

# Voice of Rail Engineers

Official Organ of

**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

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## **HUNDREDS OF RAIL ENGINEERS HOLD RALLY AT JANTAR MANTAR - REITERATE DEMANDS FOR REMOVAL OF ANOMALIES OF SIXTH CPC & ISSUE OF ORDERS ON ACCEPTED DEMANDS**

Hundreds of Rail Engineers held a Rally at Jantar Mantar on August 17, 2010 and reiterated the demand for immediate removal of Anomalies of Sixth Central Pay Commission (SCPC) & Issue of orders on accepted demands including those for Revised Grade Pay of Technical Supervisors (JEs, SEs / SSEs, CMA, CMS & DMS / CDMS etc), Revised Designations of Merged Scales and Entitlement of First Class Pass to all in Grade Pay of Rs.4200 & above and acceptance of other long pending demands. The Rally also called for upgrading of all posts in GP Rs.4600 to group B Gazetted as in all other departments.

Speedy decision on other vital demands like PCO Allowance to CMT Labs, Drawing, Design, IT (EDP) & Stores & other left out technical Staff / areas in Workshops & Production Units, Revision of Incentive rates of JEs at least by two times on par with the others, 15% of Revised basic Pay to be paid to all SEs & SSEs at least w.e.f 1.9.2008, Revision of Stipend of Trainee J.Es w.e.f. 1.1.2006, Fixation of Pay on promotion minimum at par with Entry Pay for the higher Grade Pay, Removal of drawbacks in Modified ACP Scheme etc were also demanded by the participants.

Er.M.Shanmugam, Central President and Er.Harchandan Singh, General Secretary IRTSA – while reiterating the demands, regretted that the Railway Board was adding to the frustration of Rail Engineers and adding insult to injury by delaying the orders on the agreed upon items. This was bound to not only affect the morale of the Engineers but would also adversely affect the efficiency and safety of the system in the long run. They also sought for a better deal for the Technicians on the Railways – keeping in view the important role played by them in maintaining the efficiency and safety on the Railways.

Similar sentiments were also expressed by all Zonal Secretaries & Zonal Presidents – who addressed the Rally (including Er.Rehman, Er. N.K.Sinha, Er.Goutham Maji, Er.K.V.Ramesh, Er.Abdul Salam, Er.Krishna Rao, Er.Darshan Lal, Er.R.B.Singh and others)

Shri Rakhal Das Gupta Working President AIRF, forcefully supported the demands of the IRTSA and said that AIRF shall continue its whole hearted efforts for early realization of the same.

## **IRTSA HOLDS SEMINAR ON “CAREER PLANNING FOR TECHNOCRATS” Sri.G.K.Vasan, Union Minister for Shipping - Addresses IRTSA Seminar, Assures to take up issues with Railway and Finance Ministers**

On 17th August, 2010, IRTSA held the most successful, purposeful and focused seminar on the topic “Career Planning for Technocrats” at Dr.Ambedkar Auditorium, Andhra Pradesh Bhavan, Ashoka Road, New Delhi.

Sri. G.K.Vasan, Hon'ble Minister for Shipping, graced the occasion as Chief Guest. Sri.M.Raghavaiah, GS/NFIR graced as Guest of Honour. Er.M.Shanmugam, Central President welcomed the Chief Guest, Guest of Honour, union leaders, Technocrats and Technical Supervisors from all over the country. He also briefed the genuine grievances of Technocrats in Railways. Sri.Harchandan Singh, GS/IRTSA handed over the memorandum to the Hon'ble Minister.

In his address, Sri.G.K.Vasan wished the seminar all success and assured the audience of his full support for the betterment of the Technocrats. He also agreed to recommend the demands of IRTSA to Finance Ministry and Railway Ministry to consider them favourably.

Power Point Presentation on “Career Planning for Technocrats” was made by Er.K.V.Ramesh, Zonal Secretary/ICF, IRTSA. The presentation highlighted the need to have the combined cadre structure of Group-A, B & C in the Technical Departments of Indian Railways. Extraordinary performance of Indian Railways which has increased the duties and responsibilities of Technocrats manifold were explained. The demand of Technician recruited in the Railways reaching the apex scale of Group-C, Diploma Holder recruited as JE reaching the level of Dy.HOD and the Engineering Graduate recruited in Railways reaching the level of HOD was also explained.

Er. M. Shanmugam, President/ IRTSA Er. Harchandan Singh, GS/ IRTSA explained the heartburns created by the Sixth Central Pay commission among the Technical employees of the Railways. In his address Sri.M.Raghavaiah, GS/NFIR explained the current position of various demands of Technical Supervisors and Technicians and the steps taken by the Federations to resolve them. Sri.R.Gurunathan, GS/ICFMS thanked all the participants and IRTSA for organizing the seminar for the common cause of Railway Technocrats.

**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 FOR COMBINED CADRE RESTRUCTURING OF GROUP A, B AND C ON THE RAILWAYS****IS MACPS A SUBSTITUTE FOR CAREER PLANNING?****Promotion without improved status is like 'Crumbs without the Soup'**

IRTSA has been continuously seeking Career Planning of Technical Supervisors on Railways for the last nearly 45 years – ever since its inception. While some relief was provided over the years through the Cadre Restructuring in 1979, 1984, 1993 and 2003 – when a varying % age of posts were upgraded in different cadres. This did help in reducing the stagnation in lower pay scales, to a certain extent. But neither there was uniformity in the revised %age between various cadres nor did it bear any relativity with the duties and responsibilities or the increase thereof over the years.

But the worst part of it is that the entire exercise was separately done for the various Groups of Posts in Group A, B, C and D – thus taking away the basic thrust for simultaneous Career Planning. As such, IRTSA recently conducted a special Seminar on “*Career Planning of Technocrats on Railways*” and also submitted Memoranda to the Railway Board on the issue. But while the response of MM was positive on the issue, AMS felt that the MACPS (Modified Assured Career progression Scheme) will provide the requisite Financial Upgrading – ignoring all together that MACPS did not provide for improvement in status & power – which were equally important for effective Management.

There has been no upgrading or Cadre Restructuring of the Apex Grade of Group ‘C’ (Rs.840-1040 / Rs.2375-3500 / Rs.7450-11500) ever on the Railways – (either in 1979, 1984, 1993 or 2003). Consequently there is extreme stagnancy & resultant frustration amongst the incumbents of the Apex Grade ‘C’ – especially amongst the Technical Supervisors on the Railways.

There has been substantial increase in the duties and responsibilities over the years of the Technical Supervisors (JEs, SEs & SSEs) due to modernisation and advancement of technology on the Railways – but this has not been recognised or remunerated in any manner whatsoever – especially in the case of Senior Section Engineers.

Only about 2 to 3% of Technical Supervisors – (entering with Diploma or Degree in Engineering) - reach Group ‘B’ level and only a small fraction thereof reach Group ‘A’ level – due to very meager number of Posts in Group ‘A’, ‘B’ vis-à-vis Group ‘C’ and non-implementation of DOPs orders regarding Classification of Posts – issued after the last 4 Pay Commissions on the Railways. Large majority of Technical Supervisors (with Diploma in Engineering at JE level and with Graduation in Engineering at SE/SSE level) do not get any promotion except in a very few cases and that too at the fag end of their careers. Even after acquiring long years of experience and expertise they remain and mostly retire in the Supervisory cadre itself.

In the new scenario of modern liberalized economy; and the management requirements thereof, it is imperative that Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’ may be considered to upgrade adequate number of Group ‘C’ posts to Group ‘A’, ‘B’ – to fully meet with the job requirements of the posts of Technical Supervisors on Railways.

Most of the employees in other cadres get 3 or 4 promotions or even more in their service in Railways - except the JEs & SE/SSEs. It is pertinent that JEs with Diploma in Engineering and one & a half year of training as well as SE/SSEs with Graduate in Engineering and one year of on the job training - are getting stagnated in the Apex Group ‘C’ scale without any further avenue of promotion except in rare 2 to 3% cases. JEs who enter in the Grade Pay of Rs.4200 get only one promotion to the Grade Pay of Rs.4600. SE/SSE with Graduate in Engineering qualification enter in the Grade Pay of Rs.4600 - remain stagnant in the entry grade itself.

The JEs & SE/SSEs rot at the Grade Pay of Rs.4600 throughout their career since there are very meager number of posts in Group-B.

**In the Technical Departments of Engineering, Mechanical, Electrical, Signal & Telecommunications and Stores, only 4274 Group-B posts are available for 5,72,191 Group-C employees, i.e. just 0.74% posts are available in Group-B. After abolition & Up-gradation of Group-D to Group-C the availability of Group-B posts will further dip to very meager i.e. just 0.47%.**

**In spite of higher nature of duties and responsibilities on account of requirements of Safety & modernisation, Railways have the lowest %age of Gazetted posts in Group A & B vis-à-vis Group C & D - in comparison to all other Departments of Central Government (as cited in the highlights of Power Point Presentation – reproduced in this issue).**

**With the huge investments and fast coming-up of new projects, more number of posts in the Group-A & B are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.**

Sixth Central Pay Commission in its recommendations and thereafter the Government has made the right decision of abolishing the Group-D posts and upgrading them as Group-C. But similar functional and career improvements (made at the bottom level) have not been carried over to the middle tier in the apex Group-C and Group-B.

Large number of Posts have been upgraded over the years in Group ‘A’ & ‘B’ to ensure the career planning of the Officers in those cadres but no such upgrading had been allowed in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernisation on the Railways.

All these are not only the root cause of frustration amongst the Technical Supervisors on the Railways - these are also an impediment in effective execution of administrative policies & plans due to lack of executive powers of the Technical Supervisors who are the ‘On-the-Spot Managers. This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the Railway Accident Inquiry Committees and Railway Reforms Committee.

Combined cadre strength of Technical Departments including all posts in Group - ‘A’, ‘B’ and ‘C’ on Indian Railways, should therefore be Restructured – so as to be comparable with - if not higher than - the All India Average % age of Group ‘A’, ‘B’ & ‘C’ of Central Government employees in other Departments – as cited and fully justified elaborately by IRTSA in its Memorandum to the Railway Board

## HUNDREDS OF IRTSA MEMBERS MEET UNION MINISTER TO SEEK SUPPORT FOR DEMANDS OF RAIL ENGINEERS & TECHNICIANS

Rail Engineers from all over Indian Railways met Sri.G.K.Vasan, Hon'ble Minister for Shipping at New Delhi seeking support for their genuine demands, particularly the anomalies after the implementation of Sixth Central Pay Commission recommendations. Rail Technocrats requested his immediate action and necessary recommendation by him to Railway and Finance ministry. Hon'ble Minister agreed to take up the issues with the Finance Ministry and the Railway Ministry.

### GENERAL BODY OF BASIN BRIDGE UNIT

General Body meeting of BBQ sub unit of Southern Railway Zone was held on 30.6.2010. Er.Krishnasamy outgoing Secretary submitted the report on the activities of BBQ unit. Er.Thanapandia Rajan, Treasurer submitted the statement of accounts. Er.M.Shanmugam, Central President in his address explained the actions initiated by IRTSA in the recent difficult times of BBQ unit Engineers.

New Office Bearers of BBQ

Advisor	-Er.Premkumar	-SSE
President	- Er.Krishnasamy	-SE
Working President	- Er.Ravishankar	-SE
Vice President	- Er.A.P.Shanmugam	-SE
	-Er.E.Raju	-SE
Secretary	- Er.Nirmal Chandran	-SE
Treasurer	- Er.T.K.Chellappan-	-SE
Asst. Secretary	- Er.C.Vetrivel	-JE
	- Er.S.Rajeswaran	-JE
	- Er.D.Srihari	-JE
Org. Secretary	- Er.Karthikeyan	-JE
	- Er.Suresh	-JE
	- Er. Vinayagam	-SE
	- Er.G.R.Prakash	-JE

Er.K.V.Ramesh, ZS/ICF and Er.A.P.Abdul Salam, ZS/SR wished the new body all success and requested for full cooperation for all the programmes organized locally and by CEC. Er.Nirmal Chandran new Secretary thanked every one for participating in the General Body.

### NEW OFFICE BEARERS OF JOLARPET UNIT

General Body meeting of IRTSA Jolarpettai unit of Southern Railway Zone was held on 15.07.2010 and following new office bearers were elected

Er.T.Krishna Babu	Advisor/CEC member	SE/C&W/JTJ
Er.A.M.S.Pavan	President	SE/PWI/JTJ
Er.Haridas	Vice President	JE/Signal/JTJ
Er.G.Ruban	Secretary	SE/Ele/JTJ
Er.Ajeesh Chacko	Treasurer	JE/OHE/JTJ
Er.A.Mahesh	Asst. secretary	JE/PWI/JTJ
Er.Kirubakaran	Asst. Secretary	SE/C&W/JTJ
Er.Mayil Raj	Joint Secretary	JE/C&W/JTJ
Er.N.R.Sridharan	Org. Secretary	SE/C&W/JTJ
Er.Shantha Seelan	Org. Secretary	JE/Signal/JTJ

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## IRTSA Delegation meets Member Mechanical & other Railway Board Officers

### Urge for early decision on Revised Grade Pay, Revised Designations, Pass Entitlement and Career Planning of Railway Engineers - "Time for Action by Adm." says CEC IRTSA

IRTSA delegates headed by Er.Harchandan Singh, GS/IRTSA & Er.M.Shanmugam, CP/IRTSA camped at Delhi from 16.8.10 to 18.8.10 and held intensive persuasion of Rail Engineers' Demand with Railway Board Member, Officers and Federation leaders.

On 16.8.10 Er.M.Shanmugam, CP/IRTSA with K.V.Ramesh, ZS/IRTSA/ICF and others met Additional Member Staff, Advisor/IR, Sri.M.Raghavaiah, GS/NFIR and Com.Rakaldas Gupta, Working President/AIRF. On 17.8.10 Er.Harchandan Singh, GS/IRTSA led a five member delegation including Er.Darshan Lal, Er.R.B.Singh to meet the Member Mechanical who is also looking after the portfolio of Member Staff. Again on 18.8.2010 Er.Harchandan Singh, GS/IRTSA and Er. K.V.Ramesh, ZS/IRTSA/ICF met Additional Member Staff, Director Pay Commission and Sri.M.Raghavaiah, GS/NFIR.

In all these meetings IRTSA delegation was demanding early decision on Revised Grade pay, Revised designation, First class pass to all in the Grade Pay of Rs.4200, Career Planning of Rail Engineers through combined cadre restructure of Group-A, B & C, PCO Allowance to CMT Labs, Drawing, Design, IT (EDP) & Stores & other left out technical Staff / areas in Workshops & Production Units, Revision of Incentive rates of JEs at least by two times on par with the others, 15% of Revised basic Pay to be paid to all SEs & SSEs at least w.e.f. 1.9.2008, Revision of Stipend of Trainee J.Es w.e.f. 1.1.2006, Fixation of Pay on promotion minimum at par with Entry Pay for the higher Grade Pay, Removal of drawbacks in Modified ACP Scheme, etc.

During the discussion it was told that, Case of First Class Pass to all in Rs.4200 GP will be put up soon to full Railway Board for its approval. It was also agreed that net intake of Engineering Graduates shall not be increased in the merged category of SE and SSE.

CEC IRTSA which met on the 17.8.2010 called upon all the Technical Supervisors/Rail Engineers to participate in all the programmes organized by IRTSA to achieve better results on the issues which are on the decision making table. CEC also called upon the Engineers to contribute liberally to the struggle and launch intensive Membership drive especially to cover left out areas.

***We believe in what we do!***

***And - We do what we believe in!***

**MAKE IRTSA STRONG - IN ITS PURSUIT FOR JUSTICE FOR RAIL ENGINEERS.**

**OUR CONVICTION IS OUR STRENGTH ! Engineers! Be an active Member of IRTSA**

**Contribute liberally to Struggle Fund Units! Send Central Quota & Struggle Fund Through Bank Draft**

**In favour of "IRTSA" only - to:**

**Central Treasurer IRTSA,**

**Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008**

**(Ph: 09828024476 & 02912713123)**

## MEMORANDUM TO CRB & MM BY IRTSA ICF UNIT

Office bearers of IRTSA/ICF Unit led Er.B.Inbanathan, Sr. Vice President met the Chairman, Railway Board and Member Mechanical during their visit to ICF on 6th July. K.V.Ramesh, Zonal Secretary / ICF handed over memorandum to CRB and MM highlighting the main demands like Rs.4800 GP to JEs, Rs.5400 to SE/SSE, anomaly in fixing the Grade Pay of CMT Engineers, First class pass to all JEs, Grant of PCO allowance to Design, CMT & Stores engineers, removal of anomalies in the MACPS like considering promotion earned through GDCE & LDCE as entry grade, pass eligibility, considering Rs.4600 GP as entry grade for Graduate Engineers & Rs.4200 GP as entry grade for JDM/tracers in Design etc. Earlier in the staff council meeting replying to the IRTSA staff council members question CRB assured early finalization of decision on re-designation of merged categories.

### IRTSA DELEGATES MEET GS/NFIR AT SC RLY

IRTSA delegates led by Er.G.Krishna Rao, Zonal President, IRTSA/SCR met Sri.M.Ragaviah, GS/NFIR during his visit to Lallguda work shop on 20-07-10. On behalf of Technical Supervisors GS/NFIR was welcomed by Smt.Serisha SSE/CTR. Er.N.V.Ramana Murthy, Zonal Secretary, IRTSA/SCR and Er.Laxman Rao honoured GS/NFIR. In his speech in the meeting, GS/NFIR explained the issues of Technical supervisors that are on the decision making table. GS/NFIR also praised the tireless and determined efforts being made by the Er.M.Shanmugam, President/IRTSA, Er.Hrachandan Singh, GS/IRTSA and others in solving the problems of Technical supervisors.

### irtsa.net gets over 3.40 lakh visitors - In less than 3 years

It is a matter of pleasure & pride that this website of IRTSA – ([www.irtsa.net](http://www.irtsa.net)) has been visited by over 3.40 lakh visitors in just about two and a half year of its launch in January 2008. It may not be a record in itself for the social websites – but it is surely a record for the Organisational websites - especially amongst the Trade Unions – many of whom have yet to enter this field of Information Technology and to take full advantage of this powerful media to reaching out to the Members to share with them an ocean of information on a day to day basis.

IRTSA was in fact almost the first ones on the Railways to enter this media. The overwhelming response shown by the ever growing number of our regular visitors – prompts us to sincerely thank all the visitors for their patronage and enthusiastic response to our continuous effort towards “EMPOWERING ENGINEERS WITH INFORMATION” through latest updating on issues of their immediate concern regarding service matters, Technological Developments on Railways and vast areas of Social Awareness.

We also thank the Site Administrator Sh. Navtej Singh, PVS (*Retd*) - and other members of the team of [irtsa.net](http://irtsa.net) - for regularly updating the Website on a day to day basis and introducing a number of innovative ideas for continuously improving its design and contents.

We plan to soon introduce some new features like “Faster way of Finding” your desired Docs - to make [irtsa.net](http://irtsa.net) more visitor friendly.

We shall always welcome any suggestions and comments for further improving the [www.irtsa.net](http://www.irtsa.net).

**So - Please keep visiting us at <http://www.irtsa.net>**

## NEW OFFICE BEARERS OF CHARBAGH LOCO WORKSHOP, LUCKNOW, NR

Advisor	Er.Somi Das
President	Er.S.S.Rehman
Working President	Er.D.S.Mishra
Sr.Vice President	Er.O.P.Srivastva
Vice President	Er.R.K.Tripathi
	Er.M.M.Srivastva
	Er.Prakash Verma
	Er.M.S.Srivastva
Secretary	Er.Anoop Bajpai
Asst. Secretary	Er.P.K.Sukla
	Er.Yogendra Kumar
	Er.R.P.Varshney
	Er.Rajiv Verma
Treasurer	Er.Anil Verma
Auditor	Er.Sunil Kumar

### RIGHT TO EMERGENCY CARE - SC:

**Date Of Judgment: 23/02/2007.**

**Case No: Appeal (civil) 919 of 2007.**

The Supreme Court has ruled that all injured persons especially in the case of road traffic accidents, assaults, etc., when brought to a hospital / medical centre, have to be offered first aid, stabilized and shifted to a higher centre / government centre if required. It is only after this that the hospital can demand payment or complete police formalities. In case you are a bystander and wish to help someone in an accident, please go ahead and do so. Your responsibility ends as soon as you leave the person at the hospital.

### Cabinet approves Direct Taxes Code

**No Tax up to Rs.2 Lakhs for Salaried Class,  
Rs.2.5 Lakhs for Senior Citizens**

**- Likely to be effective from April, 2012**

The Cabinet has cleared the Direct tax code and it has been introduced in Rajya Sabha, which has referred it to a select committee, during the monsoon session.

The new provisions under the Direct Tax Code are as follows:

- Tax for income between Rs. 2 lakh - Rs. 5 lakh: 10%
- Tax for income between Rs. 5 lakh - Rs. 10 lakh: 20%
- Tax for income over Rs. 10 lakh: 30%
- The limit for exemptions for salaried people is Rs. 2 lakh, while that for senior citizens it is Rs. 2.5 lakh.
- Corporate tax has been kept at 30%.
- The new Code comes into effect from April, 2011.
- Proposal has also made it clear that tax incentives on housing loans will continue, Payment on interest on housing loans up to Rs. 1.5 lakh will continue.

After the approval of the Cabinet, the decks are cleared for tabling the legislation in the Monsoon Session of Parliament so that the new Act ushering in reduced tax rates and exemptions may come into effect from next fiscal.

It is proposed to provide the EEE (Exempt-Exempt-Exempt) method of taxation for Government Provident Fund (GPF), Public Provident Fund (PPF) and Recognised Provident Funds (RPF). Under the EEE mode, the tax exemption is enjoyed at all the three stages - investment, accumulation and withdrawal.

The revised draft also puts pensions administered by the interim regulator PFRDA, including pension of government employees who were recruited since January 2004, under EEE treatment.

**RAILWAY BOARD ORDERS**

**1. Sub: Allotment of berths out of the emergency quota to Rly servants & their family members suffering from cancer & traveling for treatment on Medical Pass**  
Rly Board's letter No.E(W)/2009/PS-5-1/23, dated 29.7.10

Reference is invited to Board's letter No.2005/TG-1/20/P dated 19.11.2008 regarding automatic allotment of berths from emergency quota for cancer patients and their attendants where they do not get confirmed berths from General quota.

2. The above issue has been raised by AIRF in the PNM forum and it has been decided to extend the provision of Boards letter dated 19.11.2008 ibid in the case of Railway servants, their family members and dependents who are suffering from cancer and traveling on medical passes for treatment in hospitals away from their headquarters, for automatic access to emergency quota.

3. Accordingly, to facilitate automatic allotment of berths from emergency quota to Railway servants, their family members and dependents suffering from cancer and traveling for treatment on medical passes, a stamped endorsement should be made on the pass as follows:-  
"Issued for travelling for Cancer treatment"

**2. Sub: Filling up of posts of JE-II in pre-revised grade RS.5000-8000 (PB-2 /Grade Pay RS.4200) - Selection against Intermediate Apprentices quota - Raising the upper age limit.**

Railway Board letter No.E(NG)I-1999/PM7/1, Dated 9.6.10  
As Railways are aware in terms of extant instructions upper age limit for appearing in selection of Intermediate Apprentices for eventual absorption as JE-II in various technical departments, wherever practice of induction of intermediate apprentices is in vogue, has been prescribed as 45 years. The issue of raising the abovementioned upper age limit has been raised by the Staff Side in the forum of DC-JCM. The matter has accordingly been considered by the Board and it has been decided that in above cases, the existing upper age limit of 45 years may be raised to 47 years.

**3. Sub: - Pass marks for trainees undergoing Initial, Promotional, Refresher or Special courses in trg. centres.**

Railway Board letter No. E(MPP)2003/3/16, Dated 9.6.10.

During the DC/JCM meeting held on 27th & 28th-August 2009, the Federation pointed out that Safety category staff had to secure 60% marks in non-safety subjects when non-safety category staff were required to secure only 50% marks, in non-safety subjects.

It has therefore been decided that only for Commercial paper (non-safety) pass marks would be 50% both for Commercial and Operating staff respectively.

All other terms and conditions as stipulated in Board's letters of even number dated 10.7.03 (RBE No. 122/03) and 3.6.04 (RBE 113/2004) remain the same.

The Ministry of Railways have decided to modify the Manual on Management of Training (Edition 1998) as per Correction Slip No. 1/2010 enclosed.

**Manual on Management of Training (June 1998)**

Advance Correction Slip NO.1/2010

"Para 5.5.4.1 below of the Manual on Management of Training (June 1998) may be replaced as under: 5.5.4.1 Pass marks in the examination conducted by training centers at the end of the course for safety categories including running staff should be 60% i.e. staff must secure 60% in written and 60% in practical/Viva to qualify the exam with no relaxation for SC/ST. Where the examination consists of only written or viva or practical staff must secure 60% marks in the same to qualify. For Commercial paper (non-safety) pass marks would be 50% both for Commercial and operating staff respectively.  
(Authority Board's letter NO.E(MPP)2003/3/16 dated 9.06.2010)

**4. Sub:- Procedure for conducting selections for promotion to post classified as 'Selection' - Coding & decoding of roll numbers.**

Rly Board letter No.E(NG)I-2003/PM1/37, Dated 8.6.10

As Railways are aware in terms of instructions contained in this Ministry's letter of even number dated 23.03.2004, coding & decoding of roll numbers after the written tests over shall be the responsibility of the Personnel Officer of the department for which selection is held. In case of Personnel Department, the Personnel Officer other than the evaluating officer shall be the officer responsible for this purpose. The level of Personnel Officer for this purpose may be decided by the General Manager. However, it has been brought to the notice by the Central Vigilance Commission that Board's instructions indicated above are not being followed by the Railways. Recently in a selection on one of the Zonal Railways, it was noticed that due to large number of candidates, examination was conducted at more than one centres and coding of roll numbers was done by more than one officer, as against the extant instructions.

2. The matter has accordingly been considered and it is desired that Board's instructions in this regard should be scrupulously followed, i.e., coding & decoding shall be the responsibility of the single officer, i.e., Personnel Officer nominated for this purpose, even if examination is held at more than one centres and in no case it should be done by more than one officer. Similarly, in case of selections in Personnel Department, Personnel Officer other than evaluating officer shall be the officer responsible for this purpose and in no case evaluating officer shall be nominated for coding & decoding of roll numbers.

**5. Sub: Railway Services (Revised Pay) Rules 2008 – Revision of option exercised under Rule 6 of Railway Services (Revised Pay) Rules, 2008.**

**Rly.Bds.No.PV-VI/2010/II/RSRP/5 Dtd: 22.07.10 RBE 102/2010**

In accordance with the provisions contained in Rule 11 of the Railway Services (Revised Pay) Rules, 2008, where a Railway servant opts to continue to draw his pay in the existing scale from the 1<sup>st</sup> day of January 2006 and switch over to the revised scale from a date later than the 1<sup>st</sup> day of January 2006, his pay from the later date in the revised scale is required to be fixed under Rule 11(i) of the Railway Services (Revised Pay) Rules, 2008. As per Rule 5 of these Rules, this option to switch over to the revised pay structure from a date later than 1.1.2006 is available to a Railway Servant:-

(i) who elects to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

(ii) Who has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Railway servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

2. As per Rule 6(1) of Railway Services (Revised Pay) Rules, 2008, the option in the format appended to the Second Schedule was required to be exercised within three months from the date of issue of these Rules.

3. Further, Rule 6(4) provided that the option once exercised shall be final. The Staff Side has represented on this issue and have requested that the first option exercised may not be treated as final keeping in view the new system of pay band and grade pays and those -----

*Continued in next page .....*

**Railway Board's orders (Continued)**

**Revision of option exercised under Rule 6 of Railway Services (Revised Pay) Rules, 2008 (Continued)**

employees may be allowed to revise their option if the option is more beneficial to them.

4. On further consideration and in exercise of the powers available under Railway Services (Revised Pay) Rules, 2008, the President is pleased to decide that in relaxation of stipulation under Rule 6(4) of these Rules, employees may be permitted to revise their initial option upto 31.12.2010 if the option is more beneficial to them. The revised option shall be intimated to the Head of his Office by the Railway servant in accordance with the provision of Rule 6(2) of the Revised Pay Rules, 2008.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

**6. Sub: Implementation of recommendations of 6th CPC - Merger of grades - Revised classification and mode of filling up of non-gazetted posts - Scheme for filling up of vacancies - Classification of left over categories.**

Railway Board letter No. E(NG)1-2008/PMI/15, dated.22.07.2010

Reference this Ministry's letters of even number dt.03.09.2009 and dt.07.06.2010 on the above subject under which scheme for filling up of vacancies as existed on 31.08.2009 and as may arise till 31.12.2011, respectively were circulated to the Railways.

2. The mode of filling up 'Suitability with prescribed benchmark', wherever prescribed in this Ministry's letter of even number dt.03.09.2009 should be read as 'Seniority-cum-suitability'. All other conditions as indicated in letter dt.03.09.2009 shall remain unaltered.

3. Under the scheme circulated vide letters indicated in para 1 above, classification and mode of filling up of posts in a few categories viz, Catering Supervisors(as a few posts of catering supervisors for VIP catering and quality control exist on Railways), IT cadre, supervisors of Railway Printing presses and UPC cadres, could not be laid down. The classification in these categories has since been considered and finalized in consultation with recognized Federations, as indicated in Annexure to this letter. Accordingly, the benchmarking for filling up of vacant posts as existed on 31.08.2009 and proposed to be filled up by 'Seniority cum suitability', in G. P. Rs.4200 shall be 6 marks out of 15 and 7 marks out of 15 marks for posts in grade pay Rs.4600 & above, as indicated in this Ministry's letter dt.03.09.2009,

4. The scheme indicated in para 3 above, shall be applicable for filling up of vacancies as existed on 31.08.2009. All other conditions as prescribed in the letter dt.03.09.2009 and as have not been indicated in this letter, shall remain unaltered. For filling up of promotional vacancies arisen on or after 01.09.2009 and as may arise upto 31.12.2011, wherever posts are required to be filled up by 'Seniority cum suitability', the instructions contained in this Ministry's letter of even number dt.07.06.2010 shall be applicable. The vacancies existing should be filled up immediately.

**TENURE OF ANOMALIES COMMITTEE FOR SIXTH PAY COMMISSION EXTENDED**

The tenure of National Anomaly Committee, set up to look into anomalies arising out of recommendations of Sixth Central Pay Commission, has been extended up to 31st March, 2011. The National Anomaly Committee is not expected to submit any report. Anomalies are resolved through the process of constructive dialogue and discussion with the representatives of the Staff Side.

**Highlights of Power Point Presentation (PPP) on "Career Planning of Technocrats"**

Made by Er K. V. Ramesh on 17.08.2010 at New Delhi

**Reforms means not overlooking employees' interest**

On receiving National Commission report on Labour on 29.2.2002 Sri.A.B.Vajpayee, then PM said "unfortunately the general impression is that, reforms means overlooking workers interest which is not a fact. In the changing scenario taking care of workers interest will lead to the country's prosperity".

**Labour – Important capital**

- Any healthy industry needs to recognize labour as human capital and in turn Labour also should make their efforts to clear acknowledgment from industries and society of their commitment and contribution.
- Global competitiveness is a joint task of both employees and employer.
- Presently new concept like CAD, CAM, ROBOTIC, JIT and FMS require increased knowledge to be imported on labours.
- The concept of multi-skill is replacing mono skill.
- Railway men face demand from public to meet their ever changing taste.
- People want speed with safety & punctuality, hence a Railway employee has to posses a high level of specialized knowledge to work with positive attitude, passion to excel, customize service to suit individual and end users.
- Should be accustomed to know advanced technology on their own in the absence adequate training.

**Career Planning Need of the hour**

- There has been no upgrading or Cadre Restructuring of the Apex Grade of Group-C ever on the Railways.
- There has been substantial increase in the duties and responsibilities over the years of the Technical Supervisors.
- Less than 1 % of Technical Supervisors reach Group B.
- Few reach Group-A

**Ratio of Gazetted to Non-Gazetted employees**

All India	19
Defence	23
Railways	115

**Meagre % of officers In Railways**

Gr	All India		Defence		Railways	
	Strength	%	Strength	%	Strength	%
A	95,207	2.8	13,046	2.7	8,285	0.6
B	1,78,018	5.4	26,450	5.5	7,247	0.5
C	21,56,924	64.2	2,38,298	49.8	8,73,536	61.9
D	9,27,510	27.6	2,00,272	41.9	5,21,578	37
	33,58,049	100	4,78,426	100	14,10,646	100

In Mechanical, Electrical, Engineering, S&T and Stores departments

- 4274 Group-B posts are available.
- More than 9 lakh Group-C & D posts are available.
- A meager 0.47% Gazetted posts to the total staff strength in these depts.
- JE – Entry qualification of Diploma with 1½ year training recruited in the GP of Rs.4200 is having the chance of getting promotion to the GP of Rs.4600.- No further career progression.
- SE/SSE – Entry qualification of Engg. Graduate with 1 year training is not sure of even one promotion.

.... Continued on Next page

**Highlights of PPP on “Career Planning”***(Continued from Page 6)***Increase in duties & responsibilities of Technical Supervisors**

Technical Supervisors are responsible for Production, Repair, Maintenance and continuous improvement of Rolling Stock, Locomotives, innumerable Fixed Assets, Systems and Equipments. Increase in duties and responsibilities on account modernisation of technology and need for more intensive utilization of assets – adding to the need for more intensive supervision, for better quality control and flawless maintenance

**Ensures ‘failure-proof’**

Ensures safe and efficient running of trains through highest order of safety of the system as a whole - including ‘failure-proof’ maintenance of Tracks, Bridges, Locomotives, Coaches, Wagons, Signaling and Overhead Equipments & Electrification Systems.

**Improved utilisation which requires higher level of supervision**

- Pit line maintenance for passenger trains increased from 2500 km to 3500km.
- Freight Wagons CC rake maintenance increased from 4000 km to 7500km.
- Freight train speed increased to 75 Kmph wherever 52 T UTS Rail Exists
- Trip schedule periodicity of ALCO locomotives increased to 45 days
- Fitness of WAP-4 LOCO increased to 140 kmph

**PERFORMANCE IMPROVEMENT**

INDICES	2003-04	2008-09	% Increase
Engine KM / day Diesel/Goods	386	402	4.15
Engine KM / day Electric/Goods	452	487	7.74
Engine KM /day Diesel/Passenger	589	595	1.02
Engine KM / day Electric/Passenger	584	624	6.85
GTKms/kg of tractive effort	4882	5299	8.54
Net Tonne KM /route KM	8.14	10.43	28.13
Passenger KM /route KM	10.76	15.53	44.33
Coach km per vehicle Km	470	524	11.49
Ave. freight train net load	1490	1639	10.00
Net tonne kms per wagon/day	2574	8762	240.40
Net tonne kms per tonne of wagon capacity per annum	42322	53931	27.43
Wagon turn around	6.7	5.19	-22.54

**Projected increase in capacity & performance augmentation**

- Addition of 25,000 route km.
- More than 30,000 route km will be doubled from the present level of 18,000.
- 6000 route km will be quadrupled.
- Electrification would be done for additional 14,000 km.
- Separate dedicated freight corridors.
- Saving up to 15% of energy through improved efficiency.
- Target to achieve Zero accidents.
- Max. speed of passenger trains to be raised from 110 or 130 kmph to 160-200 kmph.
- Production of Passenger coaches will go up from the present level of 2500 to 10,000.
- 4 high speed corridors for bullet trains at 250-350 kmph.
- Railways share of freight movement from 35% to 50%.

- Annual production of wagons would go up from the present level of 25,000 to 75,000.
- Maximum speed of freight trains to be raised from 60-70 kmph at present to 100 kmph.

**Proposal in line with all India average**

	Engg	S&T	Mech	Ele	Store
Gr-A @ 2.8%	9656	1716	8941	4292	813
Gr-B @ 5.3%	18278	3361	19625	8124	1539
Gr-C@ 91.9%	316957	58278	293469	140871	26689
Total	344891	63415	319335	153287	29041

- 22,144 additional post in Group-A in the Technical Departments of Railways.
- 43,953 additional posts in Group-B in the Technical departments of Railways.
- A Junior Engineer Joining Railways should be able to reach the level of Dy.HOD.
- A Graduate Engineer Joining Railways should be able to reach the level of HOD.
- A Technician joining Railways should be able to reach the level of SSE

**Advantages**

- High level of Supervision.
- High level of Responsibility and accountability.
- Quick decision making, avoiding delay.
- Ratio of non Gazetted employees per Gazetted staff improves.
- High level of motivation among the employees.
- Keenness to update the knowledge using the latest technology.

**Benefits extended by SCPC to Govt. employees**

- SCPC has reduced the no. of scales from 34 to 20 Grade Pays in four pay bands.
- Many categories at all level benefited.
- Their Grade Pay got up-graded
- Number of scales in the cadre got reduced.
- Better Financial up-gradation through MACPS.
- But nothing for the Railway Technicians

**Negative progression for Technicians**

- No up-gradation, no merger, no reduction in number of scales.
- Technician Gr-III Pay brought down from the pre-revised Rs. 3050-4590 to Rs.2750-4400.
- Matriculation + ITI + Pre induction training- ignored
- Carry out the jobs independently - ignored
- Clerk with Matriculation qualification, under better working conditions, performs only supportive role, less responsibilities, But placed in the same Grade Pay.
- So called corporate governance not reflected in the Pay scales of Technicians.
- Through MACPS Technician can reach only the GP of Tech Gr-II after spending 30 years, which he might have reached after 24 years in the old ACP scheme.

**Proposal**

**Tech Gr-II GP Rs.2400, Tech Gr-I GP Rs.4200 & Sr.Tech GP Rs.4600**

**Junior Engineer – GP Rs.4800**

**Senior Section Engineer – GP Rs.5400.**

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## **LATEST MEMORANDUMS SUBMITTED BY IRTSA TO RAILWAY BOARD**

**SUB: FIXATION OF PAY ON PROMOTION AT PAR WITH ENTRY PAY IN THE REVISED PAY STRUCTURE FOR DIRECT RECRUITS (*vide Section II of Revised Pay Rules*).**

Reference: 1. Railway Service (Revised Pay) Rules 2008  
2. Railway Board letter S.No. PC-VI/188, RBE No.28/2010, No.PC-VI/2010/1/RSRP/I dated 17.02.2010

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 *“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 up to such minimum.”*

3. Entry Pay in the revised pay structure for direct recruits is 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 15260 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 16170 if he is promoted after 4 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 fixed 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. Instead of removing this anomaly the clarification issued by Board on 17.02.2010 cited in Reference 2 has created a new anomaly. It has permitted stepping up of the basic pay of seniors in those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. In such cases, the basic pay of the seniors will be stepped up with reference to the basic pay of the juniors.

6. In the same cadre of Technical Supervisors there are many seniority units available. Pay of the Employees who are all recruited with same qualification, same training, same length of service and same duties and responsibilities should not be discriminated for the availability/non availability of junior Direct recruits.

7. Pay of senior departmental promotes with longer length of service and shouldering the same Duties and responsibilities of Direct recruits can not be less than Direct recruits simply because of the fact that he belongs to a different seniority unit.

8. 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) in the case of those cadres which have an element of direct recruitment.

**SUB: REVISION OF RATES OF INCENTIVE BONUS OF SEs & SSE(s) IN WORKSHOPS & PRODUCTION UNITS Reg: CLARIFICATIONS ISSUED BY RAILWAY BOARD**

Ref: Railway Boarder letter No.2008/M(W)/814/38, Dated 29.10.2009, 23.02.2010 and 27.7.2010 on the subject Revision of hourly rates of incentive bonus and bonus factor of workshops and PUs.

1. We seek your kind intervention in respect of needless confusion created by the Railway Board’s second clarification dated 27.7.2010 on revision of hourly rates of incentive bonus and bonus factor.

2. As per Board’s letter No. 99/M(Prod.)814/35 dated 22.5.2000 and 16.03.2004, SSEs/SEs directly supervising staff working on the shop floor is entitled for payment of incentive bonus at the rate of 15% of the basic pay.

3. After the implementation of SCPC recommendations Railway Boarder through it’s letter No.2008/M(W)/814/38, Dated 29.10.2009 granted incentive bonus at the rate of 15% of revised basic pay w.e.f. 1.12.2009. Board also further clarified in its letter even no. dated 23.02.2010 that, Incentive payment should be decided on the basis of the post/designation held by the employee and the hourly rate/bonus factor corresponding to that post/designation.

4. Para 16 of annexure of MACPS order (RBE NO.101/2009, dated 10.06.2009) states that, on grant of financial up-gradation under the scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted. At no place it was stated that the basic pay being granted on financial up-gradation should be treated as officiating pay. For all purposes including retirement benefits except that of status, basic pay granted on financial up-gradation is being treated as regular pay.

5. But, board in it’s second clarification on 27.7.2010 (on incentive bonus) advised an impracticable practice of granting incentive at flat rate of 15% of the substantive basic pay of the regular post held by SE/SSE and not the basic pay granted to them on financial up-gradation under MACP.

6. This is completely discriminatory and impracticable, since pay granted on financial up-gradation is not officiating pay. It will not be possible to fix any substantive pay for the purpose of calculating 15% incentive, since by the way of 3% annual increment the basic pay and incentive will be changing every year. In fact after the implementation of SCPC recommendations it will be right to mention only officiating or substantive Grade Pay not officiating or substantive Basic Pay.

7. Basic pay drawn before the financial up-gradation can not also be taken as substantive pay, since it will lead to the freezing of incentive and will create a situation of senior with more basic pay getting less incentive bonus than that of his junior.

8. it is requested that the second clarification issued by Railway Board issued on 27.7.2010 may please be withdrawn.