

# Voice of Rail Engineers

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## IRTSA Demands Classification of Technical Supervisors as Group 'B'

IRTSA has again sought that Posts of Technical Supervisors in Pay Level 6 & 7 be classified in Group 'B' as per orders of DOP that "A central civil post carrying the pay in the pay matrix at the level from 6 to 9 shall be classified as Group 'B'.

### Highlights of Memorandum submitted by IRTSA

1) a) Attention of the Railway Board was invited towards the decision of the Govt. vide Gazette Notification of GOI Dated 9.11.2017 and OM of DOP&T dated 8.12.2017 cited above wherein it has been decided as under:

**"A central civil post carrying the pay in the pay matrix at the level from 6 to 9 shall be classified as Group 'B'.**

b) The above decision of the Government be implemented on the Railways without deviating in respect of the Technical Supervisors in Level 6 and 7 who may please be classified in Group 'B' keeping in view their duties and responsibilities towards safety, efficiency and productivity on Railways and to control & manage and get the work done from large sections of manpower, managing huge assets and **above all, to ensure safety of human life.**

c) Technical Supervisors in Railways bear far greater responsibilities than their counterparts in any other Central government department covered under Central Civil Services (Classification, Control and Appeal) Rules, 1965, but still they were unjustly deprived of classification in Group 'B' vide Railway Board's letter No.PC VI/2009/II/RSRP/4 (RBE No.5/2010) dated 08.01.2010 even though their counterparts in all other central government departments in same or lower Pay Scales, who were all classified in Group 'B' as per orders of the DOP&T but the Railways were the only ones to exclude them from Group B unjustly clubbing them with the non-technical staff in Group C.

2) 7<sup>th</sup> CPC observed about the stagnation at the level of SSEs, vide para 11.40.113:

**"Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level, ...."**

a) Railway Board also taken decision long back to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and it was agreed to the fact that **"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government**

## ANOTHER COURT CASE FILED BY IRTSA IN CAT FOR HIGHER PAY LEVELS FOR JE & SSE

IRTSA has filed a fresh OA 1568/17 in CAT Chennai pleading higher Pay Level for JE & SSE on Railways. Petition has been accepted & notice has been served to all the respondents including Finance Ministry, Railway Ministry & DoPT.

However, no hearing could take place on 20.02.2018 due to non-availability of any Judicial Member & continuation of vacancies in CAT Chennai Bench.

*Employees and the same needed to be rationalized".*

b) Railway Board agreed to the fact that there will be financial advantage in increasing the Group 'B' posts in Railways, since expenditure on supervision outsourcing through Project Management Consultancy (PMC) will reduce to the tune of Rs.287 crore in the year 2007.

### c) FINANCIAL ADVANTAGE TO INDIAN RAILWAYS BY INCREASING JUNIOR LEVEL MANAGEMENT CADRE:

Financial Commissioner Railway Board had long back given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board. FC had recorded that, it was a revenue neutral proposal and if at all there is any marginal financial implications that would be more than off-set by the savings from reduction in outsourcing the supervisory man power through project management and consultancies for supervisions.

### 3) PERCENTAGE OF GROUP 'A' & GROUP 'B' POSTS ON RAILWAYS IS THE LOWEST VIS-À-VIS OTHER CENTRAL GOVERNMENT DEPARTMENTS:

a) Percentage of Group 'A' posts is only 0.79% on Railways as compared to 3.1% in Central Govt.

b) Percentage of Group 'B' posts is only 0.57 % on Railways as compared to 9.0 % in Central Govt.

c) Percentage of Group 'C' posts is 98.72 % on Railways as compared to 87.9 % in Central Govt.

This has resulted in a lower level of management personnel i.e. Technical Supervisors / Railway Engineers who are all working in Group 'C' even though modernization, higher speeds and sophisticated technology all require more intensive management to ensure effective quality control, productivity and safety on the Railways.

**4) DENIAL OF GROUP 'B' GAZETTED STATUS - IS ADVERSELY AFFECTING THE EFFICIENCY OF THE RAILWAYS:** Technical Supervisors / Railway Engineers are classified in Group 'C' even though they have to manage a large strength..... **Continued on page-10**

**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****NEED TO HAVE A FAIR RE-LOOK ON  
PRIVATIZATION POLICY****Public Private Participation (PPP) may  
turn into PPPPP (Public Property  
Pocketed by Private Parties)**

Government gets its income from tax revenue, non-tax revenue and capital receipts. Composition of spending heads of Government are interest payment, defence, subsidy, pension, transfer to states, rural development, transport, tax administration, home affairs, education, agricultural, health, social welfare, infrastructure, urban development, energy, commerce & industry, scientific department, IT & telecommunication, finance, etc.

Agriculture, education, health, transport, civic facilities, etc. received a raw deal from Government funding, even though these fields only can improve the common man's standard of living.

Principle of economics in India is neither socialist nor capitalist, but it has travelled a long way to be more entrepreneurs friendly. It seems that economy was doing well during the initial years of economic liberalization. Government has now opened almost every field to capitalists & for FDI to attract more private investment in key areas so that economy will have accelerated growth. Initially this policy pretends to be success by the way of competitive pricing of consumer goods & range of products consumer got, also IT & communication field witnessed tremendous improvement during this period. But technological revolution in these areas played a key role for the advancements.

Economic liberalization & privatization has transferred major share of benefits to the corporate/capitalists, burden of failures are transferred to tax payers & common man.

Private investment in infrastructure & other key areas were engorged by Government to bring in more investment for speedy expansion, to improve efficiency, transparency, affordability, etc., but nothing seems to have been achieved. Infact many of these private projects are depending on public funding and incompetent agencies which won't follow the regulations, indulge in shady dealings, ended up in charging the public more, defeating the basic need for allowing private sector and FDI.

Citizens pay tax, Government lends the tax money to corporate, corporate develop a business and earns money from the citizens again. If a corporate is not able to repay the loan to Government / Banks for whatever reasons, there is no liability on them & no way for the Government to get back tax payers money.

Road sector witnessed change in the investment pattern. Private players were allowed to operate more than 470 toll plazas located in highly remunerative National Highways connecting Golden Quadrilateral turned to be gold mines for toll plaza operators. Too many toll plazas makes the highways travel more costly and long queues in front of toll plazas make the journey further longer, they neither brought down the accidents/fatalities nor any environmental improvement. It will be still more painful to note that nearly 50% of these private toll roads are funded by Government.

Telecommunication sector is another area where big corporate houses earned huge profit over the years, but in recent days some big names are crumbling at the cost of investors' money and to the colossal inconvenience to the common man who are utilizing their services.

India Post even today extends its service for 25 paise, shouldering social obligations for many decades. Low postal charges, services to remote villages, north east states, etc are shouldered by India Post. Highly profitable courier services between major cities and towns are tapped by private couriers and they are allowed to charge high.

Even though private airlines seems to be cheaper, it is not because of its efficiency, just because of various concessions extended by Government at tax payers cost.

Ministry of Civil Aviation started Regional Connectivity Scheme (RCS) supporting private airline operators through concession by central, state Government, Airport operators and by Viability Gap funding (VGF) to make it viable and profitable. 50% of seating capacity has to be charged with price cap that will be compensated through VGF. Remaining 50% of seating capacity can be charged at the rate of private airliners. An assured profitable business extended to private players. But, at the same time over many years Air India/Indian Airlines operated many routes which are financially not viable till today, not only domestic routes even some of the international routes are bringing losses. Government never compensated the loss incurred by the national carrier and is allowing it to die.

Insurance, Health and Education sectors which have to provide basic life standards are opened to private players. These sectors can bring huge profit to the corporates comparing the investment made by them. Good health care & education are becoming unaffordable to common public.

These big business houses created two types of staff. First one is highly paid managers who always look for opportunity to shift for their better prospects, thus do not have the loyalty. Second one is very low paid field & operational staff who are engaged on contract basis, thus cannot have any loyalty. This is the type of fate which the Railway is bound to face if the PPP is introduced here.

No major manufacturing industries or chain of manufacturing activities which can boost the employment opportunities have been started by corporates in the recent years. Every big business house is looking for Government funded service sectors, earn profit without risk and quit deferring the loan repayment from Government / Banks.

Indian Railways is also opened up for exploitation by allowing private players in all activities of Railways. Less passenger charges, operating of unremunerative routes, very low commuter charges in major cities, unviable new projects forced in for political/social reasons, etc. costs huge for Indian Railways. These costs are not compensated for Railways, yet Railways earn profit after meeting big social service obligation.

By allowing private players many profitable routes will be transferred to them and loss making routes will be left to Railways. Even if private players are allotted loss making routes, Government will compensate the loss. Private players without creating any infrastructure on their own fund, without bringing any sea change in technology, by using public money will exploit the existing infrastructure to get assured profits by charging more from the common man.

It is high time for Government to have a serious relook into its economic policy of opening everything & anything to private players. When Government is looking for more tax collection after the introduction of GST & demonetization and high tax is collected on petrol & diesel, Government can afford to fund by its own in many sectors especially in health, education, infrastructure like road, rail, airway, harbor and communication etc.

## GENERAL BODY MEETING OF IRTSA ICF ZONE

Zonal General Body meeting of IRTSA/ICF Zone was held at Dr. A.P.J. Abdul Kalam Institute, ICF on 06.01.2018. Er.M.Shanmugam President presided over & spoke about the role of IRTSA in the past 52 years in resolving the various issues of supervising engineers and need for the continuous struggle to achieve the demands. Er.V.B.Naryanan, Zonal Secretary submitted the secretary report listing out various activities undertaken by IRTSA/ICF Zone. Er.K.Gobinath, Vice President moved the resolutions about the issues of Supervising Engineers at Railway Board as well as at ICF level. Er.K.V.Ramesh, Sr.JGS briefed about the efforts made by IRTSA in submission of memorandum to 7<sup>th</sup> CPC and Court cases for revision of Pay for SSE/JE and grant of Group 'B' to senior supervisors at Tribunals. Er.Y.R.S.Benarjee Zonal Treasurer proposed the vote of thanks.



### Resolutions adopted in the Zonal GB of ICF At Railway Board

1. Recognition of IRTSA
2. Revision of Pay levels of SSEs & JEs
3. Classification of SSE/CMS/CDMS/Sr.Er(IT) as Group 'B'.
4. Change of eligibility criteria for MACPS from 'very good' to 'good' as this has hampered chances of financial upgradation for Technical Supervisors, who are already suffering without any promotion.
5. Inclusion of training period for MACPS and implementation of MACPS from 01.01.2006.
6. Revision of incentive rates based on 7<sup>th</sup> CPC pay matrix w.e.f.01.01.2016.
7. PCO allowance to CMT, Stores, Design and other left out areas.

### At ICF Level

1. No surrender of posts of Technical Supervisors, Design Engineers, CMT, Stores and IT Engineers as their work load has been increased enormously consequent to the steep increase in the annual target.
2. Creation of additional posts as per the increased work load as well as for addition of new assets.
3. Sanction of special award / honorarium to SSE, CMS, CDMS for attending duty on Sundays & Paid/Unpaid holidays.
4. IRTSA GB thank ICF Administration for approving separate exclusive Supervisors Institute and made it functional.
5. Deduction of membership subscription of Rs.30 from the salary from the willing supervisors towards the Dr.A.P.J.AbdulKalam Institute.
6. Fitness centre, restaurant / snack bar, provision of A/C for the meeting hall for effective functioning of Institute.
7. Financial grant of Rs.10,00,000 for Dr.A.P.J.AbdulKalam Institute.
8. It has been resolved to pursue the ICF administration to form the staff council duly vacating the stay order issued by the court.



### New Office Bearers of IRTSA ICF ZONE

Patrons	Er.K.V.Surendranathan, Er.M.Selvaraj&Er.D.Natarajan
Advisors	Er.K.Shanmugavel, Er.M.S.V.R.Pandian, Er.S.Perchiappan, Er.T.I Anto, Er.V.Pattani, Er.K.J.Sundaravadanam& Er.L.Markantayan
President Working Presidents	Er.M.Shanmugam Er.B.Inbanathan, Er.P.Ramraj, Er.R.Venkataraman& Er.K.V.Ramesh
Sr.Vice Presidents	Er.V.B.Naryanan, Er.S.MalikBasha, Er.M. Rajaprabhakar& Er.E.Ramesh
Vice Presidents	Er.V.P.Sunadram, Er.S.Chithambaram, Er.M.Arumugam, Er.K.Radhakrishnan, Er.Arul Kumar, Er.StaleyChelladurai, Er.Nageswaran, Er.R.Ravi, Er. B.Saravanan, Er.D.Aribaskar& Er. R. Meena.
Zonal Secretary	Er. K.Gobinath
Zonal Treasurer	Er.Y.R.S.Benarjee
Divisional President	Er.N.Ravi Kumar/Shell, Er.P.Lakshminarayanan/Furnishing
Divisional Secretary	Er.R.Segar/Shell, Er.G.Aranganathan/Furnishing

### Shell Division

	Presidents	Jt. Secretaries	Org. Secretaries
Gr-I	Er.S.Karunakaran	Er.R.Kumar	Er.R.Ragupathy
Gr-II	Er.M.A.Jaishankar	Er.S.Balsamy	Er.A.Karunanidhi
Gr-III	Er.K.Murugesan	Er.R.Meghalan	Er.M.Mehaboob Basha

### Furnishing Division

	Presidents	Jt. Secretaries	Org. Secretaries
Gr-I	Er.V.Gopi	Er.P.R.Vinod Kumar	Er.YoghaSinivasa
Gr-II	Er.P.Vijaya- kumar	Er.A.Sundar Raj	Er.P.S.Subramania Pillai
Gr-III	Er.Rama- krishnan	Er.Gururaj	Er.R.Gopinatahn Er.A.N.GaneshBabu

### Joint Secretaries

Er.Mohanakrishnan, Er.S.Srinivasan, Er.T.Velayudam,  
Er.M.Deivasigamani, Er.A.Sasikumar, Er.P.Nagarajan,  
Er.Prabakar, Er.R.Mahalingam, Er.V.Gurusamy, Er.A.Ganesh,  
Er.S.Ramanathan, Er.Vijayan, Er.J.Gopi, Er.S.Srinivasan,  
Er.V.Balaji

### Organising Secretaries

Er.P.R.Manivanan, Er.K.Loganathan, Er.B.Suresh,  
Er.L.Karunkumar, Er.V.Balakrishnan, Er.R.Suresh,  
Er.I.Thirunavukarasu, Er.P.V.Ramesh

**Divisional Org Secretaries** - P.Jagadishkumar, Er.C.Anandan,  
Er.P.Udyasankaran, Er.S.Sivakumar

**Divisional Treasurers** – Er.M.Vigneshkumaran,  
Er.A.Sankaragurunathan.



## GENERAL BODY MEETING OF IRTSA GOC DIVISION, S.RLY

General Body meeting of IRTSA Golden Rock Workshops Division, Southern Railway was held at Trichy on 8<sup>th</sup> Feb 2018. General Body meeting was presided over by Er.Zahir Hussain President GOC Division. Er.K.V.Ramesh, Sr.JGS & Er.V.P.Abdul Salam Zonal Secretary S.Rly addressed the General Body.

Er. Zahir Hussain welcomed the gathering. Er. Thirumaran Secretary GOC explained the activities of IRTSA GOC division. He said that career demands of Technical Supervisors are handled well by central unit of IRTSA. He explained about memorandum submitted to CWM/GOC on MACPS, DAR, etc. Er. K.V.Ramesh briefed about the meeting held with CRB, Member Staff & Member (Rolling Stock) on the demands of Higher Pay level, Grant of Group 'B' Status, change of eligibility criteria for MACPS, inclusion of training period for MACPS, implementation of MACPS w.e.f. 1.1.2006, etc. He also briefly explained about the case filed by IRTSA at CAT Chennai pleading for higher pay level for JE & SSE. Er. Abdul Salam appreciated the work of IRTSA GOC division and its leaders in addressing the local issues. He advised youngsters to come forward to take over the leadership and also advised for 100 percent membership for IRTSA. Er.R.Pugazhendhi demanded incentive for staff & supervisors working in diesel and called for complete unity among GOC supervisors. Er.Rajagopaln proposed the vote of thanks.

Earlier IRTSA delegation met Sri. Jha CWM/GOC and brought some of the issues pertaining to Technical Supervisors to his notice. Grading of Annual performance appraisal report as 'very good' for Technical Supervisors, victimisation of Technical Supervisors alone in quality problems, etc. were brought to his notice. CWM has agreed with IRTSA's explanation on eligibility of PCO allowance for the supervisors who got financial upgradation under MACPS. CWM assured his fullest support for all the legitimate issues pertaining to Technical Supervisors working in GOC.



### Resolution on local demands adopted in the General Body meeting of IRTSA GOC Division

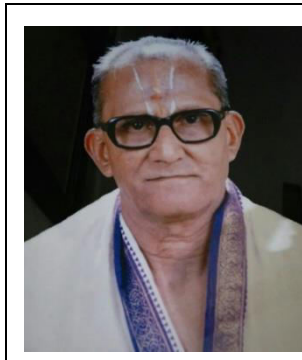
1. APAR grading is to be made without affecting MACPS for Technical Supervisors / Rail Engineers
2. All vacancies in Technical Supervisors / Rail Engineers category are to be filled immediately
3. Payment of PCO allowance as per 7<sup>th</sup> CPC pay matrix for the SSEs who got their financial upgradation to Pay Level 8/9 under MACPS.
4. DAR action should not be targeted on Technical Supervisors for system failures such as Quality, outturn, target oriented matters etc., except on disciplinary oriented matters.
5. No harassment of Supervisors.

## New Office bearers of IRTSA, GOC Division GB held on 08.02.2018

Name	Post	Contact No
A.ZAHIR HUSSAIN	President	7708003011
V.RAJAGOPALAN	Vice President	9994288240
K.THIRUMARAN	Secretary	97887 61155
K.S.NARAYANAN	Treasurer	98940 64257
V.THIRUMALAISAMY	Asst. Treasurer	7871400738
P.SRIPATHY	Org.Secy/Production	9486673005
R.PUGAZHENDHI	Org.Secy/Diesel	9940779099
S.RAJ	Org.Secy/Carriage	6380556284
M.DHANDAYUTHAPANI	Org.Secy/Wagon	9597013723
P.RAVINDRAN	Asst. Secy	9003433099
K.C. JOHNY	Asst. Secy	9585786010
S.GANESAN	Asst. Secy	7708001802
B. MURUGANANDAM	Asst. Secy	8870011532
P. PARTHEBAN	Asst. Secy	8220555578
G.N. SARAVANAN	Asst. Secy	9629605980
R.VAMAL KUMAR	Asst. Secy	9843830001
P.SUTHURAMAN	Asst. Secy	7639766396
P.S. RENU	Asst. Secy	7871400638
R.BALASHANKAR	Asst. Secy	8870333738
A.MUTHUKRISHNAN	Asst. Secy	7708066606
S.R.BHUWANESWARAN	Asst. Secy	8762537159
H.GHOUSE BAIG	Advisor	9943535462



### IRTSA mourns the demise of Sri.N.A.Sundram



Condolence meeting was organized by IRTSA at Chennai on 09.01.2018 to pay homage to Sri. N.A.Sundram one of the founder leaders of IRTSA.

Sri.Francis Vijaya Mohan, Sri. M.Shanmugam President IRTSA and many others participated in the meeting and paid floral tributes to the departed leader.

**Readers, Zones, Divisions & Sub-units  
Please send Annual Subscription for  
"Voice of Rail Engineers" to**

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



## MASS MEETING & SAFETY SEMINAR HOSTED BY IRTSA AT ALAMBAGH WITH ENGINEERS FROM ALL OVER LUCKNOW JOINING IT

सवारी डिब्बा कारखाना, आलमबाग मे नव वर्ष मिलन समारोह तथा सेफ्टी सेमिनार का आयोजन किया गया। जिसमें कारखाने इंजीनियर तथा IRTSA के केन्द्रीय पदाधिकारी इन्जी सियाराम वाजपेयी, इन्जी बी डी मिश्र, इन्जी पी के शुक्ल, इन्जी अनूप वाजपेयी, इन्जी राम अवतार मीना, इन्जी कुलदीप सिंह, इन्जी विपिन मिश्र, इन्जी राजेश शुक्ल, इन्जी सचिन लाल, इन्जी विवेक शुक्ल तथा लोको कारखाना एवं स्टोर विभाग से जुझारु इन्जीनियर साथियो ने भाग लिया तथा अपना अपना विचार रखा।

मंच का संचालन करते हुए शाखा मन्त्री अखिलेश विश्वकर्मा ने IRTSA की मुख्य उपलब्धियों का जिक्र किया ओर सब को पूर्ण सहयोग के लिए धन्यवाद दिया।



## TAX RELIEF TO SALARIED CLASS FOR FY 2018-19 / AY 2019-20

**STANDARD DEDUCTION OF RS 40,000 ALLOWED IN LIEU OF EXEMPTION OF TRANSPORT ALLOWANCE AND REIMBURSEMENT OF MISC MEDICAL EXPENSES**

**Differently-Abled will continue to get transport allowance at enhanced rate**

In order to provide relief to salaried taxpayer, the Union Minister for Finance and Corporate Affairs, Shri Arun Jaitley, proposed to allow a standard deduction of Rs. 40,000/- in lieu of the present exemption in respect of transport allowance and reimbursement of miscellaneous medical expenses. However, the transport allowance at enhanced rate shall continue to be available to differently-abled persons. Also, other medical reimbursement benefits in case of hospitalisation etc., for all employees shall continue.

Presenting the General Budget 2018-19 in the Parliament, the Finance Minister said, "Standard deduction shall significantly benefit the pensioners also, who normally do not enjoy any allowance on account of transport and medical expenses. The revenue cost of this decision is approximately Rs.8,000crores. The total number of salaried employees and pensioners who will benefit from this decision is around 2.5 crores."

Shri Jaitley said, "The Government had made many positive changes in the personal income-tax rate applicable to individuals in the last three years. Therefore, I do not propose to make any further change in the structure of the income tax rates for individuals. There is a general perception in the society that individual business persons have better income as compared to salaried class."

The Finance Minister further said, "Apart from reducing paper work and compliance, this will help middle class employees even more in terms of reduction in their tax liability."

## Increase in Age Limit for NPS

Pension Fund Regulatory and Development Authority (PFRDA) has permitted any Indian citizen who is in the age group of 18-65 years to join the National Pension System (NPS) on voluntary basis.

NPS is a contributory pension scheme available to the Indian citizens between the ages of 18-65 years on voluntary basis. There will be no financial burden on Government due to increase in the eligibility age of joining NPS from 60 to 65 years because Government doesn't pay any contribution for private employees and also Government employees who join the NPS after the age of retirement at 60 years.

## MEETING WITH MEMBER STAFF

**Upgrading Pay level of Technical Supervisors & change in eligibility criteria for MACPS is under consideration said Member Staff.**



January 24, 2018: IRTSA office bearers met Shri. D.K. Gayen, Member (Staff) Railway Board at Chennai during his visit to ICF.

K.V.RameshSr.JGS IRTSA explained the demands of Technical Supervisors on Pay level & MACPS. He explained that change of eligibility criteria for financial upgradation under MACPS from 'Good' to 'very Good' has hampered the chances of financial upgradation of senior supervisors and demanded for immediate withdrawal of eligibility criteria 'very good'.

Inclusion of training period for the purpose of MACPS is also need to be addressed by Railway Board, it was explained to Member Staff that DoPT is the nodal agency for implementation of MACPS rules for all central Government departments including Railways. Ministry of Communication & IT is accounting the period of pre-appointment training for the purpose of MACPS and same is needed to be extended in Railways.

He further briefed on the demand of implementation date of MACPS w.e.f. 1.1.2006. As per Gazette notification & Resolution issued by Finance Ministry, 6<sup>th</sup> CPC recommendations on pay were implemented w.e.f. 1.1.2006 & allowances w.e.f. 1.9.2008. In its recent judgment, Hon'ble Supreme Court held that financial upgradation under MACPS should be implemented from 1.1.2006, since recommendations of 6<sup>th</sup> CPC on MACPS are related to Pay, and it cannot be treated as allowance to be implemented from 1.9.2008. MS was urged to take favourable decision on this issue also.

While explaining the demand of Higher Pay level for Technical Supervisors, K.V.Ramesh demanded for implementation of decisions already made by Railway Board in this regard. He briefed that in 2010, Railway Board have sent a proposal to Finance Ministry for upgrading the GP of JE from Rs.4200 to Rs.4600 & SSE from Rs.4600 to Rs.4800. Railway Board also sent another proposal to Empowered Committee of Secretaries formed after 7<sup>th</sup> CPC to upgrade 50% of cadre strength of Technical Supervisors to GP Rs.4800. MS was urged for persuasion of Railway Board's proposal further with Ministry of Finance to get atleast minimum justice for this vital category.

In his reply Member Staff said that, he agrees on the demand of change in eligibility criteria for MACPS and said that this issue is being persuaded by Board with DoPT. On the demand of higher Pay Level for Technical Supervisors, MS said that it is under the consideration of Railways.

E.Ramesh Sr.Org Secy felicitated MS on behalf of IRTSA and K.Gobinath Zonal Secretary ICF handed over memorandum on main demands of IRTSA.

**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)**

## Submission of Memorandum to CRB

IRTSA delegates consisting of K.V.Ramesh Sr.J.G.S, K.Gobinath, Zonal Secy and E.Ramesh Sr.Org.Secy submitted memorandum to CRB on 20.01.2018 during his visit to ICF. Main demands are

1. Persuasion of Railway Board's proposals submitted to Finance Ministry
  - a. Upgrading of 3335 posts of Senior Supervisors in the Grade Pay of Rs.4600 from Group C to Group B.
  - b. Upgradation of posts of JEs from Grade Pay Rs.4200 to Rs.4600 and upgradation of posts of SSE from Grade Pay of Rs.4600 to Rs.4800 as per decision of the Departmental Anomalies Committee.
  - c. Cadre restructuring of the Technical Supervisors on Railways with 33% posts of JEs in Grade Pay Rs.4200, 17% posts of SSE in Grade Pay Rs.4600 and 50% of posts in Grade Pay Rs.4800.
2. Implementation of the recommendations of 7th CPC to grant GP Rs.4800 to CMS & GP Rs.4600 to CMA
3. Demands on MACPS
  - a. Removal of eligible criteria 'Very Good' for financial upgradation under MACPS
  - b. Counting of initial Training period for MACPS
  - c. Benefits of MACPS w.e.f.1.1.2006, since MACPS is a part of pay structure not as allowances as per Sixth CPC and as per judgment of Supreme Court
4. Demands on Incentive / PCO Allowance
  - a. Revision of Hourly Rates of Incentive Bonus & Bonus Factors of Workshops & PUs Staff under CRJ Pattern & Group Incentive Scheme as per 7th CPC Pay Levels.
  - b. PCO Allowance may please be continued to be paid @ 15% to Technicians, Junior Engineers (JEs) & @ 7.5% to Senior Section Engineers (SSEs) working in the PCO
  - c. CMT & Design Engineers of Workshops & PUs be treated as part of Planning wings of PCO & paid either the PCO Allowance or Incentive Bonus at par with their counterparts working in PCO / Shop floor
5. Grant of design allowance for JE & SSE working in design wing.

### World's Mental health day theme by WHO MENTAL HEALTH AT WORK PLACE Workplace rules for happy life

1. Trust no one but respect everyone.
2. What happens in office, remain in office. Never take office gossips to home and vice versa.
3. Enter office on time, leave on time. Your desktop is not helping to improve your health.
4. Never make Relationships in the work place. It will always backfire.
5. Expect nothing. If somebody helps, feel thankful. If not, you will learn to know things on your own.
6. Never rush for a position. If you get promoted, congrats. If not, it doesn't matter. You will always be remembered for your knowledge and politeness, not for your designation.
7. Never run behind office stuff. You have better things to do in life.
8. Avoid taking everything on your ego. Your salary matters. You are being paid. Use your assets to get happiness.
9. It doesn't matter how people treat you. Be humble. You are not everyone's cup of tea.
10. In the end nothing matters except family, friends, home, and Inner peace.



### **Important Clarifications on MACPS**

**Sub:Group 'C' employee's unwillingness to appear for Group 'B' selection should not be treated as refusal for promotion. Hence he/she is eligible to consider financial upgradation under MACPS**

Ref: Western Railway GM(E) letter No.EP 839/0, Vol-VII, dated 25.01.2018.

This office has reviewed para 25 of Railway Board's letter no. PC-V/2009/ACP/2 dated 10.06.2009 (RBE no 101/2009) circulated under this office order no. EP 839/0 Vol.IV – No E/PC/767/0 (Sr.No 99) dated 18.06.2009, which reads as under,

If a regular promotion has been offered but was refused by the employee before becoming entitled for a financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employee subsequently refuses the promotion, it shall not be a ground to withdraw the financial upgradation. He shall however not be eligible to be considered for further financial upgradation till he agreed to be considered for promotion again and the second or the next financial upgradation shall also be deferred to the extent of period of debarment due to refusal.

The above para has been interpreted to mean by some division / units that if a Group 'C' employee refuses to appear for Group 'B' selection, then he/she shall be denied financial upgradation under MACP in future.

It is clarified that refusal to appear for written test for Group 'B' selection cannot be said to be the same as refusal to promotion. However, if an employee refuses promotion after he is selected in Group 'B', then it can be said to be a refusal and he can be denied MACP. But, refusal to appear for written test for Group 'B' selection should not be equated with refusal for promotion. Hence, if a Group 'C' employee is unwilling to appear for Group 'B' written test for regular / ranker quota selection, it should not be treated as refusal for promotion and hence, he/she should not be denied MACP due to the above unwillingness.

This issues with the approval of competent authority.

**Sub: Providing opportunity, for submitting representation to the employees who have been awarded below "Very Good" Grading in their last three years APARs (for the purpose of MACPS)**

Ref: Railway Board's letter No.E(NG)I-2018/CR/2, dated 27.02.2018 (RBE No.29/2018).

As the Railways are aware, based on recommendations of the 7<sup>th</sup> CPC, the benchmark for grant of MACPS benefits has been enhanced from "Good" to "Very Good" w.e.f.25.07.2016, for which, three (03) years' APARs are taken into consideration. The step has debarred certain number of staff from this financial upgradation.

2. Since the earlier "Good" benchmark for MACPS was applicable upto 25.07.2016, the employees having "Good" Grading in their APAR for the previous three years before 25.07.2016 may not have had a reason to represent against the Grading given, as they met the then prescribed criteria of benchmarking for MACPS. Now, since the benchmark for MACPS has been raised to "Very Good", there seems a justification to allow the employees having "Good" or below Grading for a period of three years' APAR Grading immediately preceding the cutoff date *ibid* an opportunity to represent against the same.

3. Considering the above the demand raised by both Federation e.g. AIRF & NFIR to this effect, Board have

decided that the employees who had been awarded "Good" or below Grading in their previous three years APARs (for the years 2014-15, 2015-16 and 2016-17) may be given a chance, as one time measure, to represent against the same within 30 days from the communication of this order. The representation submitted by such employees may be considered and decided by the Accepting Authority and, in case where the accepting authority has demitted office for whatever reason it may be, by the authority higher than accepting authority within a period of 30 days in terms of Board's letter No.E(NG)-91/CR/2 dated 10.06.1993. This dispensation has been made for the purpose of MACPS only and may be given wide publicity among the officials concerned.

### **Admissibility of pay/stipend & allowances**

**Sub:- Admissibility of pay/stipend and other allowances such as ALKM/TA etc. to the Running Staff selected under GDCE for the post of JEs.**

Ref:- Railway letter No. P(S) 353/IV/PGT Dn. Court Cases dated 29-08-2016 & 23-02-2017.

Southern Railway had sought clarification whether running staff, on selection to a non-running post under GDCE and who had opted for drawing of pay and allowances in accordance to paragraph 2(c)(i) of Board's letter no. PC-IV/2006/Misc./5 dated 17.04.2006 would be eligible for payment of 30% pay element or not.

2. The issue has been considered in Board's office and it is clarified that a running staff on selection to a non-running post under GDCE and who has opted for drawing of pay and allowances in accordance to paragraph 2(c)(i) of Board's letter No. PC-IV/2006/Misc./5 dated 17-04-2006 would not be eligible for reckoning of 30% pay element for any purpose due to the following reasons:

i) Such apprentices are no longer running staff as they discontinue performing running duties. A decision has already been taken vide Board's letter no. E(P&A)II-2004/RS-28 dated 15.09.2006 for not reckoning of pay element for pay fixation to the running staff who voluntarily opt for selection against the vacancies under the GDCE scheme. Therefore the pay element cannot be considered for reckoning for any other benefit.

(ii) Paragraph 2(c)(i) of Board's letter no. PC-IV/2006/Misc./5 dated 17.04.2006 (RBE No. 48/2006) provides for admissibility of all the allowances and privileges (including TA/DA and PLB) on the basis of their substantive cadre pay of the post held before being sent on training as per the provisions of pay of the post held before being sent on training as per the provisions of relevant rules. However, pay element is not a part of substantive pay as defined in Rule 1309 of the Indian Railway Establishment Code Volume II.

3. Further, it is clarified that the apprentices are no longer running staff and they will therefore be eligible for TA/DA as per Rule 1685 & 1686 of IREC-Vol.II/2005 admissible as in the case of other apprentices selected from amongst serving Railways employees.

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**HIGHLIGHTS OF  
MINUTES OF MEETING OF NATIONAL  
ANOMALIES COMMITTEE ON 7<sup>th</sup> CPC  
HELD ON 11.01.2018 TO DISCUSS THE  
ADMISSIBILITY OF THE AGENDA ITEMS  
RECEIVED FROM JCM STAFF SIDE**

- Deputy Secretary (JCA) informed that following the acceptance of the recommendations – to the extent they have been – of the 7th Central Pay Commission by the Government, the National Anomaly Committee has been constituted by DoPT. Subsequently,
- On receipt of a representation from the Staff Side, NC(JCM), the definition of what would constitute an anomaly has been revised and notified. Therefore, as per the revised scope of definition, anomaly will include the following cases;
  - a. Where the Official-Side and the Staff-Side are of the opinion that any recommendation is in contravention of the principle or the policy enunciated by the 7<sup>th</sup> CPC itself without the Commission assigning any reason;
  - b. Where the maximum of the Level in the Pay Matrix corresponding to the applicable Grade Pay in the Pay Band under the pre-revised structure as notified vide CCS(RP) Rules 2016, is less than the amount an employee is entitled to be fixed at, as per the formula for fixation of pay contained in the said Rules;
  - c. Where the Official side and the Staff Side are of the opinion that the vertical and horizontal relativities have been disturbed as a result of the 7<sup>th</sup> CPC to give rise to anomalous situation.
- On examining 18 items submitted by Staff Side against the three (03) yardsticks as stated above, it was felt that while some agenda items clearly fall within the definition of 'anomaly', there are a few which cannot be termed 'anomaly' as such, bordering more, as they are, on the side of 'demands'.
- There are a few more which apparently by virtue of affecting the interests of one Department should rather be taken up at the Departmental Anomaly Committee. On sharing the findings of this Preliminary examination with the Secretary, Staff-Side, a communication was received from him suggesting inter-alia, besides giving their own reasons for retaining the same agenda – except one item – for the NAC deliberations, that a meeting be convened to discuss and finalize the items so as to avoid delay in convening the NAC meeting.
- Staff side emphasized the need to have next meeting of National Council under the Chairmanship of Cabinet Secretary as more than 7 years have passed since the last such meeting was held.
- It was highlighted that the Group of Ministers had met the staff representatives and given some assurances for favourable consideration regarding the Minimum Pay and Fitment Formula. But even after 1-1/2 years, no decision has been conveyed by the Government. It was stated that based on the assurance given by the group of Ministers, the Staff Side had deferred the call for strike but now it is getting very difficult for them to control the resentments of the staff.
- The Staff-Side members representing M/o Defence lodged their protest against what they called 'arbitrary' policy decision made by the Government about outsourcing of jobs hitherto done in the Ordnance Factories, converting Army Base Workshops to GOCO Model, closure of Station Workshops, Military Farms and Depots under Army Headquarters thereby rendering 31,000 Employees surplus including 9000 employees of Military Engineer Service, granting Uniform Allowance to the soldiers by stopping the practice of getting them stitched through almost 12000 Employees in 5 Ordnance Factories etc.
- The Staff Side also raised the following issues:-
  - a. The demand of the Staff Side for extension of the date of option for switching over to 7th CPC Pay Scales from a date on which the employee got promotion/MACP is not yet settled. Necessary instructions may be issued in this regard. - (Action: Establishment Division, DoPT)
  - b. The Report of the NPS Committee even though submitted to the Government in August, 2017 the Staff Side is not yet given a copy of the same. The same may be given to the Staff Side and a meeting may also be held with the Staff Side by the Government before taking any decision on the recommendations of the NPS Committee. - (Action: D/o P & PW)
  - c. The Staff Side also pointed out what they felt arbitrariness of the decision of the Government to close down the various printing presses without even holding any discussion with the Staff Side. The employees have been asked to immediately get themselves, relieved and join at faraway places. They added that assurances were given by the Cabinet Secretary at the National Council that the Government would discuss the problems faced by the staff and resolve the same in all cases when the Government decides to wind up any of its functions. - (Action: M/o Urban Development)
- The Chairman replied that
  - a. the work on finalizing the comments on the Agenda for the meeting with the National Council, JCM has been going on and thereafter the convenience of the Cabinet Secretary would be sought so that the meeting of the Standing Committee can be held in the month of February, 2018.
  - b. He stated that the purpose of today's meeting was to familiarize with the issues as well as to arrive at a mutually agreed decisions as to which of them should be taken up for discussion and settlement at the NAC so that the first meeting can be convened at the earliest.
  - c. He further emphasised that the items on which the Government, has held a view different from that of the 7th CPC would not be taken up for discussion at the NAC since the Government decisions on them are well-thought-out and conscious ones.
  - d. However, where there is a disagreement between what has been recommended and what the 7th CPC should have recommended as part of its policy/principles would figure in NAC discussion.
- It was seen that there are seven (7) proposed items which clearly fall within the definition of 'Anomaly'. At the conclusion of the discussions, the following was agreed to in respect of the remaining eleven (11) items:
 

**Item No.1- Anomaly in computation of minimum wage**  
In view of the response of Secretary, Staff-Side, the JCA Division will re-examine.

**Item No.2 - 3% Increment in all stages**  
In view of the response of Secretary, Staff-Side, the JCA Division will re-examine.



**Highlights of meeting with staff side continuous from page-8****Item No.6 - Remove Anomaly due to index rationalization**

In view of the response of Secretary, Staff-Side, the JCA Division will re-examine

**Item No.7 - Anomaly arising from the decision to reject option No.1 in pension fixation**

Sent back to Staff-Side for reconsideration of its views

**Item No.10 - Minimum Pension**

The Staff-Side will take up this issue with the Department of Pension & Pensioners Welfare separately. This will not be treated as an anomaly.

**Item No.11 - Date of effect of Allowances-HRA, Transport Allowance, CEA etc.**

This will be taken up separately as an item in the Standing Committee meeting

**Item No.12 - Implement the recommendation on Parity in Pay Scale between Sr. Auditors / Sr. Accountant of 1A & AD and organized Accounts with Assistant Section Officer of CSS.**

As this was already under examination in the Department of Personnel & Training it would not be taken up for discussion in NAC at this stage. If it remains undecided at the later stage, it will be included for discussion in NAC.

**Item No.13 - Parity in pay scales between Assistants/Stenographers in field/ subordinate offices and Assistant Section Offices and Stenographers in CSS.**

The Staff-Side, NC (JCM) will provide additional details

**Item No.15 - Technical Supervisors of Railways**

The Staff-Side, NC(JCM) will take up this issue at the Departmental Anomaly Committee of Ministry of Railways.

**Item No.16 - Anomaly in the assignment of replacement of Levels of pay in the Ministry of Defence, Railways, Mines etc. in the case of Store Keepers.**

The Staff-Side, NC (JCM) will take up this issue at the Departmental Anomaly Committee of Ministry of Defence. JCA Division will write to Ministry of Defence in this regard.

**Item No.18 - Anomaly in the grant of DA instalment w.e.f. 01.01.2016**

In view of the response of Secretary, Staff-Side, the JCA Division will re-examine.

**Sub: Filling up of posts of Chemical & Metallurgical Assistant (CMA) and Chemical & Metallurgical Superintendent (CMS)-Reg.**

Ref: Railway Board letter No. E (NG)-II/2004/RR-1/5Pt, dated 16.02.2018 (RBE No.24/2018).

Pursuant to the merger of pre-revised grades of Rs.5000-8000 and Rs.5500-9000 in a single pay band i.e. PB-2 (Grade Pay Rs.4200) by 6<sup>th</sup> Pay Commission, instructions were issued vide Board's letter No. E(NG)I-2008/PM1/15 dated 3.9.2009 prescribing qualification and percentage of direct recruitment and promotion in the category of Chemical & Metallurgical Assistant (CMA) and Chemical & Metallurgical Superintendent (CMS)

The introduction of the direct recruitment in the category of CMS was under consideration of this ministry.

The matter has been examined in consultation with RDSO & Mechanical Directorate of this Ministry and it has been decided by the Board to amend Indian Railways Establishment Manual, Volume-1 (Revised Edition – 1989).

**Laboratory Assistant, Gr-III in Level-2**

(i) Educational Qualification: 12<sup>th</sup> (+2 Stage) with science or equivalent from recognized Board/University.

(ii) Age: Between 18 to 27 years.

Higher grade posts available to Laboratory Assistant, Gr-III in Level-2 in the normal channel of promotion are as under

**Laboratory Assistant, Grade-II (Level-4)****Laboratory Assistant, Grade-I (Level-5)****Chemical & Metallurgical Assistant (CMA) in Level-6**

(i) 66-2/3% by direct recruitment from open market through the Railway Recruitment Boards; and

(ii) 33-1/3% by promotion of Lab Asst, Gr-I in Level-5 possessing the qualification for direct recruitment relaxable to 12<sup>th</sup> (+2 Stage) with Science or equivalent from a recognized Board/University.

(iii) Qualification etc. for DR CMA is as under:

(a) Educational Qualification: Bachelor's Degree in Science with Physics & Chemistry with minimum of 45% marks.

(b) Age: Between 18 to 30 years

(c) Training: One year

(d) Stipend: Rs.35400/-

**Chemical & Metallurgical Superintendent (CMS) in Level-7 will be filled as under:**

(i) 50% by Direct recruitment through the Railway Recruitment Boards; and

(ii) 50% by promotion of CMA in Level-6. Out of this 33% will be filled through LDCE from serving employees having educational qualification of Bachelor's Degree in Science with Physics & Chemistry with minimum of 45% marks and remaining 17% will be filled from serving employees in the grade of CMA on the basis of seniority cum suitability.

(iii) Qualification etc. for DR CMS is as under

(a) Educational Qualification: Degree in Metallurgy/Chemical Engineering or MSc degree in Chemistry/Applied Chemistry.

(b) Age: Between 22 and 32 years

(c) Training: One Year

(d) Stipend: Rs.44900/-

Note: "For promote CMA (33-1/3% quota) & CMS (33% and 17% quota), appropriate orientation training to be decided by the concerned departmental officers."

**Sub: Closure/Merger and continuation of Printing Press**

Ref: Railway Board letter No. 2018/RS/Ptg&Stny/AP/PP/IR, dated 07.02.2018.

Railway Board (Full Board) has decided for closure/merger and continuation of printing presses as under:-

**(i) Closure of three Ticket Printing Presses (Time Line: 06 months) –**

S.N	Railway	Location
1	NR	Lucknow
2	SR	Thiruchirappalli
3	SER	Garden Reach

**(ii) Closure of Six General Printing Presses (after merging with other Printing presses) (Time Line : 06 months)**

S.N	Location of Presses to be closed down	Load to be catered by (in addition to Railways to which they are feeding presently)
1	Fairly Place/Kolkata, ER	Howrah / ER
2	Gorakhpur/NER	Shakurbasti/NER
3	Kurseong/NFR	Howrah/ER
4	Ajmer/NWR	Shakurbasti/NER
5	Kharagpur/SER	Howrah/ER
6	Mahalakshmi/WR	Byculla/CR

**(iii) Continuation of Five Printing Presses**

S.N	Railway	Location
1	CR	Byculla/Mumbai
2	ER	Howrah
3	NR	Shakurbasti/Delhi
4	SR	Royapuram/Chennai
5	SCR	Secunderabad

The broad guidelines for implementation of the above decision of full Board duly approved by Board (CRB) is enclosed herewith for guidance. The detailed Action plan should be drawn at Zonal Railway level in consultation with all stake holders and implemented.

**IRTSA DEMANDS CLASSIFICATION OF POSTS OF TECHNICAL SUPERVISORS AS GROUP 'B' ON RAILWAYS(Continued from page-1)**

of workforce of Technicians, Senior Technicians and other staff working under them in various Departments of Indian Railways. The denial of Group 'B' status to them is adversely affecting the efficiency of this junior management cadre on the Railways.

**5) LACK OF GAZETTED STATUS DEPRIVES TECHNICAL SUPERVISORS, OF THE POWERS TO GET THE WORK EXECUTED OR TO ENSURE DISCIPLINE AMONG THE STAFF UNDER THEM:**

Technical Supervisors play a very vital role in optimizing the productivity, efficiency, quality control and safety on Railways - as site managers - for manufacture, repair, maintenance of Locomotives, Coaches, Wagons, P-Way Track, Signal & Telecommunication, Engineering Works, Bridges, Over-Head electrification and related spare parts, equipment and processes thereof, in the Production Units, Workshops, Diesel & Electric Loco Sheds, Depots, C&M Laboratories and IT Centers. Undermining of their role – by denying them the Group 'B' status – has deprived them the powers to effectively execute their work and to get the same executed from the staff working under them.

**6) GRANT OF GROUP 'B' GAZETTED STATUS TO RAIL ENGINEERS WILL IMPROVE EFFICIENCY, SAFETY & DISCIPLINE ON RAILWAYS:**

Grant of Group 'B' status to Senior Technical Supervisors will improve the efficiency and productivity on the Railways and will also ensure better discipline among over 8 lakh staff working under them and ensure safety of train services through improved quality of products and services as recommended by various "Railway Accident Inquiry Committees" (RAICs) and Railway Reforms Committee (RRC).

**7) RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC) HAD RECOMMENDED FOR UPGRADING OF RAIL ENGINEERS TO GROUP 'B' GAZETTED:**

a) All the Railway Accident Inquiry Committees (RAICs) (headed by Justice Wanchoo – 1968, Justice Sikri – 1978 & Justice Khanna - 1998) - had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B' Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. But this had not been implemented, thereby adversely affecting the safety on the Railways.

b) 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.

It is unfortunate that the Railways did not implement either of the said recommendations of the Railway Accident Inquiry Committees or the Railway Reforms Committee – ignoring the safety and efficiency of the system and breeding much frustration among the Technical Supervisors due to lack of avenues of promotion.

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**8) EXTREME STAGNATION AND ABSOLUTE LACK OF PROMOTIONS FOR RAIL ENGINEERS:**

**a) There is extreme stagnation and absolute lack of promotion for Rail Engineers**

There is virtually no career planning and hardly any avenues of promotion till retirement even for Graduate Engineers – recruited as Technical Supervisors / Rail Engineers (including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / Information Technology) on the Railways. They are frustrated and disgruntled. This is adversely affecting safety and efficiency on the Railways.

b) Majority of Technical Supervisors / Rail Engineers (including Senior Section Engineers (SSEs), Chemical & Metallurgical Superintendents (CMS), Chief Depot Material Superintendents (CDMS) & Senior Engineer / IT) retire in the initial grade itself with just one promotion (from JE to SSE) and not even one promotion in the entire career in case of Direct recruited Graduate Engineers inducted as SSE on the Railways - in-spite of vast experience and expertise due to which they can be valuable assets to the administration as Gazetted officers.

**9) In view of the foregoing submissions, the posts of Technical Supervisors in Pay Level 6 & 7 may please be classified in Group 'B' (instead of Group 'C') for greater efficiency, higher productivity and safety on Railways.**

**Fixation of Pay in merged Grades-Clarifications**

Copy of Railway Board letter No. PC-VI/2015/IC/1, dated 29.12.2017 (RBE No. 196/2017)

**Sub: Cases of promotion taking place in the pre-revised pay structure between 1.1.2006 and the date of notification on RS(RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade- fixation of pay. – Clarifications.**

Ref: Railway Board's letter No. PC-VI/2015/IC/I dated 08.04.2016 (RBE No.33/2016) & M/o Finance's O.M.No. F-2-1/2005-E.III(A) dated 16.10.2015.

Certain doubts were received in this office regarding the admissibility of re-exercise of option and applicable cutoff dates on Railways in respect of the instructions contained in Board's letter dated 08.04.2016. The issue has been examined in consultation with the M/o Finance and following clarifications are issued.

(i) **Cut-off date:-** It is clarified that since Railway Service (Revised Pay) Rules, 2008 were notified on 04.09.2008, promotions taking place between 01.01.06 to 04.09.08 would be covered.

(ii) **Re-exercise of option to switch over to Revised pay structure (VI th CPC):-** On the issue of permission for re-exercise of options, it is clarified that since the issue of change in option is not covered in the OM No. F-2-1/2015-E.IIIA dated 16.10.2015 issued by the M/o Finance, as such the question of admissibility of fresh option does not arise and moreover, since the benefit given in the OM dated 16.10.2015 was special dispensation, it may not be appropriate to consider any further dispensation.

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