Railways and is advocating the case.

Against the respondents, Union of India through its Secretary Ministry of Railways, Secretary Ministry of Personnel & Training and General Manager Rail Coach Factory.

Against non / wrong implementation on the Railways of The Gazette of India (Extraordinary) S.O.946(E) issued by Ministry of Personnel, Public Grievances and Pensions, on 9th April 2009 classifying central civil posts carrying the Grade Pays Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the Pay Band-2 of Rs.9300-34800 as Group-B (Gazetted).

Against the Railway Board's letter No: PC.VI/2009/IRSRP/4 dated 08.01.2010 [RBE No.05/2010] on Classification of posts under Railway Services consequent upon introduction of Railway Services [Revised Pay] Rules, 2008, after implementing Sixth Central Pay Commission recommendations – granting Group-B (Gazetted) status to the posts carrying the Grade Pays Rs.5400 and Rs.4800 in the scale of pay of Rs.9300-34800 in Pay Band 2; And retaining the Posts in Grade Pay of Rs. 4600 in Group C along with all those in lower Grade Pays.

Against wrong implementation of recommendations of Third, Fourth & Sixth Pay Commissions and orders issued by DOP&T thereafter, classifying the posts - in Group-B (Gazetted) - carrying the pay scale of SSE (Senior Section Engineer) (previously designated as Asst. Foreman & Foreman and then as Deputy Shop Superintendent & Shop Superintendent), CMS (Chemical & Metallurgical Superintendent), CDMS (Chief Depot Material Superintendent) and Sr. Er./IT (Senior Engineer / Information Technology).

To classify the posts of SSE (Senior Section Engineer) (previously designated as Asst. Foreman & Foreman and then as Deputy Shop Superintendent & Shop Superintendent), CMS (Chemical & Metallurgical Superintendent), CDMS (Chief Depot Material Superintendent) and Sr. Er./IT (Senior Engineer / Information Technology) in the grade pay of Rs.4600 as Group-B (Gazetted), in accordance with the Orders of DOP&T and to maintain parity with respect to all other departments of union of India.

Third Pay Commission recommended that the posts having maximum of the pay-scale not less than Rs.900 but less than Rs.1300 be classified in Group 'B'. These recommendations had been accepted by the Government and orders to that effect were inter-alia issued by DOP&T -

(Department of Personnel & Training) to that effect. SSEs who were then designated as Foremen in the 3rd CPC scale of Rs.840-1040 and Assistant Foremen in 3rd CPC scale of Rs.700-900 - fulfilled the said criterion for grant of Group-B status but were denied the same and retained in Group C.

Fourth Pay Commission recommended that the posts having maximum of the pay-scale not less than Rs.2900 but less than Rs.4000 be classified in Group 'B'. These recommendations had been accepted by the Government and orders to that effect were inter-alia issued by the Department of Personnel & Training (DOP&T) to that effect. SSEs who were then designated as Shop Superintendents / Foremen and Deputy Shop Superintendent / Assistant Shop Superintendents / Assistant Foremen etc. were placed in grade of Rs.2375-3500 and Rs.2000-3200 – and as such fulfilled the said criterion for grant of Group-B status but were denied the same and retained in Group C.

Railways wrongly implemented orders of DOP&T even on the recommendations of Fourth Pay Commission; Indian Railways Technical Supervisors Association - preferred an original application (OA 836/1989) before the Principal Bench New Delhi of this Hon'ble Tribunal for granting Group-B Gazetted status as per orders of DOP&T. That original application was decided by the Hon'ble Tribunal vide order dated 21.2.1992 by giving following directions: -

“In view of above, we direct the respondents to consider the question of classification so as to do away with the anomaly of the type indicated above. Consequently, it is directed that the respondents 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 the Accounts Officers (Rs.2375-3500) in 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 this judgment. With these observations the O.A. stands disposed of finally. There shall be no order as to costs.”

Ministry of Railways rejected the claim of IRTSA for grant of Group-B Gazetted status in the scale of Rs.2000-3200 and Rs.2375-3500. Railways reiterated the same arguments which had already been rejected by the CAT, New Delhi and mainly on the ground that the conditions on the Railways were different; but did not specify as to what the difference was and as to how it was justified to deny the Group B status to the Applicants or as to how the purported difference if any, could justify classification of said posts in Group-C and not in Group-B.

Even though Fifth pay commission recommended different type of classification of staff, As per orders of DOP&T issued after the Fifth Pay Commission, “Central Civil posts carrying a pay or a scale of pay with a maximum of not less than Rs. 9,000 but less than Rs. 13,500” were declared for Group-B category. But, the posts of SSE, CMS, CDMS & Ser/IT were still classified in Group C by the Railways even though placed on the in scale of Rs.6500-10500 & Rs. 7450-11500.

Sixth Pay Commission recommended classifying posts in the Grade Pay Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the scale of pay of Rs.9300-34800 in Pay Band 2 as Group B."

(Highlights of Group-B case continued on page – 7)

HIGHLIGHTS OF GROUP-B CASE IN CAT (Contd. from page - 6)

Ordnance Factory Board, Ministry of Defence has granted Group-B Gazetted status to all Foremen & AFO in the Grade Pay of Rs.4600 (pre-revised scale of Rs.6500-10500 & Rs.7450-11500).

CPWD in its Office Memorandum has clarified that the DOP&T notification dated 9.4.2009, cited above, has to be implemented in toto.

DGQA (Director General of Quality Assurance), have classified Junior Technical Officer (Scientific), Scientific Assistant, Assistant Foreman & Chief Draftsman in the Grade Pay of Rs.4600 as Group-B Gazetted.

CPWD, MES and Departments of Posts & Telecommunication have all classified the posts in Grade Pay Rs.4600 as Group B Gazetted and posts of Junior Engineer in Grade Pay of Rs.4200 as Group-B Non-gazetted.

State Governments like Government of Tamilnadu, Nagaland, Orissa etc which followed the Sixth Central Pay Commission recommendations have also followed the DOPT order in regard to classification of posts.

Recommendations of all Pay Commissions and orders issued by DOP&T thereon - on classification of post in all Government departments - is absolutely based on the Pay Scale / Grade Pay and no other criteria were neither recommended by Pay Commissions nor mentioned in the orders issued by DOP&T on classification of posts in Government service.

Railway Accident Inquiry Committees (RAIC) had recommended for upgrading of Senior Supervisors to Group-B Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service within span of 30 years - with 5 years to spare at the highest level. But it is unfortunate that the Railways did not accept either the recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee.

Technical Supervisors / Supervising Engineers in Indian Railways have negligible chance of promotions. In the entire service span majority of Technical Supervisors are not able reach even the base level of Group-B Gazetted posts. Absence of career planning, sluggish promotional avenue and lack of any motivation or incentive has resulted in widespread frustration amongst them.

Majority of Technical Supervisors / Supervising Engineers on the Railways - retire in the supervisory cadre itself with just one promotion (from JE to SSE) and not even one promotion in the entire career in case of Direct recruited Engineering Graduates inducted as SSE on the Railways - in-spite of vast experience and expertise even though they can be valuable assets to the administration as Gazetted officers.

The ratio of Group A & B Gazetted officers viz-a-viz Group C are the lowest on the Railways as compared to all other Departments under the Central Government. In Central Govt. Departments the overall ratio of Gazetted to Non-Gazetted employees is 1:20. In Railways, - the ratio is 1:114. In spite of an essential need for higher level of Supervision and intensive management required on the Railways to ensure safety and efficiency on the Railways due to all the modernization & upgradation of technology on the Railways and introduction of Superfast trains.

The ratio of number of Gazetted to non-Gazetted posts in Ministry of Railways should also be improved on par with other Ministries to fully meet with the job requirements of the posts Technical Supervisors on Railways. This can only be done through up gradation/reclassification of the posts of the Applicants to Group B Gazetted as per orders of the DOP&T on the Railways.

To issue direction to the Government / Railways that the posts of SSE (Senior Section Engineer) (previously designated as Asst. Foreman & Foreman and then as Deputy Shop Superintendent & Shop Superintendent), CMS (Chemical & Metallurgical Superintendent), CDMS (Chief Depot Material Superintendent) and Sr. Er. /IT (Senior Engineer / Information Technology) in the grade pay of Rs.4600 - be classified as Group-B (Gazetted) as per "The Gazette of India (Extraordinary) S.O.946(E) issued by Ministry of Personnel, Public Grievances and Pensions issued on 9th April 2009" as implemented in many departments of Union of India; And at par with their counterparts in Central Government Departments - including Ordnance Factories, CPWD, MES and Telecommunication etc.

PRESIDENT IRTSA MEETS GS NFIR & GS AIRF

On 10th February M.Shanmugam Central President IRTSA met Sri.M.Raghaviah, General Secretary NFIR and Sri.Shiv Gopal Mishra General Secretary AIRF. He held discussions with them on the strategies to be followed in the Seventh Pay Commission to get the higher pay scales and allowances. He also requested them to get justified pay scales for Technical Supervisors / Supervising Engineers. The issue of granting Group-B Gazetted status to senior supervisors was also discussed. President also thanked GS/NFIR for actively pursuing the pay fixation issue of 1994 batch of Apprentice Mechanics of ICF. Shri.K.Shanmugavelu Advisor/IRTSA, Shri.E.Ramesh, JGS/IRTSA, Shri.B.Saravanan CEC Member/IRTSA and Shri.V.Balakrishnan TA to CP/IRTSA were also present during the discussion.

CONDOLENCES ON SAD DEMISE OF COM. PUROHIT



IRTSA deeply condoles the sad demise of com. Umraomal Purohit, President AIRF & Secretary Staff Side JCM, the tallest and vision based foresighted leader of trade union movement in the country.

It is a great loss to the entire working class particularly for

Railway men. We convey our condolence to the GS AIRF, all comrades of AIRF and his family members. We pray to God to rest his soul in peace.

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Department of Personnel and Training

Gazette Notification dated 27th October, 2013

G.S.R. 263 :- In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Fundamental Rules, 1922, namely:-

1. (1) These rules may be called the Fundamental (Amendment) Rules, 2013.

(2) They shall come into force on the date of their publication in the Official Gazette. In the Fundamental Rules, 1922 in rule 29, for clause (2), the following clauses shall be substituted, namely :-

"(2) If a Government servant is reduced as a measure of penalty to a lower service, grade or post or to a lower scale, the authority ordering the reduction shall specify -

(a) the period for which the reduction shall be effective; and (b) whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent.

(3) The Govt servant shall regain his original seniority in the higher service, grade or post on his restoration to the service, grade or post from which he was reduced".

New PAN allotment norms put on hold; old procedure to continue

New norms for issuance of PAN card requiring verification of original documents have been put on hold with the Finance Ministry on January 30th announcing that the existing procedure will continue.

Next hearing on OA No:706/2013 for Higher Grade Pay - IRTSA Vs Union of India at CAT Chennai is posted to 10th June, 2014.

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- Compendium of Rly. Board's Orders on SCPC
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AND MUCH MORE

Sub: Determination of date of increment after expiry of duration of penalties of withholding of increments/reduction to lower stage imposed for less than a year regarding.

Rly. Board's letter No. E(D&A) 2008 RG6-36, dt. 15.1.14

Ministry of Railways have received a few references regarding certain penalties of rule 6 of Railway Servants(Discipline And Appeal) Rules, 1968 which are having pay element imposed for less than a year. In one case, the penalty of withholding of increments was imposed on 24.3.2008 for a period of six months with cumulative effect and in the other case the penalty of reduction to lower stage was imposed on 9.2.2009 for a period of six months with non-cumulative effect.

2. The question of date of release of increment in the above cases on expiry of the penalty, in the context of fixing of 1st July as the date of increment uniformly for all Government servants following VIth CPC, has been examined in consultation with the Department of Personnel & Training. It is advised that fixing of 1st July as the date of increment for all Government servants under the Revised Pay Rules following the acceptance of the recommendation of the VIth CPC, is relevant, only in respect of Annual increment. This provision is not applicable where the increment is withheld as a measure of penalty. In cases where the increment is withheld as a penalty for a specified period restoration of the withheld increment would be at the end of the currency of the penalty and not postponed to the next 1st July. The person concerned may even be entitled to the next increment on the 1st July following the expiry of the currency of the penalty, (notwithstanding the fact that the penalty imposed on him was having postponing effect on his future increments), if he has net qualifying service of six months prior to the relevant 1st July.

3. Likewise, where the penalty of reduction to lower stage was imposed, the pay will be restored immediately on expiry of the currency of the penalty. In so far as release of next increment is concerned, the same may also be allowed immediately on restoration if the person concerned has rendered net qualifying service of six month on the 1st July preceding the date of the expiry of the currency of the penalty.

ORGANISATIONAL NOTICE IRTSA

All Units & Sub-units are requested to take following actions early & advise the GS/Sr.JGS IRTSA:

- i) *Collect Legal-cum-Struggle Fund for 2012-13 @ Rs.1000 as decided by CGB, if not done already.*
- ii) *Send Central quota & Legal Fund 2012-13 to Central Treasurer, IRTSA if not done already.*
- iii) *Launch intensive drive for Membership for 2014 @ Rs. 300 PA w.e.f. 1.1.2014.*
- iv) *Send Central Quota for 2014 – at the revised rate as per amended constitution, to Central Treasurer IRTSA, Er. O. N. Purohit, 16, Suraj Nagar, Jodhpur – 8 – along with list of Members.*
- v) *Send list of addresses of all Members with quota of VRE @ Rs.80 PA to > Manager VRE, > K.V. Ramesh, G3 – Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai-600082.*

Mob:09003149578.Email: rameshirtsa@yahoo.co.in

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