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IRTSA SUBMITS EXHAUSTIVE MEMORANDUM TO INCENTIVE COMMITTEE

IRTSA has submitted another exhaustive memorandum to the Incentive Revision Committee, seeking a revision of Hourly Rates & Bonus Factor based on scientific and established formula of at least minimum pay in each Pay Level divided by 208 (Standard working hours per month).

The 69 pages detailed Memorandum highlighted that total 'on roll' strength of employees covered under Incentive system was only 1.03 lakh from Helper to SSE (and not over 2.5 lakh as was earlier projected by administration for reflecting the financial implications of the revision of rates of Incentive). Strength of each Workshops & PUs was collected individually by IRTSA under RTI from each Unit and then tabulated separately in the Memorandum.

Main demands, Revised rates of Incentive Bonus / Bonus factor may be fixed as per revised Pay Levels of 7th CPC on the basis of minimum of pay in Pay Level divided by 208 standard hours in a month; And improvement in existing rate of Incentive for SSE from 15% with no reduction of Allowed Time and no surrender of posts. Extension of incentive for left out staff working in PUs & Workshops, not covered under incentive system including Drawing, Design, Lab & Stores Staff.

REVISION INCENTIVE BONUS EXPECTED SOON

Incentive rates are likely to increase by 2.25 times instead of minimum of 2.57 times demanded by Staff Side at par with the rise of pay after 7th CPC. Date of implementation likely to be 01.07.2017, incentive may continue @ 15% of pay for SSE and no reduction in allowed time subject to acceptance by Railway Board.

IRTSA SUBMITS MEMORANDUM TO MEMBER STAFF ON CLASSIFICATION OF POSTS OF TECHNICAL SUPERVISORS IN GROUP 'B'

1. Many high powered Committees – including RAIC headed by Justice Wanchoo (1969) and Justice Sikri (1978), Railway Reforms Committee (1984) and Railway Safety Committees headed by Justice Khanna (1998) besides others – recommended for classification Senior Technical Supervisors in Group B Gaz to ensure "safety" on the Railways. Committee constituted by Railways on classification of posts in its report agreed that, classification of posts in the Central Govt. departments are notified by DoPT after every pay commission based on Pay Level. In spite of the above said position having been taken note of by the Committee, as prevailing in other Central Govt Depts as compared to the Railways, the Committee has not accepted the demand for Classification of Posts of

Senior Technical Supervisors (SSE etc.) in Level 7 in Group B Gazetted on the Railways- at par with other Depts.

4. Department of Defence Production & Supplies (MoD) had reclassified Forman (Technical) from Group C to Group B (Gaz) as Junior Works Manager.

5. Ordinance Factory Board (MoD) the post of Asst. Forman (Group B non-Gaz) Pay Scale Rs.6500-11500 with Junior Works Manager in Pay Scale 7450-11500 (now in Level 7) and classified both as Group B (Gaz).

6. CPWD classified all its posts based on the DoPT notification.

7. DGQA (MoD) classified Scientific Asst, Asst Forman & Chief Draftsmen as Group B (Gaz).

8. DGQA (MoD) classified Junior Technical Officer (Scientist) & Chief Draftsmen in Scale Rs.7450-11500 / Level 7 as Group B (Gaz)

9. Nine Central Government departments classified the posts of Junior Engineer (Civil, Mechanical & Electrical) as Group B (non-Gaz).

10. The main reason for non-acceptance of this demand, given by the Committee, was that the number of posts in Group B Gazetted would be substantially raised if all posts in Level 7 on the Railways were to be given Group B Gazetted and the Committee unjustly cited a figure of over 2.9 lakhs posts which would have to be classified in Group B if all the Posts in Grade Pay 4200/ Level 6 and Grade Pay Rs.4600/Level 7 were to be placed in Group B.

12. Technical Supervisors were the only ones to seek classifications in Group B Gazetted for SSE, CDMS & CMS and sought Group B Non-Gazetted for JEs, DMS & CMSs keeping in view their Duties & responsibilities and parity with their counterparts in other Departments. But the Committee clubbed them with the non-technical cadres and complicated the issue by focusing on projected numbers rather than the merits based on duties and responsibilities.

13. 7th CPC in its recommendations for Technical Supervisors in para 11.40.113 said that, "there is some element of stagnation at the GP 4600 stage. Accordingly Railway Board should consider enhancing the number of posts in the next higher level, with commensurate increase in the number of directly recruited Group 'A' officers so as to maintain the 1:1 ratio". These Recommendations of 7th CPC for improving the avenue of promotion for Senior Section Engineers have not at all been considered by the Committee.

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**RETROGRADE REPORT OF COMMITTEE ON CLASSIFICATION OF POSTS RIGHTFULLY REJECTED BY IRTSA & RAILWAY BOARD-**

Committee set-up by the Railway Board to examine on Classification of posts from Group C to Group B has unjustly recommended that all posts in Level 7 on the Railways to be classified in Group B) Non-Gazetted.

IRTSA has rightfully termed the report to be unjust and retrograde and has reiterated the demand for Group B (Gazetted) for SSEs. Railway Board has rejected the Recommendations of the Committee as being not feasible for implementation.

Much awaited report of the Committee on Classification of Posts was submitted in the last week of February 2019. The terms of the Committee was "To examine in detail the issue of granting Group 'B' status (Gazetted/Non Gazetted) to various existing Group 'C' posts of Indian Railways (including implications and modalities) in line with DOP&T Order dated 09.11.2017"

The committee proposed that, all employees in Grade Pay Rs.4600/Level-7 on substantive basis be classified as Group-B (non-Gazetted). It looked like a step forward. But the riders proposed by the committee were very serious in nature. Group B (Non Gaz) in Railways is entirely a new concept, and either way it would not have eliminating the stagnation of Technical Supervisors.

The committee proposed merely change in the classification from Group 'C' to Group 'B' (Non Gaz) and did not propose any structural change. The committee failed to take a note that the incumbents of SSE (Foreman/Shop Superintendents) are the only left out category from Cadre Restructuring; and that upgrading is long overdue for SSEs.

Needlessly the Committee also recommended for discontinuance of direct recruitment of Engineering Graduates at SSE level. To cope up with the growing needs of technological advancement, modernization & automation and train safety, it is necessary in today's scenario to recruit Engineering Graduates at the level of SSE. Elimination of Engineering Graduate entry will be a retrograde step.

The Committee said that, once re-classified as Group 'B' (Non-Gaz), there shall be no change in any functional discharge of duties, responsibilities and processes of working and as such they will be entitled for Allowances/incentives such as PLB, ALK/Breakdown Allowance/Workshop Incentive etc., as admissible to their functional designation & Pay Level. It is obvious that when functions, duties & responsibilities remain the same and hence related allowances also have to continue.

The Committee proposed that, there shall be no change in the entitlements such as Passes, ORH etc in respect of re-classified Group 'B' (Non-Gazetted) employees, among the reasons for demanding Group 'B' (Gaz) are eligibility for passes, ORH & cabin in hospital. These facilities needed to be extended to SSE even otherwise based on their duty requirements.

The committee linked the Group 'B' (Gaz) demand to two main factors. Firstly to have social status & self esteem and parity on classification of posts with other ministries in classification of posts.

Secondly the main reason for demanding classification of posts of SSEs in Group 'B' (Gaz) is because of frustration at stagnation in Level-7 (in spite of grant of periodic non-functional upgradation under MACPS) due to denial of related facilities in the upgrade Pay level under MACPS;

and denial of time-bound promotions to them. Those recruited directly at Level-7, especially SSEs, represented forcefully on this, pointed out that their minimum entry qualification was a professional degree. The upsetting of pay relativities between Technical Supervisors and several other categories that were upgraded due to the 6th CPC recommendations was an added factor that sharpened this grievance.

The Committee also recorded that many of those representing also believed that both sets of demands were linked- that is, a change in their classification (from Group-C to Group-B) would also lead to improved promotional prospects. After observing the main justified reasons for the demand, the committee failed to render justice to Technical Supervisors.

These very chronic conditions of Technical Supervisors in Railways need to be addressed by Railways.

The committee also did not consider the decisions taken by Board Members on various occasions in the past on Granting Group 'B' (Gaz) status, particularly of Member Staff's recording that, it is long due in Railways for upgradation from Group 'C' to Group 'B' and Financial Commissioner's formal approval based on the financial advantages to the Railways if Senior Supervisory posts are classified as Group 'B' (Gazetted).

Demand of IRTSA for classifying the posts of JE, DMS, CMA & JE(IT) as Group 'B' (non-gaz) and classifying the posts of SSE, CDMS, CMA & SE(IT) as Group 'B' (Gaz) is just and based on merit. These Technical posts numbering around 22,500 in Pay Level-6 and 44,700 in Pay Level-7 in Railways need to be classified same as their counterparts in other departments and Railways should create combined cadre structure for Group 'C', 'B' & 'A' to provide for the same.

An early review and reconsideration of the entire matter and a just decision there on is urgently required.

STRENGTH OF TECHNICAL SUPERVISORS / RAIL ENGINEERS IN INDIAN RAILWAYS

Category	Grade Pay	% distribution	Sanctioned Strength
Technical Supervisors	4600	67%	39628
	4200	33%	19519
			59147
Design / Drawing	4600	60%	2455
	4200	40%	1636
			4091
Chemical & Metallurgical Staff	4600	80%	1027
	4200	20%	257
			1284
Depot Material Supedt	4600	60%	1550
	4200	40%	1034
			2584
Total number of posts in GP Rs.4200			22446
Total number of posts in GP Rs.4600			44660
Total in GP Rs.4200 & Rs.4600			67106

**STATUS POSITION OF LEGAL CASE
OA 1568/2017 IRTSA VsUOI in CAT Chennai
Pleading Higher Pay Level for JE & SSE
Appeared posted before Registrar Court on
05.04.2019 & listed to 11.06.2019**

IRTSA MEETING AT MATUNGA, C.RLY GS/IRTSA ADDRESSED THE GATHERING

IRTSA meeting was held at Matunga workshop of Central Railway on 26th Feb 2019. At the beginning of the meeting two minutes silence was observed as a mark of respect to brave soldiers of CRPF who lost their life on Puluwama attack. Er.Prabakar Nalawde Secretary Matunga workshop welcomed the gathering.

Er.R.B.Singh Zonal Secretary IRTSA/WR briefly explained about the history of IRTSA. Er.K.V.Ramesh explained about the oral evidence submitted by IRTSA to the committee formed for classification posts in Railways and representation made to the Incentive revision committee by team IRTSA. He also briefed about the legal case filed by IRTSA at Administrative Tribunal Chennai pleading higher Pay Level for JE & SSE.

During the interaction members demanded for restoration of the post of Principle Forman, non practicing allowance as like Doctors, no promotional opportunity for directly recruited SSEs, separate pool of staff quarter for Technical Supervisors, removal of Loco Pilots in the pool of selection to Group 'B' in Mechanical & Electrical departments, etc.

Er.Harchandan Singh General Secretary IRTSA explained long struggle of IRTSA striving for the betterment of the category. He said that Railway Board should accept the demand of IRTSA in granting Group 'B' (Gaz) to SSEs & Group 'B' (Non Gaz) to JEs.

On behalf of IRTSA Matunga Workshop Er.Nalawde handed over cheque of R.25,000 to GS/IRTSA towards central contribution by Matunga Workshop.

New Office bearers of IRTSA Matunga Workshop

President	Er. P.R.Nalawde
Secretary	Er. JitendraGond
Treasurer	Er. AbhishekKapoor
Joint Secretary	Er. NileshWaihankar
Org. Secretary	Er. Sachin L. Sonawane

IRTSA MEETING AT LOWER PAREL, W.RLY

IRTSA conducted meeting at Lower Parel workshop on 27th February 2019.

Er.S.R.Pal welcomed Er. Harchandan Singh GS/IRTSA, Er.K.V.Ramesh Sr.JGS/IRTSA, Er.R.B.Singh Zonal Secretary IRTSA/WR and members of Lower Parel workshop.

General Secretary & Sr.JGS IRTSA explained about the action initiated by IRTSA on the main demands of the category like Higher Pay Level for JE & SSE, Classification of JE as Group 'B' non Gaz & SSE as Group 'B' Gaz, career avenue for Technical Supervisors, anomalies in MACPS, revision of incentive rates, etc.

During the interaction members demanded for grant of PCO Allowance for Design Engineers, smooth for transfer procedure between workshop cadre & open line cadre, following DoPT orders by Railways on classification of posts, TA/DA for trainee JE & SSE when they travel on duty as part of training, etc.

Er.R.B.Singh Zonal Secretary W.Rly appealed for contribution of membership subscription from all members.

New Office bearers of IRTSA Lower Parel Workshop

President	Er. GirishBhat
Secretary	Er. Kumar Bhivgade
Treasurer	Er. S.R.Pal
Joint Secretary	Er. VipinPanday
Org. Secretary	Er. Uma Khant Kumar

IRTSA/BBQ/S.R holds its GB grandly

Basin Bridge sub unit of IRTSA Southern Railway conducted its General Body meeting grandly on 26th March 2019 at Conference Hall, MuruganIdli Shop, Perambur. The meeting started with TamilthaiVazhthu.

Er.Nirmal Chandran, outgoing secretary presented his report. Er.Chellappan outgoing Treasurer presented account balance sheet.

Er.Munusamy President IRTSA, S.Rly, Er. V.P.Abdul Salam Zonal Secretary S.Rly, Er.K.V.Ramesh Sr.JGS IRTSA, Er. Krishnasamy outgoing President IRTSA/BBQ spoke on all India as well as issues pertaining to BBQ and Southern Railways. It was decided to elect new office bearers from the age group less than 45 years.

Er.Sunilkumar Secretary C&W/PER, Er.Singaravelan Secretary Loco Works/PER and Er.Raju Advisor conducted the election for new office bearers.

New Office bearers of BBQ Sub Unit of IRTSA/SR



President	Er. Suresh Kumar
Working President	Er. Janakiraman
Vice President	Er. Natarajan
Secretary	Er. Vetrivel
Joint Secretary	Er. Gopi
Organising Secretary	Er. Somu & Er. Elango
Assistant Secretary	Er. Soundararajan
	Er. KarniPrabakar
Treasurer	Er. Krishnan Unni
Assistant Treasurer	Er. Sandeep
Committee members	Er. BhagyaPrakash
	Er. Honurappa
	Er. Prasad
	Er. Amal Krishnan
Advisors	Er. Chellappan
	Er. Ravi Shankar

IRTSA MEETING AT MAHALAXMI, W.RLY

Mahalaxmi Workshop of IRTSA conducted interaction meeting on 27th February 2019. Er. Shaik Anwar Secretary IRTSA Mahalaxmi workshop welcomed the participants. Er.R.B.Singh Zonal Secretary, W.Rly briefed about the activities of IRTSA in Western Railway and appealed to members to extend their full support for all activities of IRTSA at zonal & all India level.

Er.Manish Kumar Soni appealed for membership drive to enroll 100% memberships. Members also expressed their desire to strengthen IRTSA for the purpose of maintaining separate identity and resolve the problems of the category.

Er.K.V.Ramesh Sr.JGS IRTSA explained about the impressive submission made by IRTSA to the incentive committee. He said that committee was made to understand the principle for determining the incentive rates @ minimum of pay divided by 208, increasing the Incentive rates for SSE, inclusion of left out Technical Staff of PUs & workshops, etc. He also explained about other important all India Demands of IRTSA.

SUMMARY OF RECOMMENDATIONS OF COMMITTEE ON CLASSIFICATION OF POSTS ON RAILWAYS

Committee on Classification of posts from Group C to Group B submitted following recommendations to Board:

(i) All employees in GP 4600/Level-7 on a substantive basis will be classified as Group-B (non-Gazetted). In categories such as Sr. Section Officers in Accounts Department, Nursing Staff and Teaching Staff, where employees in Level -8 & Level-9 are also categorised presently as Group-C, these posts will also be included in the Group-B non-Gazetted classification. Total number of Group-C posts reclassified to Group-B (non-Gazetted) as a result of the change in classification would be approximately 70,000.

(ii) The revised classification, based on substantive/functional Pay Level, would therefore be essentially four-fold as below:

Group-A (Level-10 & above) (around 8000 in number)



Group-B (Gazetted) (Level-8 & 9) (around 7000 in number)



Group-B (non-Gazetted) (Level-7) (around 70,000 in number)



Group-C (Level-6 & below) (over 12 lakhs in number)

(iii) Direct Recruitment in SSEs and in Level-7 in any other cadre where there is a feeder grade of GP 4200/Level-6 in the cadre to be discontinued forthwith.

(iv) In order to bring transparency and dispel the existing complaints of the present written-examination & viva-voce based promotional process to Group 'B', it is recommended that the present system(70/30) of promotion to Group 'B' (from Level-7 (Group-B non-Gazetted) to Level-8/Level-9 (Group-B Gazetted for Accounts & non-Accounts Asst. Officers respectively) be replaced by a DPC-based system, as in other Ministries/Departments in the Govt. of India. If considered required, a qualifying paper could be administered to ensure that those figuring for empanelment in terms of DPC eligibility conditions, meet minimum threshold requirements. It would be desirable to have even this qualifying paper set centrally and administered appropriately in field units. Minimum benchmark score, validity and administering agency can perhaps also be defined for enhancing credibility of the process.

(v) Once re-classified as Group 'B' (Non Gaz), there shall be no change in any functional discharge of duties, responsibilities and processes of working and as such they will be entitled for Allowances/incentives such as PLB, ALK/Breakdown Allowance/Workshop Incentive etc., as admissible to their functional designation & Pay Level.

(vi) There shall be no change in the entitlements such as Passes, ORHetc in respect of re-classified Group 'B' (Non-Gazetted) employees.

(vii) The re-classified Group-B (Non-Gazetted) employees shall continue to be eligible for participating in recognized Trade Union activities, as at present.

(viii) Committee do not agree to the demands received (especially from SSEs) that they be allowed to form a separate Association/Union to negotiate on their behalf with Administration as permitting Post-based Associations would go against the fundamental concept of the Railways' stand that the recognized Trade Unions at the Divisional/Unit

Level with their Zonal structure and ultimate affiliation to either of the two recognized Staff Federations (AIRF&NFIR) represent all Departments and are thus authorized to negotiate with Administration without Departmental or Post bias.

(ix) On reclassification as Group 'B'(Non Gazetted), all Disciplinary powers except the stiff major penalties of Compulsory Retirement, Removal and Dismissal from service be retained at the Controlling Officer/Branch Officer Level, as at present. Stiff major penalties (Compulsory Retirement, Removal and Dismissal) that are presently being exercised by JAG/Branch Officers at present be shifted upwards to SAG (either ADRM or functional HoD at HQ) with the CHoD/PHoD then becoming the Appellate Authority for these (stiff major penalties).

(x) The RRs for Group-B posts (whether Gazetted or non-Gazetted) will have to be framed as per the procedure laid down after having consultation with DoP&T, UPSC& M/o Law. Other rule books, including the IREC, will also have to be amended to reflect the changed classification.

Income tax in new financial year 2019-20

1. Section 87A rebate

The amount of tax rebate under Section 87A has been increased from Rs. 2,500 to Rs. 12,500. Further, it shall be available to a resident individual whose total income does not exceed Rs. 5,00,000.

2. Standard deduction from salary

Limit of standard deduction for the salaried class has been increased from Rs. 40,000 to Rs. 50,000.

3. No deemed rental income on having two residential house properties

If an individual owns more than one self-occupied house property then only one house property is treated as self-occupied and its annual value is computed as nil. For other house a notional rent is computed and charged to tax under the head 'Income from House Property'.

Section 23 has been amended with effect from 1/4/2019 to provide relief to the taxpayers by allowing them an option to claim nil annual value in respect of any two houses declared as self-occupied. The aggregate deduction for interest on housing loan for both houses cannot exceed Rs. 2,00,000.

4. Section 54 relief extended to 2 residential houses

Any long-term capital gains, arising to an Individual or HUF, from the sale of residential house property is exempted to the extent such capital gains are invested in another residential house property. The taxpayer is allowed to invest only in one residential house in India to claim section 54 relief.

From financial Year 2019-20, an assessee shall be able to claim exemption under section 54 even if he invests in two residential houses in India, but limit on capital gain shall not exceed two crore rupees. The assessee can exercise this option only once in a lifetime.

5. TDS on interest income

Section 194A has been amended by increasing the threshold limit from Rs. 10,000 to Rs. 40,000 for deduction of tax at source on interest income, other than interest on securities, paid by a banking company, co-operative society or a post office

6. TDS on rental income

The threshold limit for deduction of tax at source under section 194-I on rental income has been increased from Rs. 1,80,000 to Rs. 2,40,000.

REVISION OF HOURLY RATES OF INCENTIVE BONUS

Railway Board letter No. 2018/M(W)/814/59, dated 05.02.2019.

Highlights of Proposal by the Railway Board

- 1) Report of 7th CPC as under,
For most of the allowances that have been retained, we have sought to provide a raise that is commensurate with raise in DA. Accordingly, allowances that are in the nature of fixed amount but not DA indexed have generally indexed by a factor of 2.25. Allowances that are in nature of fixed amount but partially indexed to DA have generally raised by a factor of 1.5. Allowances that are in nature of fixed amount but fully indexed to DA have not been given any rise. Regarding percentage based Allowances, having regard to increase in the pay structure (and consequently the basic pay) as a result of recommendations of this Commission, and keeping in mind the rise granted to slab-based allowances, the quantum of percentage based allowances has been rationalized by a factor of 0.8.
- 2) The above guidance of the Pay Commission is proposed to be used for raising incentive hourly rates though these were not strictly in the nature of allowance.
- 3) An hourly rate is not DA linked. Thus, the committee held that it be treated like fixed allowance that is different for various categories of staff and thereafter apply the rationalization factor of 0.8 as envisaged in the 7th CPC recommendations as shown above. Thus, the revision factor would come to $2.25 \times 0.8 = 1.80$. Thus, the committee proposes that hourly rates to be fixed at 1.8 times the earlier rates.
- 4) In order to bring parity with increase in incentive for incentive staff and JEs, it would be appropriate to moderate the rationalization factor for SSEs from 0.8 to 0.7. This will provide same order of increase to SSEs as incentive staff and JEs.
- 5) Incentive for SSE = 15% of (new basic) x Moderated rationalization factor (0.7)
- 6) Further, in order to build the efficiency into the system the following process and timing improvements are proposed to be introduced along with this revision in hourly rates/incentive bonus to build a win-win situation for the organization and hard working employees.
- 7) Bio-metric based attendance and job card printing to be introduced 100% in all incentive workshops/PUs.
- 8) Third party inspection to be introduced inside workshops to bring professionalism in quality inspections and bring the quantum improvement in quality of output of Railway Workshops/PUs.
- 9) A 5% cut in allowed time to rake in benefits of improvements in machines, material and process technologies.
- 10) SSEs/JEs be paid incentive at the substantive basic pay of the regular post held by them and not the basic pay granted to them on financial upgradation under MACPS.
- 11) The revised rates as proposed be effective with prospective effect.

IRTSA ICF ZONE HOLDS PONGAL CELEBRATION 2019



IRTSA ICF Zone conducted Pongal celebrations grandly in TTC auditorium ICF on February 2019 as done every year. Meeting began with distribution of sweet pongal. Shri.Shubhranshu, PCME/ICF graced the function as Chief Guest and wished all ICF family. Chief Medical Officer, CME/Planning, CDE, CWE and many officers graced the celebration besides members of IRTSA. Dr.Khannan, ACOMICF made a power point presentation Ortho management. Earlier, Er.K.Gobinath welcomed the gathering and Er.Shanmugam briefed about the activities of IRTSA.

GEORGE FERNANDES PASSES AWAY

Former Railway & Defence Minister George Fernandes, one of the most firebrand politicians independent India has seen, passed away on Tuesday, January 29, after a prolonged ailment. He was aged 88. Native of Mangaluru in Karnataka, George Fernandes was a key member of the Janata Dal and is the founder of the Samata Party. He has held several ministerial portfolios including communications, industry, Railways, and defence.

Fernandes was a central figure in the unionisation of sections of Bombay labour in the 1950s. As a labour organiser, he served many prison terms when his workforce engaged in fights with company goons.

The most notable strike organised by Fernandes, when he was President of the All India Railway men's Federation, was the All India Railway strike of 1974, where the entire nation was brought to a halt. The strike was the result of grievances by railway workers that had been built up over two decades before the strike.

He rose to fame as an anti-Emergency crusader and civil rights activists and served as a Union Minister in the Janata Party government headed by Morarji Desai that came to power in 1977 to 1980.

Fernandes served as the Defence Minister of India in both the second and third National Democratic Alliance governments (1998-2004). During his tenure as the defence minister, the Kargil war over Kashmir broke out between India and Pakistan in 1999.

He has made 18 visits to the icy heights of the 6,600 metres (4.1 mi) Siachen glacier in Kashmir, which holds the record of being "the world's highest battlefield".

He was known for overseeing a huge increase in India's defence budget as compared to the allocations made by previous governments.

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

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HIGHLIGHTS OF RESTRUCTURING OF GAZETTED CADRE OF GROUP 'A' SERVICE IN RAILWAYS

1. The gazetted cadre as on 01.01.2015 of Group 'A' services of Indian Railways have been reviewed and approved by the Cabinet for restructure & strengthening the set-up to cop with increased workload & responsibilities.
 2. Following are the organised Group 'A' cadres of Indian Railways
 - a) Indian Railway Accounts Service (IRAS)
 - b) Indian Railway Personnel Service (IRPS)
 - c) Indian Railway Traffic Service (IRTS)
 - d) Indian Railway Service of Engineers (IRSE)
 - e) Indian Railway Service of Electrical Engineers (IRSEE)
 - f) Indian Railway Service of Mechanical Engineers (IRSME)
 - g) Indian Railway Stores Services (IRSS)
 - h) Indian Railway Service of Signal Engineers (IRSSE)
 3. 100% of revenue posts and 75% of work charged posts are taken as cadre strength.
 4. 25% of work charged posts will be surrendered. Out of 25% work charged posts 705 posts will be surrendered so as to not to adversely impact the present incumbents remaining 440 work charged posts would be assessed for phasing out over next five years.
 5. Cadre review approved by cabinet with following conditions,
 - a) For creation of posts above SAG level MoR may seek the approval of Cabinet.
 - b) For creation of posts below SAG level MoR may seek the approval of Finance Minister.
 6. Posts as on 01.01.2015 in excess of the total revised strength as approved by the cabinet should be surrendered immediately.
 7. There would be no distinction between revenue & work charged posts. All the posts mentioned in cadre restructure will be revenue posts.
 8. Organisational structure would remain the same.
- c) Member Staff post made as cadre post for IRPS.
 - d) DG (S&T) and DG (stores) redesignated as Member (S&T) and Member (Materials Management) and encadre these posts to IRSS&IRSE respectively.
 - e) DG (personnel) redesignated as DG (safety) and to be manned by IRTSA, IRSME, IRSS& IRSE.
 - f) Number of General (ex-cadre) posts should be frozen at current level, ie. 677.
 - g) Deputation reserve at 5% of SDP will be created in each service in addition to the strength indicated in the table above.
 - h) Annual direct recruitment to any cadre is kept as 3% of total Duty Posts to avoid bunching of recruitment.
 - i) Assessment on continuance or phasing out of remaining 440 posts would be completed at the end of 4thYear, decision would be taken up with DoE and DoPT.
 - j) Normally increasing number of posts at different levels will be considered in course of five year cadre review.
 - k) Direct recruitment at of JTS level should not be less than 50%.
 - l) The existing method of grant of ad-hoc promotion of Group 'B' officers to senior scale would be continued as interm measure upto 31.12.19, thereafter no ad-hoc promotion will be made.
 - m) The cadre review of Group 'B' and Group 'C' cadre will be expedited.

9. Existing & Revised sanctioned strength in Group 'A' Services

	IRPS	IRTS	IRSS	IRSME	IRSEE	IRSSE	IRSE	IRAS	TOTAL
Sanctioned strength as on 01.01.2015	478	1099	650	1349	1074	971	1958	822	8401
Total posts which are being upgraded	34	41	46	56	61	64	135	34	471
Total posts proposed for surrender (other than those which are upgraded)	48	78	58	89	89	90	190	63	705
No. of posts to be assessed for phasing out over next 5 years	3	0	32	9	32	74	209	81	440
Post restructuring sanctioned strength	367	835	542	1012	854	777	1663	704	6754

Revision of pension w.e.f 1.1.2006 of Pre-2006 pensioners who retired from the 5th CPC scale of Rs. 6500-10500

Department of Pension & Pensioners' welfare, OM. No.38/33/12-P&PW (A), Dated the 4.1.2019

The pay corresponding to the pay of Rs. 6500 in the pre-revised pay scale of Rs. 6500-10500/- would be Rs.12090 in the PB-2. After adding the grade pay of Rs.4600 the revised pay would be Rs. 16690/- (12090+4600). Accordingly, the revised pension w.e.f. 1.1.2006 in terms of para 4.2 of OM dated 1.9.2008, for the pre-2006 pensioners who retired from the pay scale of Rs. 6500-10500/- in the 5th CPC or equivalent pay scales in the earlier Pay Commissions would be Rs. 8345.

S.N	Pay Scale w.e.f 1.1.1986	Post/Grade and pay scale w.e.f.1.1.1996	Name of Pay Band / Scale	Corresponding 6 th CPC Bands / Scales	Corresponding Grade Pay	Sum of minimum pay in the pay band and Grade Pay/ minimum pay in the pay scale as per fitment table	Pension = 50% of Sum of minimum pay in the pay band and Grade Pay/ minimum pay in the pay scale as per fitment table	Family Pension = 30% of Sum of minimum pay in the pay band and Grade Pay/ minimum pay in the pay scale as per fitment table	
1	2	3	4	5	6	7	8	9	
13	2000-60-2300-75-3200 2000-60-2300-75-3200-3500	S-12	6500-200-10500	PB-2	9300-34800	4600	16690	8345	5007

DoPT Clarification on applicability of “Very Good” benchmark for financial upgradation under MACPS for Department of Posts. No.7-8/2016-PCC (Pt.) 13.03.2019
Sub: Clarification on applicability of “Very Good” benchmark for financial upgradation under MACPS and consideration of “Good” benchmark for the previous years before 25.07.2016.

This office is in receipt of large number of references consequent upon the clarification issued vide DG Posts’ letter of even number dated 02.07.2018 on the above mentioned subject, regarding allowing opportunity of making representation against „good” benchmark and relaxation of benchmark for MACPS.

2. In this context, it is reiterated that opportunity of making representation against the APAR which are post 2009 cannot be given as it is already disclosed to the employees in APAR process.

3. Further, the benchmark for the purpose of financial upgradation under MACP was enhanced from „good” to „very good” w.e.f. 25.07.2016 i.e prior to 25.07.2016 the benchmark was „good” for MACPS. As such, the „good” grading of APAPRs for the period prior to 25.07.2016 may be considered for financial upgradation under MACPS

However, the “very good” benchmark applicable w.e.f. 25.07.2016 cannot be relaxed for MACPS.

NR HQ letter No 724 E/Court Case EIIBI, 06.02.2019.

Sub: Implementation of Hon’ble Supreme Court’s order date 22.11.2017 in SLP (C) No. 25769/14 Arising out of order 29.08.2013 in W.P.No. 3677/2013 passed by Hon’ble High Court / Delhi filed by Sri. R.G.Yadav & 52 other Supervisors (P.Way)

Ref: RB letter No. PC-III/2005/CTC-I/8 dated 09.07.2018.

In the above SLP Hon’ble Supreme Court in their Judgment dated 27.11.2017 while upholding the judgment of Hon’ble High Court dated 29.08.2013 regarding grant of benefit of enblock merger of Sr.P.Way (erstwhile PWM) with JE/P.Way in Grade Pay Rs.4200 under cadre restructuring w.e.f.01.11.2003, further clarified that the respondents shall not be entitled to any other relief except the financial benefit up to 31st December – 2005 in compliance of impugned order.

In view of the above position Railway Board is requested to issue guidelines and approval for implementation of Hon’ble Supreme Court’s judgment.

Gazette Notification: Exemption u/s 10 of Income Tax – Rs. 20 Lakh for Gratuity w.e.f. 29.03.2018

MINISTRY OF FINANCE, (Department of Revenue)
 (CENTRAL BOARD OF DIRECT TAXES)
 NOTIFICATION, New Delhi, the 8th March, 2019
 (Income-tax)

S.O. 1213(E). - In exercise of the powers conferred by sub-clause (iii) of clause (10) of section 10 of the Income-tax Act, 1961 (43 of 1961), and in supersession of Ministry of Finance, Department of Revenue, notification number S.O. 141(E), dated the 11th June, 2010, except as respects things done or omitted to be done before such supersession, the Central Government, having regard to the maximum amount of any gratuity payable to employees, hereby specifies twenty lakh rupees as the limit for the purposes of the said sub-clause in relation to the employees who retire or become incapacitated prior to such retirement or die on or after the 29th day of March, 2018 or whose employment is terminated on or after the said date.

Railways not to implement report of the committee on classification of posts

Sub:- Report of the Committee on Classification of Railway Posts consequent upon implementation of 7th CPC recommendations through RS(RP) Rules, 2016.

Please refer to Board’s letter No. PC-VIII/2017/RSRP/2(Pt.II) dated 18.06.2018 regarding constitution of a Committee to examine Classification of Railway Posts consequent upon implementation of 7th CPC recommendations through RS(RP) Rules, 2016. The report submitted by the Committee was uploaded on Board’s Website i.e <http://www.indianrailways.gov.in/>.

2. Consequent to uploading of the report, it has been observed that a general perception has been created about the recommendations of the Committee treating it as final. In this regard, it is clarified that the report of the Committee was considered by Board and it has been decided by Board that recommendations of the Committee are not practically feasible for implementation.

3. It is also advised that till any further orders are issued, the existing guidelines circulated vide Boards’ letter dated 08.01.2010 (RBE No. 5/2010) will continue to be applicable.

File No. PC-VII/2016/RSRP/3, RBE No. 50/2019, dated 13.03.2019

Sub: Bunching of stages of pay in the pre-7th CPC pay scales consequent upon fixation of pay in the revised pay scales based on 7th CPC – regarding.

Please refer to Board’s letter of even no. dated 27.09.2017 forwarding therewith a copy of Ministry of Finance, Department of Expenditure’s OM No. 1-6/2016-IC dated 03.08.2017 regarding clarification on bunching of stages in the revised pay structure under CCS(RP) Rules, 2016 for adoption of the same in Railways with respect to RS(RP) Rules, 2016.

Now, Ministry of Finance, Department of Expenditure vide their O.M. No. 1-6/2016-IC/E-III A dated 07.02.2019 (copy enclosed) have issued further clarifications on the subject matter. The clarifications issued by Ministry of Finance, Department of Expenditure shall be applicable mutatis mutandis in Railways with respect to RS(RP) Rules, 2016.

No. 2018/Trans.Cell/Health/Medical Card, Dated: 20.03.2019

Sub: Issue of Cashless Treatment Scheme in Emergency (CTSE) Card at the time of retirement.

Ref: (1) Railway Board letter no. 2018/ Trans. Cell / Health/ Medical Cards dated 30.07.2018.
 (2) GM/SECR’s letter no. G/SECR/70 dated 31.01.2019.

With reference to GM/SECR’s letter at (2), and Board’s letter at (1) above, Board (MS, FC & CRB), have approved the following:

Issue of Cashless Treatment Scheme in Emergency (CTSE) Card to willing and eligible retiring Railway employees and their dependents at the time of retirement or before subject to their deposition of the required fee as per extant rules and the same will be effective from the next day of retirement.

Other extant instructions/guidelines issued from Board on the subject shall remain unchanged or as modified from time to time.

Memorandum on Gr-B demand Continued from page-1

14. Number of Posts of Group A and Group B are very low on the Railways as compared to the total strength of 12.75lakhs of Railway-men as well as compared to nearly 80,000 posts to Supervisory and managerial staff presently in Group A, B and C combined together.

15. As such, it was necessary to substantially increase the number of Officers in Group A and B on the Railways. This has been accepted by Railway Board, CRB, Financial commissioner, Member Staff and many other Board officials had recorded their ascent for the same and placed them on record of the Railway Board. This can only be effectively achieved through Classification of the Posts of Technical Supervisors in Group B Gazetted and upgradation / reclassification of a reasonable number of posts presently in Group B be upgraded/reclassified in to Group A.

16. The committee has also not considered Railway Board's own decision on the financial advantages Railways are expected to get by increasing the strength of Gazetted Cadre in Railways, besides other administrative advantages.

17. Demands in a Nut Shell

- i) Senior Technical Supervisors (sanctioned strength 44660) in GP Rs.4600/Level 7 be classified in Group B Gazetted;
- ii) Technical Supervisors (JEs, CMAs & DMSs with sanctioned strength of 22446) in Grade Pay Rs.4200/Level 6 be classified in Group B Non-Gazetted.
- iii) Periodical (Combined) Cadre Restructuring of Posts in Level 6 to Level 9 (including those of Technical Supervisors which are proposed to be placed in Group B and the existing Group B);
- iv) Continuation of 20% Direct Recruitment of Engineering Graduates as SSEs on Railways, is required for effective introduction & implementation of continued modernization on Railways. However, adequate avenues of promotion be provided to them and to all Technical Supervisors through "time-bound-promotion" and periodic Cadre Restructuring;
- v) Introduction of DPC based system, as prevailing in other Departments, for Promotion from Level 7 to Level 8 onwards, to simplify the procedure and to speed up Gr-B (Gaz) selections;
- vi) Senior Supervisors on the Railways do require a Forum to represent & for redressal of their grievances & problems to ensure adequate level of job satisfaction essentially required for effective discharge of their duties and responsibilities – as has been repeatedly emphasized by the Railway Accident Inquiry Committees (RAICs), Railway Reforms Committee and Railway Safety Committee etc;
- vii) RRs (Recruitment Rules) for promotion to Group B be liberalized in line with the similarly placed Staff in other Central Government Departments.

Units! Strengthen IRTSA, Send Central Quota & Struggle Fund - Through Bank Draft in favour of "INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION"

To: Central Treasurer IRTSA, Er O. N. Purohit, 106 A, Suraj Nagar, Jodhpur-342008 (M: 09828024476)

Lallaguda/S.C.Rly holds General Body meeting on 19.02.2019

President	Shri.N.V.Ramana Murthy
Working President	Shri.B.V.Pritham Kumar ShriG.R.BhaskarBabu ShriK.Ch.HanumanthRao ShriK.Gopal
Vice President	Shri.N.Sridhar, Shri.K.Subramanyam Shri.Suresh, Shri.Galib& Shri. B.Venkatsubbaih
Secretary	Shri.M.M.V.G.K.Raju
Treasurer	Shri.Tousif Khan
Asst Treasurer	Shri.Ayyappa
Joint Secretary	Shri. M.Pavan Kumar, Shri.Ramesh Shri.Arunesh Kumar, Shri.Joshua Shri.A.SrinivasRao, Shri.S.A.Francis
Organising Secretary	Shri. M.ShamBabu, Shri. Srinivas Shri. Santhan, Shri. Mahipal Reddy Shri. Denzil, Shri.T.S.Sudhakar Shri.K.Subramaniam
Auditor	Shri.C.Srinivas
Advisory Committee	Shri.S.G.VenkateshwarRao Shri.K.Satyanarayana Reddy Shri. Uday Shankar Smt.Sirisha

IR TSA meeting at RWF

Central President Er.M.Shanmugam addressed a meeting at Rail Wheel Factory of 20th February. Current issues of the category were discussed. Er.M.Bapat Zonal Secretary RWF&Er.DayanandaRao Staff Council Member RWF also addressed the meeting.

President IRTSA Er.Shanmugam held discussion with officer bearers of IRTSA DLW, Varanasi along with Advisor Er.Shanmugavel



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