

# Voice of Rail Engineers

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**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

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## IRTSA LEADERS HOLD CONFERENCE WITH SENIOR ADVOCATES FOR HEARING OF GROUP 'B' CASE AT CHANDIGARH

IRTSA central leadership including Er. Harchandan Singh GS/IRTSA, Er. Darshan Lal Working President/IRTSA and K. V. Ramesh Senior JGS/IRTSA had a conference with senior advocates Sri. Sanjeev Manrai and Sri. S. P. Garg at Chandigarh on 18.01.2015. In their two hour meeting following points were discussed in detail in the context of the points already raised in the original application and the rejoinder filed by IRTSA before the CAT Chandigarh –

1. Non implementation of previous pay commissions recommendations by Railways on classification of posts.
2. Non compliance of orders of DoPT by Railways on classification of posts (to classify the posts of SSE, CMS, CDMS & Sr.Er/IT in Group 'B').
3. Meager number of Group 'B' posts in Railways (with the ratio of 1:114 in Railways as against 1:20 in other Government departments).
4. Increase in number of Group 'B' posts in all Government departments during the last thirty years except in Railways.
5. Assurance given by DoPT to the 5th CPC that "the effort was to ensure that posts carrying similar functions were given the same classification"
6. Similarly placed posts in CPWD, Ordinance Factory, Telecommunication, etc are classified as Group 'B'
7. Lack of promotional avenue to Technical Supervisors / Supervising Engineers (Just one promotion to the JEs in their entire career and not even single promotion to the directly recruited Engineering Degree holders in the cadre of SSE, CMS, CDMS & Sr.Er/IT)
8. Recommendations of various members of Railway Board (including MS, MM, FC, etc) for reclassification of posts of senior Technical Supervisors into Group 'B'. (as per notings thereof - copies of which procured by IRTSA under RTI and placed before the Tribunal as annexure to the petition/rejoinder).
9. Concurrence given by Financial Commissioner for the proposal to upgrade senior supervisors from Group 'C' to Group 'B'.
10. Financial advantage to Railways by placing the senior supervisors from Group 'C' to Group 'B'.
11. Necessity to upgrade senior supervisors from Group 'C' to Group 'B' in the new scenario of Privatization & FDI as well as increased duties & responsibilities due to modernization, upgradating technology, capacity addition, etc

## IRTSA ORGANIZES SEMINAR ON THE TOPIC "SWACHH BHARAT ABHIYAN"



Hon'ble Prime Minister launched "SWACHH BHARAT ABHIYAN" on October 2<sup>nd</sup> 2014. Indian Railways also followed the mission by implementing Government's plan by drawing out annual & five year plans.

IRTSA ICF Zone organized a Seminar on the Topic Swachh Bharat Abhiyan at TTC Auditorium on 18<sup>th</sup> Feb, 2015. Sri. Pankaj Kumar CME ICF was the Chief Guest, Sri. Bhaskar Narang, COS/ICF was the Guest of Honour Sri.L.C.Trivedi CPM/ICF delivered Valedictory Address. CME/QA, CDE/Mech, CWE/Shell, CWE/Fur, CMM/Shell Deputy HODs and Officers graced the event as Guest besides Members of IRTSA in large number and Union office bearers. Er.V.B.Naryanan Zonal Secretary sung invocation song.

Er.M.Shanmugam Central President in his Power Point Presentation briefly explained constructive activities of IRTSA. He further explained experience of different countries in maintaining good environment, Pollution preventive strategy, waste management, waste minimization, reuse, recycle, hazardous waste management, Bio medical waste management and different agencies involved in maintaining good environment.

..... continued on page-4

## GRAND RETIREMENT AT CLW

### Dada KalyanBanarjee retires from Rlys



Er. Kalyan Banarjee Working President IRTSA and one of the senior most and respected leader of IRTSA superannuated from Railway service during the month of January 2015. He carried the flag of IRTSA very high in the Eastern region. Inspiring and aggressive leader, he groomed the youngsters to serve for the community. He led from the front in all activities of IRTSA particularly in CLW Zone & Eastern region. He was also part of history in the CLW staff council as two time member, in the history of staff Council in CLW, supervisory constituency was represented only by IRTSA candidates by emerging victorious in all elections right from the inception of staff council from 1970s.

**Voice of Rail Engineers** – (Previously Published as "THE RAIL SUPERVISOR")

Editor-in-Chief: Er. Harchandan Singh, GS / IRTSA

Central Head Quarter: 32, Phase-6, Mohali, Chandigarh – 160055

Email [gsirtsa@yahoo.com](mailto:gsirtsa@yahoo.com) Multifarious Website [www.irtsa.net](http://www.irtsa.net)

Chairman Editorial Board, Er. M. Shanmugam, President / IRTSA

Manager: **K.V.Ramesh**, G3 – Likith Homes, 3, Lakshmanan Nagar West Street, Peravallur, Chennai – 600082. Mobile:09003149578. Email: [rameshirtsa@yahoo.co.in](mailto:rameshirtsa@yahoo.co.in).

**"SUCCESS COMES TO THOSE WHO BELIEVE"**



**Editorial****WILL RAILWAYS SHED ITS ADAMANCY IN CLASSIFICATION OF POSTS**

6<sup>th</sup> CPC had recommended that posts in the Grade Pay of Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the scale of pay of Rs.9300-34800 in Pay Band 2 will be classified as Group 'B'. Posts of SSE, CDMS, CMS & Sr.Er/IT fulfilled the said criterion but were classified by the Railways in Group 'C'. Previous Pay Commissions and DoPT orders thereof classified the pay scales of SSE, CDMS, CMS & Sr.Er(IT) in Group 'B'. 5<sup>th</sup> Pay Commission recommended different type of classification of staff (as Top Executive, Executive etc instead of Group A, B, C & D) DoPT through its order retained existing type of classification and the posts with the pay scale in which maximum of pay scale is not less than Rs.9000 but less than Rs.13500 be classified in Group 'B' Gazetted. SSE, CDMS, CMS & Sr.Er/IT in Rs.6500-10500 & Rs. 7450-11500 fulfilled the above said criterion but were classified by the Railways in Group 'C'. Non implementation of Pay Commissions' recommendations by Railways, is a violation of the settled law by the Supreme Court

Railways is having only meager and the lowest percentage of group 'B' posts (with the ratio of 1:114 in Railways as against 1:20 in other government departments). Even Railway Board accepted these facts in their internal noting wherein it was recorded that Group 'B' Officers on Indian Railways constitutes only 0.5% of its total workforce whereas the average in respect of Group 'B' officers for All India Central Government Employees comes to 5.6% i.e.10.6 times higher as compared to Railway Group 'B' officers.

Over the years all departments increased their number of group 'B' posts except Railways – in spite of modernizations of technology & job requirements on the Railways. According to Census of Central Government employees published by Ministry of Labour, between the year 2001 and 2008 number of Group 'B' employees (in all Departments except the Railways) have increased to the tune of 35.65% from 1,59,517 to 2,47,822 despite of reduction of total number of employees to the tune of 24.5% from 38,76,395 to 31,11,610

Railways has violated the assurance given by DoPT to the 5th CPC that "the effort was to ensure that posts carrying similar functions were given the same classification" as similarly placed posts in CPWD, ordinance factory, telecommunication, etc are classified as group 'B'

Directly recruited Engineering Graduates / BE degree holders with one year specialised training in the cadre of SSE, CMS, CDMS & SR.ER/IT are sure of not even single promotion, Junior Engineers recruited with Diploma in Engineering with one year specialised training are getting stagnated in their career after just one promotion. For 8 lakh Group 'C' posts in technical departments of Railways only 4200 Group 'B' posts are available and their promotion opportunities are restricted to vacancies arising out of these 4200 posts. Railways is not able to specify any career progression scheme to Technical Supervisors / Rail Engineers.

Over the years Railways have introduced lot of new technologies, upgraded its working system, and improved its productivity & safety through various methods, which warrants clear administrative reforms with higher number of managerial posts.

Agreeing on these facts in its internal noting of

Board it was recorded that "It is therefore, once again proposed that keeping in view the large scale upgradation of Group 'A' posts and cadre restructuring of Group 'C' and Group 'D' posts, it is necessary that some fillip to upgradation of Junior management cadre i.e. upgradation of Group 'C' posts to Group 'B' posts also done to absorb the ensuing changes in Railway working..."

The issue of classification was examined & reexamined number of time by the Board in one of its meeting it was decided that a committee consisting of AM(Staff), OSD (A/Cs) and OSD(Management Service) would examine the implication including financial of reclassification of posts in the highest Group 'C' in pre-revised scale of Rs.7450-11500 to Group 'B' gazetted and the committee estimated an additional expenditure of Rs.51 crores to implement the proposal.

But thereafter Railways ignored the facts of Financial advantage to Railways by placing the senior supervisors from group 'C' to group 'B'.

In an internal note EDPC recorded that..."the expenditure on supervision outsourcing through PMC (Project Management Consultancy) will be to the tune of almost Rs.287 crores on a straight line method. With these Junior Management officers in place, the expenditure will substantially reduce and will more than observe the expected impact of Rs.51 crores indicated above. There is even a dispute about the financial impact worked out above as remarked by FC on the account of impact taken on passes which seems exaggerated..."

Financial Commissioner of Railways also agreed with the proposal for upgrading Supervisors from Group 'C' to Group 'B'. He recorded that since financial outlay for Railways are getting increased heavily in every five year plan it will require a massive supervisory manpower for effective and safe implementation that shortfall will have to be made good through outsourcing (PMC). Railways can obtain savings through these upgradation instead of going for project management consultancy. In fact Financial Commissioner had concurred the proposal of for upgrading Supervisors from Group 'C' to Group 'B'.

It is important to note that Railway Ministry also answered YES to the RTI query of "Is there a proposal under consideration of the Railway Board for upgradation some percentage of posts from Group 'C' to Group 'B' on Railways" and various members of Railway Board (including MS, MM, FC, etc) have repeatedly proposed and recorded their opinion in favour of reclassification of posts of senior Technical Supervisors into group 'B'.

Despite of functional, operational & financial justification available for upgrading SSE, CDMS, CMS & Sr.Er(IT) from Group 'C' to Group 'B' – that too in its own notings Railway Board is not ready to shed to its adamancy.

**LONG PENDING ISSUE OF PAY FIXATION OF 1994 BATCH OF APP. JEs OF ICF COMES TO HAPPY ENDING**

The anomaly created in pay fixation for 50 Apprentice JEs of ICF who were recruited during the year 1994 & 1995 of same RRB panel and absorbed during the year 1996 & 1997 was settled amicably as demand made by staff side. IRTSA has raised this issue in many forums including staff council of ICF. The issue had been raised in Railway Board PNM with NFIR by Sri.M.Raghavaiah GS NFIR. After so many deliberations & communications General Manager ICF approved the revised pay with retrospective effect.

## GENERAL SECRETARY IRTSA ADDRESS IRTSA MEETING AT AMRISTAR N RLY



On 20<sup>th</sup> January Er. Harchandan Singh GS/IRTSA along with Er. Darshan Lal Working President, Er. K.V. Ramesh Senior JGS, Er. M.K. Batnagar, Zonal Secy RCF and other CEC members addressed the meeting at Amristar Workshop.

General Secretary IRTSA has been given a rousing welcome at the gate by members of IRTSA. Er. B. S. Bedi, Secretary IRTSA/ASR welcomed the gathering and felicitated GS/IRTSA and other office bearers. Er. Darshan Lal in his spirited speech called upon all Technical Supervisors / Supervising Engineers to unite under the banner of IRTSA which in its Golden Jubilee Year. He said that IRTSA has safeguarded the interest of the category for the past 50 years. He further added that IRTSA has filed two Court Cases, one for Grade Pay of Rs.4800 for JEs and the Grade Pay of Rs. 5400 for SSE at CAT Chennai, another one at CAT Chandigarh demanding Group 'B' gazetted status to SSE, CMS, CDMS & Sr. Er(IT). Er. K.V. Ramesh explained the presentation made by IRTSA during its oral evidence in front of 7<sup>th</sup> CPC at Jodhpur on 12<sup>th</sup> December 2014. He said that the presentation was intensively focused on the Pay Scale / Grade Pay, Promotional Avenue & Classification of posts in Railways for the Technical Supervisors / Supervising Engineers. He said that the Chairman, Members & Secretary 7<sup>th</sup> CPC had interacted with IRTSA team and clarified their doubt. On behalf of IRTSA ICF Unit & Er. M. Shanmugam Central President he welcomed all the member of Amristar unit to the 50<sup>th</sup> Annual Conference & All India Annual Conference going to be held at Chennai hosted by ICF Zone.

In his motivating speech Er. Harchandan Singh GS/IRTSA briefed history of IRTSA, representation made by IRTSA in front of various Pay Commissions right from 3<sup>rd</sup> CPC to 7<sup>th</sup> CPC and representation made to many expert committees like Railway Accident Enquiry Committee, etc. He explained injustice done to the category during the periods of 5<sup>th</sup> & 6<sup>th</sup> Pay Commissions. He explained the need for more involvement from younger generation and readiness of IRTSA leadership to induct more youngsters as office bearers of IRTSA. He said that IRTSA maintains cordial relations with both the recognised Federations and members are free to work with any one of the Federations. At the end of the meeting GS/IRTSA answered the queries raised by the members. During the meeting General Secretary IRTSA released working Diary of IRTSA Amristar unit. Er. Ramesh Chander President ASR/IRTSA proposed vote of thanks.

### New Office Bearers of Amristar - IRTSA

**President - Er. Ramesh Chander**

Working President - Er. Narinder Singh Bhatti

Sr. Vice President - Er. Rajinder Singh

Vice President - Er. Gurpreet Singh, Er. Kishan Kumar,

Er. S.K. Kataria, Er. Vijay Kumar Rana

**Secretary - Er. B.S. Bedi**

Joint Secretary - Er. Arvinder Singh, Er. Yogesh Kumar,

Org. Secretary - Er. Ompal Singh Verma, Er. A.S. Verma

Asstt. Secretary - Er. Ratnesh Khanna, Er. Lalit Kumar,

Er. Deepak Ram Chander Gokhale, Er. Satish Chand Meena,

Er. Nikhil Warikoo,

Treasure - Er. K. Vasi & Auditor - Er. Lakhbir Singh

## IRTSA TIRUPATHI UNIT HOLDS DIARY INAUGURATION FUNCTION GRANDLY



Tirupathi unit of IRTSA SC Rly Zone conducted Diary inauguration function in a grand manner on 30<sup>th</sup> January.

Er. Ramakrishnamurthy, Secretary TPTY and Er. Hemant Kumar President TPTY welcomed the Guests, CEC/IRTSA office bearers and members of IRTSA from Carriage Repair Shop Tirupathi, C&W Depot Tirupathi and Ranigunta. Sri. A.V. Kumar CWM/CRS/TPTY released Technical Diary and first copy was received by President IRTSA. CWM wished all the best to members of IRTSA on its Golden Jubilee year. Er. K.V. Ramesh Senior JGS/IRTSA explained about memorandum submitted by IRTSA to 7<sup>th</sup> CPC, meeting with Secretary 7<sup>th</sup> CPC at New Delhi & Bangalore by IRTSA team led by President and oral evidence given by IRTSA team at Jodhpur on 12<sup>th</sup> December 2014. He briefly explained the contents of Power point presentation made before 7<sup>th</sup> CPC on exclusive demands of Technical Supervisors / Supervising Engineers and encouraging interaction held with Chairman, Secretary and members 7<sup>th</sup> CPC. K.V. Ramesh also explained about cases filed by IRTSA for higher Grade Pay to JE & SSE at CAT Chennai and Group 'B' gazetted status to SSE, CMS, CDMS & Sr. Er(IT) at CAT Chandigarh.

In his motivating speech Er. M. Shanmugam Central President explained history and achievements of IRTSA over past 49 years right from third Pay Commission. Reduction in number of grades in the category, cadre restructure at regular intervals so that large number of JEs getting promoted as SSE, upgradation of Mistries as JEs with extended benefit to the category of Technical Supervisors in the cadre structure, First class pass to all JEs extended from their training period, revision of SSE scale from Rs.7000-11500 to Rs.7450-11500 after 5<sup>th</sup> CPC, revision of multiplication factor from 1.74 to 1.86 after 6<sup>th</sup> CPC, revision of annual increment from 2.5% to 3%, three financial upgradation through MACPS and many more achievements for the betterment of category. President welcomed all the members of Tirupathi for the 50<sup>th</sup> All India Conference and CGB to be hosted by IRTSA ICF Zone at Chennai. Er. K. Gobinath Vice President explained the activities of IRTSA at all India level and at ICF. He explained the proceedings of 49<sup>th</sup> CGB held at CLW.

Sri. Chandra Babu SSE, CRS/TPTY was felicitated during the meeting on his superannuation from Railway service. Er. P. Jaya Rao briefed about the Group Incentive Scheme introduced at Mechanical Workshops of Indian Railways and the necessity to review the GIS to safeguard staff strength. Along with Central President Er. V.P. Sundram, Org. Secretary, Er. E. Ramesh, Senior Org. Secy, Er. G. Aranganathan, Er. Shankaragurunathan and Er. B. Saravanan CEC members IRTSA attended the meeting.

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**IRTSA GOLDEN JUBILEE CELEBRATIONS****The golden age is before us, not behind us.**

Indian Railways Technical Supervisors Association (IRTSA) enters into 50<sup>th</sup> glorious year. Right from the inspection since 1965 IRTSA is leading from the front on all the issues connected with Technical Supervisors / Rail Engineers.

IRTSA has made its presence felt impressively in Pay Commissions, Railway Reforms Committee, Accident Inquire Committee, Incentive Committee, Cadre Restructure Committee, etc on the demands of Pay & Allowances, Career Progression, Incentive & Bonus, Working Conditions, compensation linked with working conditions etc.

49<sup>th</sup> CGB held at CLW Chittaranjan, entrusted the responsibility of conducting 50<sup>th</sup> Annual Conference & Central General Body Meeting of IRTSA to ICF Zone led by Central President M.Shanmugam. ICF Zone is gearing up to conduct the historic event in a grand manner.

IRTSA ICF Zone along with Southern Railway Zone is organizing many programmes in commemoration of IRTSA Golden Jubilee celebrations. Seminars, Sport events, Debates & Deliberations, etc are being organized with active participation from members. All the Zones & sub units of IRTSA are advised to organize programmes throughout the year to celebrate Golden Jubilee year of IRTSA.

**“SWACHH BHARAT ABHIYAN” continued from page-1**

Er.E.Ramesh in his Power Point Presentation made number of suggestions to Railway Board, ICF Administration and to Technical Supervisors on Swachh Bharat Abhiyan. He stressed upon usage of natural resources like solar power & vermiculture. He also appreciated hard effort put by Stores Department in clearing large scarp in shorter time fetching good revenue for ICF.

Er.K.V.Ramesh in his presentation made suggestions to ICF administration on scrap management, re-organization of space inside shops, cleaning methods, role of Group 'D' staff & progress organization and the necessity to strengthen them, use of vermiculture & solar power, etc. He presented suggestions on providing additional dust bins in between coaches in the vestibule area by modifying the foot plate. He also suggested simple ways of individual contributions for Swachh Bharat by reducing the usage of plastic bags.

In his motivating speech Sri. Bhaskar Narang, COS/ICF appreciated the efforts of IRTSA in organizing very useful seminars. He said that Swachh Bharat Abhiyan is voluntary contribution rather than working for awards. In his valedictory address Sri. L.C.Trivedi CPM/ICF briefed about efforts made by Railways / ICF on introduction of Bio-Toilet to eliminate discharging human waste on railway track & stations.

In his chief guest address Sri. Pankaj Kumar CME ICF appealed to officers to thoroughly study the suggestions given by IRTSA to implement them. He advised IRTSA to come up with detailed report on the suggestions given during the seminar. He also advised Supervisors to work towards 100 percent introduction of Bio-toilet in all coaches turned out from ICF in shortest time. He wished IRTSA and its members all the best. Er.K.Gobinath while proposing vote of thanks appealed to ICF administration to encourage such positive efforts of IRTSA.

**IRTSA SC. RIY ZONE MEETING HELD AT LALAGUDA WORKSHOP****Central President address large gathering**

IRTSA SCR Zone organized impressive meeting at Lalaguda workshop on 11.2.2015. Around 350 supervising engineers from all sub units, ie. Workshop, STC, Diesel & Electric loco Sheds, Engineering Workshop & 3 C&W depots attended the meeting.

Er. G.KrishnaRao, President/IRTSA SCR Zone, presided over the meeting. Er..N.V.RamanaMurthy, Zonal Secty/SCR Zone welcomed the gathering and compare the entire event. Earlier Er.Sreesha SSE/LGD offered the prayer. Two minutes silence was observed as a mark of respect to Late Er. K.Anjanayulu SSE/CB&UF/LGD/Lalaguda, who died last month.

Er.PretamKumar, Er.Chandrashekar & Er.Srinivas of Lalaguda and Er.Prabhu Charan SSE/CW, Jairam Tirupathi Workshop addressed the gathering. Shri.E.Ramesh Sr.Org Secty has explained the position of court cases filed by IRTSA at CAT, Chennai & CAT Chandigarh. During his speech, he explained the IRTSA representations to VII CPC during last one year including the oral evidence at Jodhpur. He narrated the inaugural function of IRTSA Golden Jubilee Celebration held at ICF.

Er.M.Shanmugam CP/IRTSA in his one hour inspiring speech, he expressed his happiness on the large gatherings, out of which more than 60% are youngsters. He explained briefly about the achievements of IRTSA over 49 years and advised Lalaguda IRTSA members to fix target to complete membership drive as 28.02.2015, which was agreed by members. In his motivational speech, CP/IRTSA explained the demands of IRTSA to VII Central Pay Commission. He requested the Zonal unit to complete the membership in other areas by 31st March 2015.

Earlier the IRTSA team led by Er.M.Shanmugam accompanied by Er..K.Shanmugavelu, Er.E.Ramesh, & Er.K.C Ramamurthy were given a warm welcome.

Er.N.V.Ramanamurthy conveyed thanks to Central President & his team for visiting Secunderabad and motivating SCR Supervising Engineers.

**MEETING WITH Sri. M.RAGHAVAI AHJI GENERAL SECRETARY NFIR**

K.V.Ramesh Senior JGS IRTSA along with Sri.M.Venkatarao Working General Secretary ICF MS met Sri.M.Raghavaiah GS NFIR at Tirupathy during his visit on 21<sup>st</sup> February.

K.V.Ramesh apprised GS NFIR on non-implementation of Cadre Restructuring order for the category of Technical Supervisors of Engineering Department in South Western Railways and Fixing the Pay Scale of pre-revised CMA-I (Chemical & Metallurgical Assistant -I) with the Grade Pay of Rs.4600 in PB-2 w.e.f. 1.1.2006 in light of judgment on OA 1957 of 2010 of Hon'ble CAT Calcutta. GS NFIR assured that he will take up the SWR CRC matter with Railway Board and said that Railway Board is in the process of replying to the Federation on the demand of CMA-I Grade Pay and Railway Board is expected to place its agreement with staff side demand in front of 7<sup>th</sup> CPC.

The situation of non-availability of negotiating forum at ICF and unilateral action of ICF administration in all matters including staff welfare without consulting staff side was also explained to him.

## RESOLUTIONS OF DEMANDS OF IRTSA ADOPTED BY CGB MEETING & 49<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT CHITTARANJAN ON 11 & 12 NOVEMBER, 2014

Central General Body (CGB) Meeting and 49<sup>th</sup> All India Annual Conference of Indian Railways Technical Supervisors Association (IRTSA) held at CLW Chittaranjan on 11<sup>th</sup> & 12<sup>th</sup> November 2014, discussed the demands and problems of about 70000 Technical Supervisors / Supervising Engineers (*Junior Engineers & Senior Section Engineers, CMS, CMA, CDMS, DMS & IT Engineers*) working in Railways in the various Departments of the Railways - including Civil, Mechanical, Electrical, Signal & Telecom Engineering, Drawing and Design wings, Material Management/ Stores Deptt, IT and Chemical & Metallurgical Labs) who supervise and manage around 8.2 lakhs workforce out of around 12.5 lakhs railway employees.

The Conference noted that the qualifications, specialised Training, knowledge and other job requirement, experience & expertise, continued updation of technical knowledge with effective training and periodical refresher courses, mounting responsibility and accountability, multifaceted work contents and fatigue due to hazardous working condition, mental & physical strain pertaining to these categories, etc have all along been ignored by Railways, Government & Pay Commissions while deciding their pay scales & career avenue.

The key to efficiency and competitive spirit in work lies not only in getting appropriate salary for the job but also with dignity & status. Important role of these middle level field managers was recognized by 3<sup>rd</sup> CPC which exclusively granted appropriate pay scales to technical supervisors based on their job content and other factors. But it was shattered by the V & VI CPC which completely ignored their Duties and responsibilities and diluted their status by seriously disturbing their relativity.

Further the fact that Indian Railways is basically a Technical Organization and the safe, successful and efficient performance of the organization lies primarily in the hands of its technical work force has escaped their reckoning.

Technical Supervisors / Supervising Engineers shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair, maintenance and operation of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication Systems, Overhead Equipments (OHE) and other assets and equipment on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc, have substantially added to their duties and responsibilities over the years. Other departments provide only necessary support to them to enable them to discharge their functions.

It is unfortunate that both 5th and 6th Pay Commissions had underestimated the significance and sensitiveness of the work-content of the Technical Supervisors / Supervising Engineers, their responsibility and accountability in the system. Many vital factors like 'higher professional qualifications', 'longer training period' & 'greater responsibilities' as well accountability towards public safety and efficiency of the Railways went out of sight of both these Pay Commissions.

But, supporting categories like Accounts, Teachers and Nurses who were all along in the lower pay scales than the Technical Supervisors, were given up-gradation and were placed even two grades higher than Technical Supervisors. Worse and even more humiliating is the fact that the pay of categories, which work under the Technical Supervisors, were also equated with them - undermining the Supreme Court judgment of "the supervisor's pay cannot be equal to the person being supervised".

The CGB appealed to Railways, Government & 7<sup>th</sup> CPC to consider the genuine demands of these category and is requested to remove various obstacles that come in the way of attracting talents to the railway service and in improving the efficiency of working system by providing appropriate replacement scales for Junior Engineers and Senior Section Engineers, CMT Engineers, Stores & IT Engineers and Drawing and Design Engineers, which may justify the relativity of the emoluments in accordance with the job contents, working conditions, accountability & responsibilities, multi-faceted skills & critical management capacity.

The CGB & the Conference, strongly appealed to the Government, to accept the following long pending genuine demands in the interest of natural justice and to mitigate the extreme hardship and frustration of the employees especially amongst the Rail Engineers.

### MAIN DEMANDS

1. **RECOGNITION OF IRTSA** – a forum to discuss and resolve the problems of the Frontline Managers/Rail Engineers/Technical Supervisors on Railways - as recommended by the Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC).

1a. **Continuance of system of staff council in the Production Units of Railways**, which has separate representation for Technical Supervisors / Supervising Engineers.

2a. **Grant of interim relief** till implementation of the 7th Pay Commission Report.

b) Merger of 50% DA from 1-1-2011 and 100% DA with Pay from 1-1-2014.

3. **Withdrawal of National Pension System/New Pension Scheme (NPS)** – Continuance of existing benefits of Pension & GPF for those appointed after 1.1.2004. Refund of contributions to NPS with Interest thereon at appropriate rate.

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

4. **Up-grading of posts of JEs, DMS, CMA-II to Grade Pay of Rs. 4800** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to maintain "Horizontal Parity & Vertical Relativity" with Accounts Staff, Nurses & Teachers etc.

5 a) **Up-grading of posts of Senior Section Engineers, CDMS, CMS & Sr.Er(IT) to Grade Pay of Rs 5400** – keeping in view their Duties & responsibilities and quantum increase thereof due to modernization & safety requirements and to restore the Pre- Sixth CPC "Horizontal Parity & Vertical Relativity" with Accounts Staff, Nurses & Teachers etc.

5 b. Up-grading of posts of In-charge Senior Section Engineers, CDMS, CMS & Sr.Er(IT) to Grade Pay of Rs.6600 PB-3

..... Continued on page - 6

**Resolutions of demands continued from page - 5**

6. 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.

7. **Restructuring / Reorganisation of staffing pattern of IT Centres** in Zonal Railways & PUs in line with the staffing pattern of computer centre Railway Board (letter No No:ERB-I/2011/25/4 dated 14.07.2011), placing the existing posts of JE/IT from the grade pay of Rs.4200 to Rs.4600 and the existing posts of Senior Engineer/IT from the Grade Pay of Rs.4600 to Rs.4800.

8. Up-grading of P-way Supervisors & Senior P-way Supervisors as JEs w.e.f. 1-11-2003 – like all other Departments and as per judgement of High Court.

9. **Parity in Fixation of Pay of Promotes & Direct Recruits** - *Fixing the pay of promotes at least at Entry Pay for Direct Recruits in each grade.*

10. Minimum Annual Increment of 5 % PA (instead of 3%).

11. a) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.

11. b) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

**CAREER PROGRESSION AND PROMOTIONAL AVENUES**

12. Proper Career Planning & Time Bound promotions to all Rail Engineers.

13. Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)

14. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.

15. Grant 4 to 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group A organized service officer.

16. Classification of all Posts of JEs,/CMA/DMS in Group B Non-gazetted – as in all other Departments.

17. Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT

18. Upgrading of adequate %age of posts of Technical Supervisors from Group 'C' to Group 'B' (*Gazetted*).

19. Restoration of cuts made in the recommendations of the Cadre Restructure Committee (CRC)

20. No surrender of posts for Cadre Restructuring of Safety Categories of Technical Supervisors and Technicians / Helpers, as the sanctions are as per yardsticks/ Benchmarks and surrender of posts will adversely affect safety and efficiency as well as increase stress on these over burdened staff.

21. Integrated seniority for promotion from Group C to Group B should be considered for the same Grade Pay for both for Technical Supervisors and for Running Staff – to avoid discrimination.

22. Removal of disparity in Cadre Restructuring of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (*like Traffic Controllers & Commercial Inspectors*).

23. Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.

24. Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES & SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well .

25. In future Direct recruit with Graduate in Engineering qualification should be made in Group-B or Group A but not in Group C – as nowhere else they are recruited in Group C.

26. LDCE for Promotion from Group C to Group B should be conducted on all India level – preferably through UPSC – every year to avoid bias and favoritism.

27. Increase in Percentage of Group B and Group A Posts (viz-a-viz Group C) on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.

28. Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with officers and with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.

29. Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of the existing incumbents.

**INCENTIVE & SPECIAL PAY**

30. Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. - to meet with the additional workload in these areas.

31. Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.

32. Honorarium / Incentive to Technical Supervisors & Staff for additional workload – *in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc*, especially on account of fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.

33. Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other departments.

34. Revision of rates of Incentive Bonus & PCO Allowance w.e.f. 1.1.2006 (instead of 1-6-2009 - in Railway Workshops & Production Units; and further Revision thereof w.e.f. 1-1-2011 – when the DA crossed 50%.

35. Rates of Incentive Bonus / PCO Allowance should be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.

36. Revision of rates of Incentive Bonus & PCO Allowance - in Railway Workshops & Production Units - as per Revised Pay Bands & Grade Pay in keeping with ILO norms –

..... Continued on page - 7

**Resolutions of demands continued from page - 6**

(which require the rates to be based on average of the wages) – or at least be revised to 2.26 of the rates prior to Sixth CPC as in other cases.

37 a) Incentive Bonus to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.

b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)

OR Raising of the existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion from JE to SSE).

c) Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.

38. Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units in the Allied Shops & Sections.

39. PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).

40. PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops - at par with Ex-Cadre Staff Working in PCO in all Workshops.

41. Design Allowance to Drawing, Design Staff – as recommended by Fifth Pay Commission.

**MACPS**

42. MACPS AS PER CADRE HIERARCHY & NOT GRADE HIERARCHY – as per judgments of various courts including Supreme Court of India.

43. 3<sup>rd</sup> MACP after 30 years of regular service OR 10 years after 2<sup>nd</sup> Promotion/MACP OR 20 years after first Promotion – whichever is earlier.

44. Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.

45. Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.

46. MACPs to JEs & SSEs (*Drg-Design*) considering upgraded GP of Rs.4200 as entry Grade Pay. – as Tracers and Assistant Draftsman had been merged & granted Grade Pay of Rs.4200 since promotions to the merged/up-graded scales should be ignored under MACPS.

47. Elimination of the discrimination in the MACPS by placing all the Engineering Graduates in the pre-revised scale of Rs.7450-11500 - irrespective of their date of recruitment & irrespective of their date of promotion to the pre revised scale of Rs.6500-10500.

48. Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.

49. Provision of all benefits on financial up-gradation under MACPS - including entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

50. Three financial Up-gradations under MACPS after every 8 years of service in a grade - at par with Armed Forces (instead of after 10, 20 & 30 years of Service given

to Civilian employees).

51. Four time bound promotions after 4, 8, 12 & 16 years of service to all Technical Employees.

**ALLOWANCES & MERGER OF DA ETC.**

52. Merger of 50% of DA (Dearness Allowance) with Pay for all purposes w.e.f. 1-1-2011 & 100% DA with Pay for all purposes w.e.f. 1-1-2014 – as done in the past – to neutralize the impact of excessive inflation.

53. Exemption of all allowances from Income Tax - as recommended by Fifth CPC since the Allowances are granted to compensate the prize rise & erosion of real wages.

54. 2.66 times uniform increase in Transport Allowance w.e.f. 1-1-2006 (of the sum of pre-revised TA & CCA) in pre-revised scales up to Rs.7450-11500, as in case of scales placed in PB-3 with grade pay of Rs.5400 and above.

55. 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Engineers. (As recommended by Sub-Committee of Railway Board in 1996).

56. 30% Training Allowance for Faculty (Professors, Lecturers & Instructors) of Basic Training Centers, Zonal Training Schools and Technical Training Centers at par with National/Central Training Academies and Institutes for Group-A Officers.

57. a) Grant of suitable Honorarium to Senior Technical Supervisors (i.e. S.S.Es. etc.) for the additional non-technical duties –

OR b) Withdrawal of the following Non-Technical Duties from Technical Supervisors:

i. Supervision of payment and disbursement of wages to workers;

ii. Holding of D & A R Inquiries;

iii. Holding of Trade Tests;

iv. Filling up of Confidential Reports of Staff, etc.

58. National Holiday Allowance at double the wages to JEs, SSEs and all other Technical staff - for working on National Holidays

59. Overtime allowance for SSE for putting in additional working hours in Production Units, Workshops, Open line sheds & Depots, etc.

60. Compensatory Rest or Honorarium / Overtime Allowance to SSE for working on Sundays and Holidays.

OR: One month's additional salary in a year to Open-Line Staff - for working on Sundays & Holidays, as extended to Railway Protection Force (RPF) personnel.

61. a) Revision of rates of Incentive w.e.f 1-9-2008 - for acquiring additional Professional qualifications;

b) Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE etc.) - instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).

62. Payment of Night-Duty Allowance for full period of Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. - as night hazards are created after sunset.

63. Revision of Breakdown Allowance (BD Allowance) for Open line Technical Supervisors from the present Rs.200 pm to at least 20% of basic pay like special pay to Loco Pilots.

64. Extension of allowances like HRA, Transport allowance, TA/DA, CEA, etc to Trainee JE/SSE, CMA/CMS, DMS/CDMS & JE/Sr.Er(IT).

..... Continued on page - 8

**Resolutions of demands continued from page - 7****WORKING CONDITIONS**

65. No Foreign Direct Investment (FDI) in Railways in any form in any field.
66. No privatization or corporatization of Production units & Workshops on Indian Railways.
67. No transfer of Intellectual property Rights to Private Firms – like designs of Coaches, Wagons & Locos etc.
68. No transfer of work to Private Sector for high density rail traffic corridors (like Mumbai – Ahmedabad , Chennai – Bangalore etc)
69. Improvement of working conditions & work environments and provision of basic needs & amenities in the Open Line C&W - Electrical & Mechanical Depots, Diesel Sheds, Electrical Loco Sheds & Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.
70. a) Reduction of Working Hours of all Technical Supervisors and Staff to 42 hours a week - as recommended by I.L.O. and National Commission of Labour.  
OR b) Reduction of Working Hours of all Technical Supervisors and Staff to 48 hours a week including Lunch Break – as provided for in the Fact ories act.
71. Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–
- Classification of all JEs & SSEs as “Continuous” (and not as “Excluded”)
  - Statutory provision for periodic rest for the Technical Supervisors (JEs & SSEs) on Railways
  - Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or for more than 8 hours in a day.
  - Over Time Allowance) should include HRA similar to those covered under Factories act (in terms of RBE No. 29/2010 dated 17.02.2010).
72. Amendment of Factories Act - to compensate for actual number of extra hours put in.
73. Withdrawal of following Non-technical duties, unjustly imposed on Technical Supervisors (JEs & SSEs), even though separate staff is provided for the same; while these non technical duties & responsibilities divert the attention of Technical Supervisors from vital technical duties – adversely effecting the safety & efficiency of the system:
- Boxing Disbursement of wages to workers
  - Supervision and Witnessing of payment of wages to workers;
  - Holding of D&AR Inquiries;
  - Holding of Trade Tests;
  - Custody of Stores,
  - Witnessing of GA attendance card punching etc.
74. Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
75. Provision of proper Manpower - as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
76. Filling up of all posts of Technical Supervisors & Staff to avoid set-back to Safety, quality & efficiency.
77. Formulation of annual calendar for Timely holding of all selections and completion of processes thereof.

78. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
79. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
80. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
81. Extension of Factories Act to Sheds and Open Line Depots.
82. Provision of Benchmark for infrastructure for C&W, Engineering, S&T & Electrical Depots; Periodical Technical Audit of the availability of the infrastructure (by independent agencies).

**PENSION & RETIREMENT BENEFITS**

83. NPS: a) Withdrawal of New Pension Scheme (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them – and refund of the contributions made by them so far with Interest thereon at appropriate market rates.  
b) Till NPS is withdrawn, Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service - to meet with Social obligations & other personal exigencies.  
c) Employees who were all en-paneled for appointment before 31.12.2014 but appointed after 1.1.2004 be brought under old pension scheme.
84. Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
85. Commutation: No reduction in Commutation value of Pension – as resorted to after Sixth CPC.
86. Fixed medical allowance for National Pension System (NPS) retirees – at par with Pre-2004 appointees.
87. FMA: Grant of Medical Allowance of Rs.2000 pm to all retired employees & Pensioners - at par with those of EPFO and keeping in view high cost of medicines for day to day treatment.
88. Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
89. Rate of interest on SRPF should be at par with interest on PPF.
90. Minimum Ex-Gratia Pension of Rs.3500 plus DR to ALL SRPF Optees – at par with 50% of Minimum wage of CG Employees.

**WELFARE, GENERAL AMENITIES & MISCELANIOUS**

91. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
92. Recognition of M.B.A. / G.D.M.M. etc., as additional professional Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.
93. Eligibility of Half C.L. (Casual Leave) for half working days.
94. Restoration of 12 days CL (Casual Leave).
95. Arrangement for ‘Cashless’ Medical treatment in Government Hospitals - in case of ‘Emergency’ – as available in Recognized Private Hospitals.
96. Early orders on inclusion of both ‘Dependent Parents’ (Father & Mother) for Medical treatment – as recommended by the Fifth and Sixth Pay Commissions

..... **Continued on page - 10**



## CG Employees likely to go on Strike this year if demands are not met

Central Government employees may go on an Indefinite Strike if the demands for DA Merger, Interim Relief etc. are not met, as per decision taken in a joint meeting of JCM Staff Side. Final decision on it will be taken after a Rally at Delhi in April.

This has been conveyed to the Government and to the 7th Pay Commission. The Chairman Pay Commission has since agreed to write a DO to the Government - conveying the resentment among the employees and to seek the opinion of the Government whether the Commission could consider the issues of DA Merger and Interim Relief as the same are not included in its Terms of Reference.

## RAILWAY BUDGET- HIGHLIGHTS

- No increase in passenger fare, Freight rates rationalized.
- Advance reservation period increased to 120 days.
- No new trains announced.
- Railway facilities have not improved very substantially over the past few decades. Chronic underinvestment in Railways, which has led to congestion and over-utilization.
- Over 20,000 suggestions were received and Railways working on the feasible ones.
- Increase daily passenger carrying capacity from 21million to 30 million:
- Increase track length by 20% from 1,14,000 km to 1,38,000 km:
- Grow annual freight carrying capacity from 1 billion to 1.5 billion tonnes.
- Investment of Rs. 8.5 lakh crore in next five years.
- Targeted operating ratio for 2015-16 at 88.5%.
- Swachh Rail Swachh Bharat, new department for cleanliness.
- NIFT to design linen; online booking of disposable bed rolls:
- Identified trains be augmented to run with 26 coaches.
- 1000 MW solar plants will be set up by the developers.
- 7,000 kms of double/third/fourth lines and commission 1200 km in 2015-16
- 800 km of gauge conversion targeted in current fiscal.
- 77 projects covering 9,400 km of doubling/tripling/quadrupling along with electrification.
- Traffic facility works with outlay of Rs. 2374 crore.
- 6,608 route kilometers to be electrified for 2015-16
- Developing Satellite Railway terminals in major cities.
- Speed of 9 railway corridors to be increased from existing 110 and 130 kmph to 160 and 200 kmph.
- Average speed of freight trains will be enhanced to 100 kmph for empty trains and 75 kmph for loaded trains.
- Functioning of Indian Railways Production Units and Workshops by providing technological upgradation and enhancing productivity to make them self-sustaining.

## COURT CASES UPDATES HIGHER GP TO JE & SSE

OA No 716/2013 at CAT Chennai – Between IRTSA & Govt. of India, demanding higher Grade Pay to JE & SSE.

Reply statement is filed by the respondents and the same has been placed in [www.irtsa.net](http://www.irtsa.net) for the information to all the members and to react.

Next hearing is expected to happen on 23<sup>rd</sup> April.

## GROUP 'B' GAZ FOR SSE, CMS, CDMS & SR.ER(IT)

OA No 211 PB 2014 at CAT Chandigarh – Between IRTSA & Govt. of India, demanding Group 'B' Gazetted status for SSE, CMS, CDMS & Sr.ER(IT)

Replication has been filed by petitioner and arguments expected to start on 26<sup>th</sup> March.

## VALIDITY OF PRIVILEGE PASS & PTO ARE AUTOMATICALLY BE FIVE MONTHS WHEN ADVANCE RESERVATION PERIOD INCREASES TO 120 DAYS

Ref: RBE No: 41/2012, dated 26.03.2012

Pass Rules, 1986 Item 3 (IV) (V) of Schedule-II

(IV) A half set or one set of Privilege Pass shall be valid for one month more than the advance reservation period, ie. Five months at present, from the date of issue irrespective of whether the inward journey is for the same station or any other station.

(V) Privilege Ticket Order (PTO) shall be valid for one month more than the advance reservation period, ie. Five months at present, from the date of issue

## Felicitating function to Er.S.Ramachandran Former Secretary IRTSA S.Rly

Er.S.Ramachandran SME / HQ / S.Rly & Former Zonal Secretary IRTSA S.Rly was felicitated by ICF & S.Rly Zone of IRTSA after his superannuation from Railway service. M.Shanmugam Central President IRTSA presided over the function. Office bearers & members of IRTSA participated. In the function speakers recalled valuable contribution made by S.Ramachandran during the Fifth Pay Commission times. His contribution on bring the open line Engineers into IRTSA folder was commended. His leadership quality in organizing IRTSA CGB at Chennai as Convener was also appreciated.

## Er.M.GANESHAN & E.RAJU FELICITATED

Members of ICF & Southern Railway Zone of IRTSA warmly wished all the best to two of its dynamic office bearers Er.M.Ganeshan & Er.E.Raju during their superannuation from Railway service on January 2015. Well attended function was presided over by Central President IRTSA M.Shanmugam. All the speakers appreciated the contribution made by both of them.

## ADVISORS – IRTSA

Er.L.N.Pathak	LD 117 B Shanty Puram Colony, Alambagh, Lucknow – 226005	09450355643
Er.G.R.LingaRao	H. No. 2-129, Avani Nagar, Malkajigiri, Hyderabad – 500047,	09912722577
Er.K.Shanmugavel	8, 7 <sup>th</sup> Street, TNHB, Korattur, Chennai-600080	09444357733
Er.M.S.V.R.Pandian	175/6, Kuruinji Colony, 4 <sup>th</sup> Avenue, Annanagar, Chennai-600040	09444170903
Er.Balaramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 <sup>th</sup> Main, 5 <sup>th</sup> Phase Bangalore -560078	09381002724
Er.L.Ravisharma	11/2, Subramaniam Road, Perambur, Chennai-600011	09500125289
Er. M.Selvaraj	30/4, Kenaich Chetty Street,Venkatapuram, Ambatur, Chennai-600053	09444284961

## CORRIGENDUM – IRTSA CEC LIST

Org.Secretary	Er. B. S. Bedi	602, New Golden Avenue, Mall mandi , Amritsar-143001	09779230456
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**Resolutions of demands continued from page - 8**

and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.

97. Post retirement complementary pass after completing 10 years of service for Ex-service men & widows of Railway servant.

98. Inclusion of both Dependent Parents (father & mother) in Privilege Pass - as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.

99. Eligibility for Private In-patient Rooms for Technical Supervisors (in GP Rs.4200 & above) & their Dependents (instead of General wards).

100. Accident Free Service Award to Engineers & other Technical Staff working in *Open Line C&W Depots, Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.*

101. Provision of CUG Mobile Phones / SIM cards to all JE, SSE, CMA, CMS, DMS & CDMS for better efficiency and inter-action.

102. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.

103. Provision of Laptop Computers to all JE, SSE, CMA, CMS, DMS & CDMS in the interest of work and efficiency through faster communication and inter-action.

104. Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, and Supervisors' Institutes / Training Schools & Supervisors Hostels etc.

105. Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.

106. Separate pool of quarters for all technical supervisors – with proper amenities & maintenance thereof.

107. Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has 2 children and his Parents and / or Widow Sisters etc. are also dependent on him / her and are included in the Pass.

108. Remove age limit of 25 years for entitlement of Pass by Railways for dependent son in case the son continues to be dependent / unemployed beyond that age also.

109. Issue of Smart Card in place of Pass / PTO to avoid paper work and to facilitate on line booking.

110. "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.

111. Eligibility for Pass / PTO in premium trains.

112. Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.

113. Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi Express.

114. Online booking against Railway Pass / PTO.

115. Eligibility of Self, Wife and 2 dependents on Privilege Pass to travel in Rajdhani / Shatabdi / Duronto Express – Removal of ceiling of only one/two seats/ Births on the Pass.

116. One additional set of pass by surrendering 3 sets of PTOs.

117. Online booking of retiring rooms for Railway employees.

118. Medical and Pass facility to the dependents of Trainees / Apprentices.

119. Doubling of amount of Gratuity in case of death in harness

120. Raising ceiling for Payment of Gratuity and for exemption thereof from Income Tax.

### **GS IRTSA VISITS DMW PATIALA WITH OTHER CEC MEMBERS – ADDRESSES LARGE GATHERING OF RAIL ENGINEERS**

Er.Harchandan Singh GS/IRTSA addressed a largely attended meeting of Engineers at DMW Patiala on on January 19, 2015. He was accompanied by Er. Darshan Lal Working President IRTSA, Er. K.V. Ramesh, Senior JGS IRTSA, Er.Baldev Raj & Er. Jagtar Singh.

Er. Darshan Lal explained the activities of IRTSA over the past many years for the betterment of the category. He said that IRTSA has many achievements to its credit. He briefed about the meeting of IRTSA with 7th CPC at Jodhpur and about the two court cases filed by IRTSA for Grade Pay and Group 'B' Gazetted status to Senior Supervisors. He said that only through the united struggle IRTSA can achieve its goal and appealed to every Technical Supervisor of DMW Patiala to become member of IRTSA.

Er. K. V. Ramesh Senior JGS/IRTSA made the power point presentation as presented to the 7th CPC at Jodhpur. He briefly explained the points raised before 7th CPC including principle for determination of Pay scales for Technical Supervisors, Promotional avenue, Classification of posts in Railways, etc. On behalf of IRTSA ICF Unit & Er. M. Shanmugam Central President he welcomed all the members of DMW Patiala unit to the 50th All India Annual Conference to be held at Chennai in November, 2015, to be hosted by ICF Unit of IRTSA.

In his address Er. Harchandan Singh GS/IRTSA explained the history and achievements of IRTSA. He also explained the efforts and the struggle by IRTSA for the past 50 years to improve the pay scale, working condition, promotional avenue, grant of incentive & other allowances, etc. He explained about representation made by IRTSA before many expert bodies including all the Pay Commissions from 3rd CPC onwards.

He urged upon the younger generation to come forward to shoulder the responsibility in IRTSA. He said that year 2015 is going to be crucial since 7th CPC is expected to submit its report in the end of the year. He advised all the members to strengthen IRTSA by being its active Members and to regularly visit the website <http://irtsa.net/> and become member of IRTSA Facebook group for to continuous inter-action and to keep in touch with latest developments.

**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)**

**Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of**

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