

Voice of Rail Engineers

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RAIL ENGINEERS GREET RAILWAY MINISTER KM. MAMTA BANERJEE



Delegation of Rail Engineers in large number led by Er.M.Shanmugam, Central President/IRTSA and Er.Harchandan Singh, General Secretary/IRTSA met the Minister of Railways Km.Mamata Banerjee at her residence on July 7th. All the Supervising Engineers showered their affection on the Minister by presenting flower bouquet individually to her.

Speaking briefly to the Central President and General Secretary the Minister assured to give due chance to the IRTSA office bearers to discuss the genuine demands of the Supervising Engineers particularly the anomalies created after the implementation of Sixth Central Pay Commission. She agreed to give appointment at appropriate time to the delegates of IRTSA to listen to them about their genuine demands.

ENGINEERS!

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Be an active Member & contribute liberally to Struggle Fund

Units! Send Central quota & Struggle Fund to:
Central Treasurer IRTSA, (Er O. N. Purohit),
106, Suraj Nagar, Jodhpur-342008.
(Phone 09828024476 & 02912713123)

BLACK VESTS DEMONSTRATION BY RAIL ENGINEERS ON AUGUST 25 AT JANTAR MANTAR NEW DELHI TO HIGHLIGHT FRUSTRATION & FOR DIGNIFIED PAY & STATUS

Hundreds of Engineers from all over Indian Railways will participate in the mega agitation organized by IRTSA on 25th August, 09 at Jantar Mantar to highlight to the Railways and Government, the core demands of Rs.4800 Grade Pay to JEs, CMA & DMS and Rs.5400 Grade Pay to SSE, CMS, DMS-I & CDMS.

A lot of demands of Supervising Engineers have been pending for long at various levels without any redressal inspite of repeated representations and agitations at all levels by the Rail Engineers; and inspite of repeated assurances by the authorities concerned at all levels – including the Railway Board & the Railway Minister etc. The Sixth Pay Commission had rubbed salt to the wound by compounding the injustice meted to the Rail Engineers - by treating them as lower than the Nurses & the Accounts Staff -inspite of higher qualifications & responsibilities. This had greatly perturbed the Rail Engineers. IRTSA immediately & continuously agitated against the same – both at Local, Zonal & National levels and represented to the Railway Board as well as the Prime Minister & the Finance Minister etc - against the glaring anomalies in the Sixth CPC Report. But the results were still awaited.

It has, therefore, been decided to resort to "Work-to-Rule from mid-2009. But the CEC IRTSA in its last meeting decided to postpone the same to give more time to the newly formed Ministry & the Government to consider the demands. But nothing has materialized as yet.

It has therefore now been decided to hold a "BLACK VEST" Dharna & Demonstration by IRTSA at Jantar Mantar, New Delhi, on 25th August, 2009 from 10 AM to 3 PM – to highlight once again the growing frustration amongst the Rail Engineers – due to non- redressal of their genuine demands – pending since long & further perpetrated by the Sixth Pay Commission.

All Rail Engineers all over Indian Railways are requested to participate in large numbers in the Dharna & Demonstration at Jantar Mantar, New Delhi, on 25.8.2009 from 10 AM to 3 PM. All CEC Members & Office Bearers including Zonal & Subunit Secretaries, IRTSA are requested to participate positively and also to ensure mass participation therein through personal efforts, publicity and effective mobilisation of Engineers in their region or Zone. (Please see Memorandums & Demands on inside Pages)

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial

Serious Disparity in Pay Rise between PB 1 to PB 3 vis-à-vis PB-4 & above –

Sixth Pay commission has disturbed the existing relativities between the Scales in PB 1 to PB 3 on one hand and PB 4 and above on the other hand. The % age rise of minimum Pay is mostly 35% (and about 45 % only in a few cases) in Scales from S- 4 to S-23 (PB 1 to PB 3) but it is as high as 59 % to 81 % in Scales S 24 to S 34. This is against the principle of natural justice.

Pay rise at the minimum of Scales S 24 to S 34 is 3 to 3.4 times as against the average rise of just 2.5 in case of minimum of Scales from S 4 to S 23 Sixth Pay Commission (vide Para 1.2.3 of its Report) arbitrarily treated 40% of the maximum of the pre-revised pay scale as the Grade Pay – as per fixation Formula accepted by the Government after the Fifth CPC –ignoring the vital changes during the period.

Sixth Pay Commission neither applied the criterion of % age rise in NNP – (as adopted by Fifth Pay Commission) nor indicated any other logical formula or method adopted for determining the Proposed Grade Pay thus causing serious disparities. But even the formula of “40% of the maximum of the pre-revised pay scale as the Grade Pay” was also not uniformly applied to all scales bringing vast disparities in terms of % age of “Pay Rise” over Fifth Pay Commission in Pay Bands PB 1 to PB 3 vis-à-vis PB-4 & above.

The said disparities can only be removed by applying a Common Multiple Factor (CMF) while fixing the Grade Pay of all Pay Scales – based on the minimum of 3 times rise of minimum of pre-revised scale as applicable in case of S – 24 to S – 34 (instead of 40% of the Maximum of the Pre revised scale - applied by the Sixth Pay commission).

The Common Multiple Factor (CMF) (based on the minimum of 3 times rise of the minimum of Fifth CPC Scale in case of S – 24 to S – 34) (to maintain the parity of proportionate rise at all levels) works out to be 1.14 of minimum of Scale - { i.e. $3 - (Pay + 50 \% DP + 24 \% DA \text{ as on } 1.1.2006) = 3 - 1.86 = 1.14$ }.

i) Minimum pay in all cases should be fixed based on a uniform or Common Multiple Factor (CMF) of 1.14 of minimum of all Pre-revised pay scales from S 4 to S 23 – (to ensure same % age rise of pay at par with 3 times rise of the minimum of Scales S 24 to S 34) - in order to remove the disparities in pay rise at various levels.

ii) Grade Pay at each level be fixed with a Common Multiple Factor (CMF) of 1.14 of the minimum of each Pre Revised Scale to remove the disparity between PB 1 to PB 3 on one hand and PB 4 and above on the other.

iii) Grade Pay of Junior Engineers II & II & others in pre-revised scales of Rs 5000-8000 & Rs 5500-9000 should be Rs 5700 instead of Rs 4200. Similarly, Grade Pay of Section Engineers & Senior Section Engineers & others in pre-revised scales of Rs 6500-10500 & Rs 7450-11500 should be Rs 8500 instead of Rs 4600 proposed by the Sixth CPC.

Comparative % age of Pay Rise & Revised Grade Pay Proposed by IRTSA					
Pre-Revised Pay Scales	Rev. Grade Pay	Minimum Rev Pay (As per Fixn. Table)	Proportionate rise of Min. Pay	%age increase of Min. Pay	Proposed Rev GP with 3 times rise
5000-8000	4200	13500	2.7	45.16	5700
5500-9000		14430	2.6	41.06	6300
6500-10500	4600	16290	2.5	34.74	7400
7450-11500		18460	2.5	33.22	8500
14300-18300	8700	46100	3.2	73.32	16300
15100-18300	8700	48390	3.2	72.29	17200
16400-20000	8900	48590	3.0	59.29	18700
16400-20900	8900	48590	3.0	59.29	18700
14300-22400	10000	47400	3.3	78.2	16300
18400-22400	10000	54700	3.0	59.8	21000
22400-24500		67000	3.0	60.8	No change Proposed in GP of S- 30 to S-34
22400-26000		75500	3.4	81.2	
24050-26000		77765	3.2	73.8	
26000)(fixed)		80000	3.1	72.0	
30000 (Cab.Secy)		90000	3.0	61.3	

Disparity in Rise of Pension of Pre-2006 Pensioners in Scales S- 4 to S-23 & in S 24 to 34

Sixth Central Pay Commission had disturbed the existing relativities between the Pension of Pre-2006 Pensioners who retired from various Pre-revised Scales from S-4 to S-23 on one hand and those who retired from pre-revised S 24 to S 34 on the other hand.

The % age rise of minimum Pension is mostly 21.5 to 25.4% (and goes up to 45 % only in one single case) of Pre-2006 Pensioners who retired from Pre-revised Scales of S- 4 to S-23 but it is as high as 51.8 % to 81.2 % (except 38.5% in one scale S 29) in case of those who retired from pre-revised Scales S 24 to S 34

Rise of Minimum Pension of Pre-2006 Pensioners who retired from Scales S 24 to S 34 is 2.8 to 3.4 times as against the average rise of just 1.8 to 2.6 times in case of minimum of Pre-2006 Pensioners who retired from pre-revised Scales from S 4 to S 23

This is totally unjustified and against the principle of natural justice and has caused much frustration amongst the Pre-2006 Pensioners who retired from pre-revised Scales from S 4 to S 23.

The said disparities can only be removed by applying a Common Multiple Factor (CMF) of 3 times rise of minimum of Pension of all Pre-2006 Pensioners who retired from Pre-revised Scales from S 4 to S 23 as applicable in case of S – 24 to S – 34.

**Power Point Presentation on main demands
CEC IRTSA URGES EARLY ACCEPTANCE OF
DEMANDS OF RAIL ENGINEERS
Minutes of CEC Meeting held at New
Delhi on 7th & 8th July, 2009**

On July 7, 2009 morning, members of CEC IRTSA & hundreds of Rail Engineers felicitated RAILWAY MINISTER KM. MAMATA BANERJEE and thanked her for a progressive Railway Budget - thus meeting the needs of social and modernization requirements. IRTSA requested her intervention on burning issues of Technical Supervisors.

Earlier on 06.07.09 Central President lead a team of office bearers including Zonal Secretaries of ICF, CLW and Southern Railway and met Additional Member (staff),EDPC (convener of priority committee) and other technical members of priority committee about revision of grade pay etc.

On July 8, 2009 Er Harchandan Singh GS IRTSA & Er. K. V. Ramesh ACT IRTSA met Member Staff Railway Board & discussed with him the main demands - seeking early redressal of demands including those for higher grade pay to JEs, SSEs, CMA, CMS, CDMS and DMS; Group 'B' Gaz. status as per orders of DOP, higher stipend and revision of rates of incentive bonus & restoration of existing system of increment in the month as due etc.

1. CEC IRTSA met on July 7, 2009. A record number of 99 CEC Members participated (besides other active Members). Er M. Shanmugam presided over the meeting.
2. A Seminar was held during the meeting with a Power Point Presentations on the problems of Open Line & Shed Staff, CMT Staff, Drawing & Design Office Staff & PCO Staff.
3. **Shri SG Mishra General Secretary AIRF** attended the Seminar as a Special Invitee and assured that the AIRF will effectively pursue the genuine demands of the Technical Supervisors and Railway men at large. He, however, asserted that a struggle was inevitable & all must prepare for it.
4. **Er Suab Rahman Zonal Secretary Northern Railway** welcomed the Members & called upon the CEC to decide the line of action for early realisation of demands.
5. **Er Kalyan Banerjee Zonal Working President CLW** called for strengthening of the organisation at all levels for early realisation of demands. He stressed the need for organisational discipline, effective follow-up by the Units on the Central directives – including those for raising of Struggle Fund and line of action etc. He informed that Zonal Conference & elections of CLW had been held recently and called on all Zones to hold their Zonal Conferences & elections early.
6. **Er R. B. Singh Zonal Secretary Western Railway** informed that after the recent visit of Central President Er M. Shanmugam, Western Railway unit has been reactivated, Zonal Executive Committee had been formed and a number of subunits were now vibrant and had almost completed at Mahalaxmi, Lower Parel, Kandiveli, Mumbai Central, Bycula/CR & Vadodra.

7. **Er K. V. Ramesh Zonal Secretary ICF** reiterated the main demands and called upon all the CEC Members to work effectively to strengthen the organisation at grass root level He also highlighted the activities of ICF Unit and informed that Zonal Conference & elections of ICF had been held recently and he had been elected as the Zonal Secretary.
8. **Er P. K Shukla JGS IRTSA** congratulated the leadership of IRTSA for various achievements over the years – especially the Modified ACP as a culmination of the struggle of IRTSA for Time Bound promotions. However he felt that the scheme (MACP) needed much improvement as some of the States like UP, AP & TN had introduced better promotional avenues and higher Grade pays. He suggested that:
 - Screening Committees for MACP should be nominated locally for early implementation.
 - Cadre Restructuring should be combined for Group A, B & C
 - Training Period of JEs should be counted for MACP.
 - Ban on Promotions after Sixth CPC should be removed
 - Considering the rigid attitude of AIREF, the efforts for merger with it should be suspended temporarily.
 - Unity of the cadre should be ensured under the umbrella of IRTSA itself
9. **Er Ramana Murty Organising Secretary SCR** highlighted the activities of SC Railway Unit & assured CEC of carrying out all directives and activating all remaining Subunits.
10. **Er Abdul Salem Zonal Secretary Southern Railway** informed that most subunits of the Zone are quite active and further gearing up is constantly being done with the help of CP.
11. **Er Darshan Lal Zonal President RCF** informed that RCF Unit was very active and all directives of the CEC are fully implemented effectively. Zonal AGM & Elections of UEC had been held recently in the presence of GS IRTSA.
12. **Er Vijay Kumar (President CMT Staff Association)** appreciated the role of IRTSA and felt that it was high time for complete unity of Engineers under one banner – so that the problems & grievances of all Engineers – including those of CMT cadres - could be resolved.
13. **Er M. Shanmugam Central President IRTSA and Er Harchandan Singh GS IRTSA** in their address referred to the following issues:
 - *IRTSA has consistently been struggling ever since its inception for the betterment of the Supervising Engineers. Struggle has been intensified after the Sixth Pay Commission Report.*
 - *Major achievements have been made over the years. All of us should feel proud.*
 - *Role of each section of the cadre has been projected & their problems highlighted.*
 - *Leading role was played by IRTSA during the Sixth Pay Commission in not only projecting the demands of the Engineers on the Railways but also of the Railway men at large by taking the recognised Federations also into confidence in presenting the demands in the changed scenario.*
 - *IRTSA was the first to raise the voice against draw backs & anomalies of Sixth CPC and continues its struggle against the same. (Continued on next page)*

(Continued from last Page)

- **ALL ORDERS ON IRTSA WEBSITE:** Our website www.irtsa.net has become very popular in a short timewith nearly 10,000 hits every month. Members are advised to visit irtsa.net regularly (even by going to a Cyber Café) for up to date position on all matters – including orders of Railway Board, DOP & others.
 - **DEMANDS UNDER CONSIDERATION:** Many of the demands - including the following - were under consideration & orders are expected soon on some of them. But intensive struggle is required for realisation of the rest of them.
 - Classification of Selection & Non-Selection of Posts; Method of Recruitment thereof & immediate lifting of ban on promotions
 - Revision of rates of Incentive Bonus as per Revised Pay.
 - Revised entitlement for Passes
 - Revised Designations as per revised Pay Bands & Grade Pay
 - Upgrading of a percentage of posts of SSE to Group B
 - Classification of Posts on Railways as per revised Pay Bands & Grade Pay
 - Grant of higher Grade Pay
 - Much struggle will be required – to achieve higher Grade Pay, Group B (Gaz) status, First Class / 2 AC Pass to all JEs, grant of PCO Allowance to Technical Staff in Drawing/Design, CMT, Store and Special Allowance to Open line & Shed Staff.
 - It is regretted that AIREF had gone back from the agreement made in the “Joint Conference for Unity of Engineers” (held in July, 08) that both IRTSA & AIREF should merge. It had rather undermined the entire effort by IRTSA and completely ignored the historic struggle & background of IRTSA. Some of the members of AIREF had even unilaterally proposed merger of IRTSA with AIREF (instead of the two organisations merging with each other to form a united platform).
 - All members have to be active and play their role effectively in the organisation. Passive participation is not adequate for achieving our objectives.
 - Activities must be geared up more at grass root level & conveyed to CP & GS.
 - Decisions of CEC must be effectively implemented – in letter & spirit at all levels, like disciplined soldiers.
 - Funds are a must for success of any mission. Membership drive & Struggle Fund are very important. Voluntary contribution to ‘Corpus Fund’ will further help the cause.
 - Members must participate in the struggle with full faith & conviction. Only then we shall succeed & achieve glory.
14. **RESOLUTIONS:**
- i) **CHARTER OF DEMANDS:** CEC reiterated the charter of demands and once again called upon the Railway administration & the Government to accept the same.
 - ii) **ACTION PLAN:** a) CEC resolved to suspend the proposed action plan for “Work-to-Rule” in order to give adequate time to the new Government & the Railway Minister to consider and decide on the pending demands.
 - a) **CEC authorised** Central President and General Secretary IRTSA to pursue the charter of demands and to take all steps for early acceptance thereof - especially the main demands.
 - c) CEC also authorised the Central President and the General Secretary IRTSA to decide the further line of action and issue such directives in this regard as may be deemed proper & expedient for early realisation of the demands.
 - d) CEC called upon all units & subunits of IRTSA and all the Engineers of the Railways to strengthen IRTSA and be prepared for action for realisation of demands.
 - iii) **STRUGGLE FUND:** a) **CEC directed all Engineers to contribute at least Rs 300 per head towards Struggle Fund.**
 - b) CEC directed all Units & Subunits of IRTSA to launch an intensive drive for Membership & Struggle Fund and send the Central Quota & Struggle Fund within 2 months i.e. before 6.9.2009 positively to Central Treasurer IRTSA (Er O. N. Purohit, 106 Suraj Nagar, Jodhpur-8) – by Bank Draft in favour of IRTSA only – payable at Jodhpur.
 - iv) **UNITY:** CEC noted with regret the rigid attitude of AIREF on the issue of unity & merger. CEC therefore unanimously resolved that the efforts for merger of the two organisations be suspended particularly since AIREF had tried to undermine the efforts of IRTSA for unity of Engineers, its historic background & achievements over the years.
 - v) **PROPOSAL FOR CHANGE OF NAME OF IRTSA:** CEC considered the issue of change of name of the Association. It was unanimously decided that all units will consider the matter at the earliest at the Zonal level (in their respective UGB Meetings) & send specific proposals in this regard – in the shape of a Resolution of the UGB – for the consideration of the CGB in its next meeting.
- The meeting dispersed after a vote of thanks to the chair.
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PRESIDENT TOURS SOUTHERN RAILWAY

Central President M.Shanmugam along with K.V.Ramesh, Zonal Secretary/ICF & Assistant Central Treasurer/IRTSA, Er.Shanmugavel, Advisor toured around Southern Railway.

Huge meeting in Golden Rock Workshop, Trichy

On 18th June President addressed a huge gathering of Rail engineers at the Armoury Gate in Golden Rock Workshop, Trichy. He urged Union Railway Minister Mamata Banerjee to take steps to provide Rs.5400 as grade Pay to all Senior Section Engineers/CMS/CDMS and Rs.4800 as Grade pay to all Junior Engineers/CMA/DMS. He also pressed the need for providing 7.5 percent special allowance to open line engineers, in lieu of running allowance and 7.5 percent special allowance to Drawing and Design, CMT, Store and Signal and Telecommunication Engineers.

While calling for steps to expedite the priority committee exercise to decide on the Grade pay of Rail Engineers, he urged the Government to pay the balance 60 percent Pay Commission arrears to central Government staff. He warned that if the demands were not met engineers all over the country would resort to "work to rule" agitation.

Earlier Er.Thirumaran, Secretary/IRTSA/GOC, welcomed the gathering and promised the central leadership of all assistance and support from the GOC unit of IRTSA in all the struggles of IRTSA. Er.Zahir Hussain, President/IRTSA/GOC proposed a vote of thanks.

List of New Office Bearers of GOC Unit

A.Zahir Hussian	SSE/Inspection	President
K.Thirumaran	JE/BS	Secretary
K.S.Narayanana	SO/Safety	Treasurer
R.Thiyakarajan	SSE/Planning	Wr. President
G.Sasidharan	CSO/safety	Org. Secretary
M.Paniarajan	SSE/Progress	Vice President
K.P.Karunanithi	SSE/DSL	Vice President
K.Mohan	SSE/PS	Vice President
S.K.Paramasivam	SE/Wagon	Vice President
V.Natarajan	SE/Electrical	CEC

The meeting has also attracted good Print media coverage. One of them reproduced,

THE HINDU

Rail Engineers seek grade pay

Threaten "work to rule" agitation if demands are not met

Trichy: The Indian railway's Technical Supervisors' Association has urged Union Railway Minister Mamata Banerjee to take steps to provide Rs.5400 as grade Pay to all Senior Section Engineers and Rs.4800 as Grade pay to all Junior Engineers.

The association's central Paresident M.Shanmugam while taking part in a meeting of all engineers held at the Armoury Gate in Golden Rock Workshop here pressed the need for providing 7.5 percent special allowance to open line engineers, in lieu of running allowance and 7.5 percent special allowance to Drawing and Design, CMT, Store and Signal and Telecommunication Engineers.

While calling for steps to expedite the priority committee exercise, he urged the Government to pay the balance 60 percent Pay Commission arrears to central Government staff. He warned that if the demands were not met before July 31, engineers all over the country

would resort to "work to rule" agitation. Around 300 rail engineers working at Golden Rock Railway workshop, Carriage and Wagon Depots and Diesel shed took part.

Very Good Gathering at Erode and S&T workshop, Podanur on a short call

On 19th June nearly 70 percent of total Rail Engineers available in the Erode Sub-unit attended the meeting which was arranged in a short notice. Engineers working in Diesel Loco, Electric Loco, C&W, P.Way and Works attended the meeting which extended upto late night.

On 20th June lunch hour meeting was arranged at S&T workshop, Podanur. Central President and other office bearers were taken around the shops to have an effective interaction. President also met CWM and held a long discussion in extending the incentive to the cadre PCO Supervisors. Later in the meeting President explained the activities of IRTSA.

GS/NFIR ADDRESS

IRTSA MEMBERS AT CHENNAI

On 10th July Sri.M.Raghavaiah, President/JCM and General Secretary/NFIR addressed the gathering of the Supervising Engineers of ICF and Southern Railway at TTC lawns in the night.

Er.M.Shanmugam, Central President, IRTSA, in his welcome address briefly explained the demands of Supervising Engineers. Apart from the core demands on Grade Pay Central President invited the attention of GS/NFIR on the issues of granting PCO allowance to the Design & Drawing Engineers on par with Planning Engineers, PCO allowance to CMT Engineers on par with inspection Engineers and PCO allowance to Stores Engineers on par with Progress.

In his address Sri.M.Raghavaiah explained the position of various demands. He told that all the posts in Group-C apex scale should be upgraded to the Grade pay of Rs.4800 and the scale of SSE should be upgraded to the Grade Pay of Rs.5400. He condemned the attitude of Railway Board for not honouring the agreement reached between the federations and Railway Board on granting Group-B Gazetted status to SSEs in percentage. On revision of incentive rates to JEs & Technicians and payment of incentive to shop floor SE & SSE on the revised basic pay, Board's adamant attitude of 5% time reduction has delayed the decision, he said. He further said that the post in CMT which requires Engineering Graduate qualification for the direct recruits should be given the Grade Pay on par with the Technical supervisors. He informed that sixty percent arrears will be distributed to the Railway employees before the Pooja celebrations. He also explained the efforts being made by NFIR to address the other main issues like pitfalls of MACPS, Anomaly created by uniform date of increment, Grant of First class pass to the GP of Rs.4200 etc.

He appreciated the efforts of IRTSA led by President M.Shanmugam and General secretary Harchandan Singh. He also advised that youngsters like K.V.Ramesh and others should come forward to work for other categories which will benefit the Railway Community as a whole.

In his vote of thanks Er.K.V.Ramesh, Zonal Secretary, ICF thanked GS/NFIR for paying special attention towards the Technical supervisors' community. He also assured cooperation from the Supervising Engineers in all endeavors of the Federation. The meeting ended with a dinner.

DLW UNIT OF IRTSA REORGANISED

Central President Er.M.Shanmugam along with Er.Sriram, JGS, camped at Varanasi on 28.07.2009 and 29.07.2009. On the first day Central office bearers along with Er.T.D.Singh, Zonal Secretary went around the Shops, Planning, Design, Plant office, Rate fixing etc to interact with Supervising Engineers personally. Achievements and activities of IRTSA were circulated to the members.

On 29.07.2009 the General Body meeting was held in the evening. Central President explained to the members about the activities of IRTSA and the demands placed before the Railways and Government. The General Body members also agreed to contribute Rs.500 per head towards contribution to Membership, Struggle fund and subscription to the Voice of Rail Engineers.

Organisational setup was rearranged by Central President and the General Body elected a new body of 10 officer bearers with the approval of President.

Zonal President	Er.Ravindra Prasad
Working President	Er.O.P.Srivastava
Sr.Vice President	Er. Mohamed Ahamed
Sr. VicePresident	Er.D.K.Batia
Vice President (CEC)	Er.T.D.Singh
Zonal Secretary	Er.T.D.singh
Zonal Treasurer	Er.G.P.Upadhyay
Joint Secretary	Er.R.K.Srivatsav
Org. Secretary	Er.Anbu Kumar singh
Org. Secretary	Er.Mukesh Chandra Verma

IRTSA EXTENDS SUPPORT TO CPWD JEs

On 04.08.2009 Junior Engineers of CPWD held a one day Dharna through out India highlighting their demands arising out of Sixth Pay Commission Recommendations. Er.M.Shanmugam, Central President, Er.K.V.Ramesh, Zonal Secretary/ICF and other office bearers visited the Dharna venue to extend the support to the CPWD JEs. In his speech Shanmugam explained about IRTSA and its functioning. He condemned the attitude of Government for the step motherly treatment given to the Technocrats in General, Engineers in Particular. He called upon all the Engineering Community to unite together and fight to restore the past glory of the Community. The officer bearers of CPWD JEs Association were also honoured by IRTSA.

Delegation of IRTSA meets MOSR at RCF

Delegation of IRTSA, under the leadership of Sh Darshan Lal, Zonal President & Central Vice President IRTSA and Staff Councilor at RCF, met Sh. E Ahmed, Minister of States for Railways and apprised him of the burning issues of the category of Engineers on the Railways, when MOSR visited RCF on 01.08.2009.

The following points were discussed

1. Grant of Grade Pay Rs.4800 to JEs, CMA & DMS-III.
2. Grant of Grade Pay Rs. 5400 to SEs, SSEs, DMS & CMS in Pay Band-3.
3. First class pass for all JEs, CMA & DMS-III.
4. Classification of all posts of JEs/SE, SSE/CMA/CMS/DMS in Group-B (Gaz.)- As per orders of DOP
5. a. Revision of rates of Incentive Bonus.
b. Grant of incentive to left out areas like Design, CMT, Store, I.T., MRS & Civil & Elec. Maintenance.
6. 100% quarters for RCF Engineers/Supervisors.

IRTSA EMERGES VICTORIOUS IN RCF STAFF COUNCIL ELECTION

Er. Darshan Lal Zonal President IRTSA has won the solitary Supervisory seat in Staff Council in RCF (Rail Coach Factory), Kapurthala - the results of which were declared on 18.7.2009. Er. Darshan Lal won the strongly contested election of Staff Council defeating General Secretary Karamchari Sangh and EAIR Candidate. IRTSA was able to achieve this result because of the confidence it gained over the years due to its continuous and sincere activities for the betterment of Supervising Engineers. Rail Engineers from all over Indian Railways including Central President and General Secretary congratulated the RCF unit for regaining the seat. In his message Er.B.K.Prasad/CLW urged all the Supervising Engineers to unite under the banner of IRTSA to achieve all our demands.

MOTIVATIONAL MEETING BY CENTRAL PRESIDENT AT LALAGUDA WORKSHOP SCR

To gear up the cadres for the forthcoming agitation at NewDelhi to highlight the core demands of Supervising Engineers, IRTSA Lalaguda unit of SC Railway conducted a meeting on 06.08.2009. The meeting was presided over by Central President Er.M.Shanmugam. More than 150 Engineers participated in the meeting. Er.Krishna Rao, Zonal Secretary / SCR Er.K.V.Ramesh, Zonal secretary /ICF and Er.Ramanamurthy Unit Secretary/Lalaguda also participated. In his speech Central President explained the very alarming situation prevailing over the category by the way of step-motherly attitude shown to the Technical category. He also appealed to the members to participate in the forthcoming agitation in large numbers and contribute to the struggle fund.

MEMORANDUMS BY IRTSA TO Rly. BD, & DOP

Reduction in % age of Direct Recruitment in Merged Grades after Sixth CPC – To maintain Direct induction at Pre-Revised level.

1. Pay Scales in different categories have been merged after Sixth Pay Commission thus the combined strength of posts in the merged scale shall be counted for direct recruitment. Thus the total quantum of direct recruitment will proportionately increase at each level if the percentage of Direct Recruitment is retained at the existing level. This will adversely affect the avenues of promotion of the existing staff in the lower scales.

2. In the revised scale Percentage of Direct Recruitment should be determined in such a way that Number of Direct Recruitment should not exceed the pre-SCPC level for any particular cadre.

3 a) It is, therefore, requested that the % age of Direct Recruitment of Engineering Graduates in the cadre of Technical Supervisors in the merged scale of Senior Section Engineers (with Grade Rs 4600) may please be kept as 11.5 % (of 47% of posts in the merged strength SE & SSE instead of 20% of 29% posts of SE only) to maintain quantum of net direct induction in Pre-Revised Scales (of Rs 6500-10500).

b) Similarly, it is requested that the percentage of Direct Recruitment where ever existing in other merged grades may also please be proportionately reduced to maintain quantum of net direct induction in Pre-Revised Scales.

- (More Memoranda on page 8)

FROM THE GUEST BOOK OF irtsa.net

Many Rail Engineers and others very actively participate in the IRTSA web site www.irtsa.net discussion forum & in the Guest Book. Some Points of common interest are reproduced here for the benefit of all readers

1. Query: Er. Rajesh , on behalf of all IT Supervisors

Your organisation have done a lot for Supervisors. You have raised their voice in all possible manners. I request you do something for the IT cadre

Reply by GS IRTSA: Dear Er.Rajesh,

Thank you for recognizing the efforts of IRTSA for the betterment of Technical Supervisors. As for as the I.T. cadre is concerned, it was a part of the Technical Supervisory Cadre till 2004 – 2006 on most Railways & Production Units. They have now been made a part of Accounts Cadre – as per Board's orders – except in RCF where they form a separate cadre.

I have had detailed discussions with the representatives of IT Supervisors from RCF recently & understand that the main problem faced by them is lack of promotional avenues to Group B & beyond. They have agreed to send a synopsis of their problems & demands early. I request you & other Technical Supervisors of IT cadre on Indian Railways to prepare a synopsis of their problems & demands and send the same early to us. I assure to do whatever possible in the matter. **- HS, GS, IRTSA**

2. Query: I S Rao./W.Rly -Proposed court case for CMA-I

I highlighted the previous court case of CMA-I (CMA in old designation prior to FCPC) and tried to reply your query but I could not get the access to the Blog. I am giving the details of CAT(Principle Bench) NDLS. O.A No. 560 of 1994. Vivekanand Pandey & Ors V/s UOI. I clearly do not know the outcome of this case as the recommendations of FCPC followed and nobody contributed for further case. The final judgment may please be obtained from CAT(Principle Bench) NDLS itself. No further news came regarding up gradation of CMA-I to GP Rs. 4600 from recognized federations.

Reply by GS IRTSA: Dear Er.Rao,

The judgement referred to by you O.A No. 560 of 1994. Vivekanand Pandey & Ors V/s UOI in CMAs case, is not readily available – as apparently it must be an unpublished judgement – as it might not be reflecting any legal implications.

Anyway, right now we are all trying to get the matter settled by the Railway Board and we may not require resorting to legal remedies. **- HS, GS, IRTSA**

3. L K Ramanna, Question on MACPS

I am working as SEE in Elect dept Baroda division Western railways.

Date of appt in scale (2000-3200) as SE	7-05-1990
in direct quota	
Date of regular appt in scale on	21-05-1991
completion of 1 year training	
ACP granted to the scale of SEE	13-10-2003
Regularized as SEE against	01-11-2003
upgradation	
Length of service	19 years
Present basic pay	Rs 24300/

1. How many financial up-gradations will I get?
2. How shall my pay fixation be done?
3. How much arrears shall I get?
4. What financial benefit I shall get under MACPS?
5. Is Training period considering as qualifying service?

6. Eligibility of 3 passes is given after 5 years service which includes training period. If the above is true then why the same rule is not applicable for granting MACPS from the date of appointment into the entry grade.

REPLY by K.V.Ramesh,ACT: Dear Er.L. K. Ramanna

Financial Up-gradation under MACPS counts from your regular absorption to the SE (2000-3200) scale ie from 21.05.1991. Financial up-gradation earned through old ACP on 13.10.2003 and subsequent regular promotion as SSE on 01-11-2003 will no be counted, since pre-revised scale of Rs.6500-10500 has been up-graded to Rs.7450-11500.It will be treated as that you are still in entry grade and you have not received any promotion or Financial up-gradation.

Under the MACPS, First financial up-gradation should be given after the completion of 10 years of service from the entry grade. Second financial up-gradation should be given either after 10 years from the date of first promotion/ financial up-gradation earned or after 20 years from the appointment to entry grade, which ever is earlier.

In your case, you will be eligible for First financial up-gradation effect from 1.09.2008, since the MACP is implemented from 1.09.2008, even though you are eligible for first financial up-gradation from 22.05.2001. Hence you can calculate your up-graded pay, effect from 1.09.2008 by adding 3% increment to the pay on that day and then adding difference in Grade pay ie. Rs.400. You are eligible to get the arrears from the date of 1.09.2008 only.

You will become eligible for second financial up-gradation from 22.05.2011 (20 years from entry grade appointment). Initial training period will not be counted for service for the purpose of awarding financial up-gradation under MACPS. **- K.V.Ramesh,ACT/IRTSA.**

**Extract from Memo by IRTSA –
PROPOSED REVISED DESIGNATIONS**

Pre-revised Designation	Pre-revised Pay	Revised Grade Pay Rs.	Proposed Designation
JE-II	5000-8000	4200	Section Engineer
JE-I	5500-9000		
SE	6500-10500	4600	Senior Section Engineer
SSE	7450-11500		
CMA-II	5000-8000	4200	Section Engineer/C & M
CMA-I	5500-9000	4200	Senior Section Engineer/C&M *
CMS-II	6500-10500	4600	
CMS-I	7450-11500		
DMS-III	5000-8000	4200	Section Engineer/Stores
DMS-II	5500-9000		
DMS-I	6500-10500	4600	Senior Section Engineer/Stores
CDMS	7450-11500		

* CMA-I (in pre-revised scale of Rs 5500-9000), having an element of direct recruitment with minimum qualifications of Degree in Engineering or Post Graduation in Science, be upgraded as CMS-I (in pre-revised scale of Rs 7450-11500).

MEMORANDUM REG. "BLACK VESTS" DHARNA & DEMONSTRATION BY IRTSA AT JANTAR MANTAR, NEW DELHI, ON 25TH AUGUST, 2009.

Fixation of Pay on Promotion at par with Entry Pay for Direct Recruits

1. Revised Pay Rules – 2008 have created an Anomaly and disparity in the Pay between the directly recruited employees and the serving employees who have been promoted to the Recruitment Grade after putting in many years of service. Serving employees have been placed in a disadvantageous position as compared to that of direct recruits.

2. As per Para 13 of the Revised Pay Rules 2008 cited above, "in case of promotion from one grade pay to another grade pay in the revised pay structure, one increment equal to 3 % of the sum of pay in the pay band and the existing grade pay will be computed. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in pay band. In case where promotion involves change in the pay band, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum."

3. Entry Pay in the revised pay structure for direct recruits fixed as per Section II of the First Schedule of Revised Pay Rules 2008, is higher in many cases than the Pay of the Promotees fixed on Promotion as per Para 13 of the Revised Pay Rules 2008, cited above.

Examples: i) Pay of a Junior Engineer appointed with GP Rs 4200 shall be fixed at 15160 if he is promoted after 2 years as SSE with GP as 4600 as against the Entry Pay of Rs 17140 of a Direct Recruit (DR).

ii) Even the Pay of a Junior Engineer appointed with GP Rs 4200 shall be fixed at Rs 16070 if he is promoted after 4 years and just Rs 16540 even if promoted after 5 years as SSE with GP as 4600 as against the Entry Pay of Rs 17140 of a Direct Recruit (DR). This disparity will continue through out the career even if the promotees is senior to the Direct Recruit (DR) – as per comparison given in the table in the annexure.

4. This is totally unjust, Anomalous as well as in contravention of the FR 22 (C) of Pre-revised Pay Rules that on "promotion add one increment as a notional one in the lower scale and then fix at the next higher stage in the new scale" – where in the minimum Pay on promotion was fixed at least at the minimum of the Pay Scale.

5. It is, therefore, requested that the Pay on Promotion should be fixed at least at par with Entry Pay in the Revised Pay Structure for direct recruits (as indicated in Section II of Revised Pay Rules).

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1.1 IRTSA has repeatedly been representing at all levels for redressal of the demands & problems of the Railway Engineers / Technical Supervisors. But it is regretted that inspite of repeated assurances by the authorities concerned at various levels, no relief had been provided.

1.2 The Sixth Pay Commission had added salt to injury by compounding the injustice meted to the Rail Engineers - by treating them lower than the Nurses & the Accounts Staff - inspite of higher qualifications & responsibilities. This had greatly perturbed the Rail Engineers. IRTSA immediately represented against the same – upto the Railway Board as well as to the Prime Minister & the Finance Minister etc - against the glaring anomalies in the Sixth CPC Report and the ongoing injustice. But still no relief has been provided.

2 Railway Engineers / Technical Supervisors will therefore, hold a "BLACK VEST" Dharna & Demonstration by IRTSA at Jantar Mantar, New Delhi, on 25th August, 2009 from 10 AM to 3 PM – to highlight once again the growing frustration amongst the Rail Engineers – due to non-redressal of their genuine demands – pending since long & further perpetrated by the Sixth Pay Commission.

3.1 We sincerely appeal to the Railway Board and the Government to very kindly consider our following main demands and to redress the same early:

MAIN DEMANDS

1. RECOGNITION OF IRTSA - as in CPWD & MES – to resolve the problems of Engineers on the Railways.

2. a) 3 TIMES PAY RISE IN PB 1 TO PB 3 AT PAR WITH THE PAY RISE IN PB 4 & ABOVE

b) Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS.

C) Grade Pay of Rs 5400 SE, SSE, CMS, DMS, CDMS

3. a) CAREER PLANNING & TIME BOUND PROMOTIONS UPTO J.A. GRADE.

b) Combined "Cadre Restructuring" of Group A, B & C

c) Upgrading of adequate %age of posts to Group 'B' Gaz. of JEs, SSEs, CMA, CMS, IT Engineers, DMS & CDMS.

4a) 1st Class Pass in GP Rs 4200 - Irrespective of DOA.

b) Inclusion of both dependent Parents - in Pass.

5. a) Revision of Incentive Bonus – w.e.f 1.1.2006.

b) PCO Allowance to CMT Labs, Drawing, Design, IT (EDP) & Stores & other left out technical Staff / areas in Workshops & Production Units.

c) Introduction of Incentive Scheme or Honorarium to Technical Staff - in Sheds & Open line Depots - for additional workload due to new trains & assets etc.

6a) Revision of Stipend of Trainees w.e.f. 1.1.2006

b) Uniform Training Period & Stipend of Trainee Junior Engineers of various Departments.

7. Fixation of Pay on Promotion at Entry Pay of Dir. Rects.

8. Removal of drawbacks in Modified ACP Scheme.

9. Withdrawal of system of uniform date of Increment – causing discriminatory postponement of increments due in the intervening periods.

10. EXEMPTION OF DA & HRA FROM INCOME TAX

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