

# Voice of Rail Engineers

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INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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## MINISTRY OF PERSONNEL ISSUES ORDERS ON CLASSIFICATION OF POSTS

Posts in PB- 2 Gr. Pay Rs 4200, Rs. 4600, Rs 4800 & Rs 5400 Classified in Group 'B'  
**IRTSA seeks implementation & Classification of JEs, SSE, CMA, CMS, DMS in Group B**

DOP Orders F. No. 11012/7/2008-Estt.(A) dated 9.4.2009 S.O. 946 (E)

In exercise of powers conferred by the proviso by the to article 309 and clause 5 of article 148 of the constitution read with rule 6 of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 and in supersession of the notification of the Government of India in the Department of Personal and Training number S.O.332 (E) dated the 20<sup>th</sup> day of April, 1998 and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, except as respects things done or omitted to be done before such supersession, the President hereby directs with effect from the date of publication of this order in the Official Gazette, all civil posts under Union, shall be classified as follows:-

Sl. No.	Description of Posts	Classification of Posts
1.a	A Central Civil posts in Cabinet Secretary's scale (Rs.90000-fixed) Apex scale (Rs.80000-fixed) and Higher administrative Grade plus scale (Rs.75500-80000) and	Group-A
b	A central Civil post carrying the following grade pays:- Rs.12000, Rs.10000, Rs.8900 and Rs.8700 in the scale of pay of Rs.37400-67000 in Pay Band-4, and Rs.7600, Rs.6600 and Rs.5400 in the scale of pay of Rs.15600-39100 in pay Band-3	
2	A central Civil post carrying the following grade pays:- Rs.5400, Rs.4800, Rs.4600 and Rs.4200 in the scale of pay of Rs.9300-34800 in Pay Band-2	Group-B
3	A central Civil post carrying the following grade pays:- Rs.2800, Rs.2400, Rs.2000, Rs.1900 and Rs.1800 in the scale of pay of Rs.5200-20200 in Pay Band-1	Group-C
4	A central Civil post carrying the following grade pays:- Rs.1300, Rs.1400, Rs.1600, Rs.1650 in the scale of Pay of Rs.4440-7440 in 1S scale	Group-D (till the posts are upgraded)

### IRTSA gives "Another call for Unity & Struggle of Engineers on the Railways"

GS IRTSA Er Harchandan Singh has given another call for intensive struggle & unity of Engineers on the Railways and urged upon all like minded organisations to unite and join the ongoing struggle forthwith – especially in view of the serious anomalies & disparities in the Sixth Pay Commission Report which had done a great injustice with the Railway Engineer by denying to them their due & by placing them in the lower Grade Pay than the non-technical Staff like Nurses, Teachers & Accounts Staff - who had all along been in lower scales than the Technical Supervisors / Engineers.

He has further emphasised that, with the issue of orders by DOP on Classification of Posts - placing all posts in PB 2 in Grade Pay Rs 4200, Rs. 4600, Rs 4800 & Rs 5400 in Group-B - it had become more imperative to intensify the vigil & struggle so that the Engineers are not let down by the Railways – especially on account of wrong classification of their posts, as in the past, as well as to get a redressal of other genuine demands.

Railway Board has since been urged by the GS, IRTSA to implement the orders of DOP in letter & spirit and to place all the Junior Engineers and Senior Section Engineers in Group B Gazetted and Redesignate them as Assistant Engineers (A.Es)

### CEC – IRTSA to meet early to decide future line of action

CEC – IRTSA shall be meeting shortly to decide the line of actions and steps required to be taken for early acceptance of the demands – including grade Pay of 4800 for JEs / CMA II & Rs 5400 for SSE / CMA I / CMS / DMS, Classification of all posts of JEs/ SSE/ CMA/ CMS / DMS etc in Group B (Gazetted) – as per orders of DOP, restoration of DOI on date of increment, revision of rates of Incentive Bonus in Workshps & production Units, introduction of Group Incentive Scheme in Sheds & Open Line Depots to meet with additional workload, PCO Allowance to Drawing / Design & CMT Staff, 2 AC Pass to all in Grade Pay of 4200 & above, Cadre Restructuring of Technical Supervisors at par with other Inspectorial Cadres.

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"SUCCESS COMES TO THOSE WHO BELIEVE"



**EDITORIAL****CLASSIFICATION OF POSTS ON RAILWAYS  
TIME TO SET RIGHT THE CLOCK**

Tremendous improvement and modernisation has taken place on the Railways – in terms of infrastructure, Rolling Stock, services & passenger amenities etc. Financial position has also substantially improved – showing an aggregate profit of over Rs 90, 000 crores over the last five years. But the status of employees had remained the same. Nor had any of the profit been shared with the employees.

Meanwhile, the Officers have been given repeated up-grading – since independence and especially in the last 3 decades – altogether ignoring the middle and the lower rungs. Even the Cadre Restructuring had its limited impact because of the higher level of Supervisory Posts of Senior Section Engineers not being given any Cadre Restructuring at any stage – thus causing much frustration & intolerable stagnation.

Unfortunately, the Railways did not implement any of the recommendations of either any of the previous Pay Commissions or the orders of the Government of India issued by the nodal Ministry & Department of Personnel & Training (DOPT) in regard to classification of the Posts – as apparent from the following facts:

**RECOMMENDATIONS OF PREVIOUS PAY COMMISSIONS**

**1. Third Pay Commission recommended Group 'B' (Gaz) status to posts having the maximum of the scale not less than Rs 900 but less than Rs 1300.** The pay scale of Asst. Shop Superintendent (now SE) at that time was Rs 700-900 and that of Shop Superintendent (now SSE) was Rs 840-1040.

But the Railways did not implement the orders and as such Asst. Shop Superintendent & Shop Superintendent continued to be classified in Group C.

**2. Fourth Pay Commission recommended Group 'B' (Gaz) status to Central Civil Posts carrying a pay or scale of pay with maximum of not less than Rs 2900- but less than Rs 4000.** The pay scale of Asst. Shop Supt. (SE) at that time was Rs 2000-3200 and that of Shop Supt (SSE) was Rs 2375-3500. But the Railway did not again implement the orders and Asst. Shop Superintendent & Shop Superintendent continued to be classified in Group C.

**3. Fifth pay commission expressed a different view in classification of staff to classify the posts as "Top Executives", "Executives", "Supervisory" & "Auxiliary".** It clubbed the Senior Technical Supervisors with the group of gazetted officers as "Executives". The **Government / DOP however decided to stick to the system of classifying the Posts in Groups.** It issued orders for classification of staff on the basis of pay ranges, (Vide letter no 13012/1/98/Estt. (1) dt 20/04/1998 and letter no 13012/1/98 Estt 911 dt 12/06/1998 Department of personnel and Training) laying down that the posts with the pay scale in which maximum of pay scale was not less than Rs 9000 and above but less than Rs 13500 be classified in Group 'B'. The DOP letter also mentioned that the orders should be implemented within three months from the date of issue of the order. None of these orders of DOPT were implemented by the Railways.

Railways also ignored the judgement of Principle Bench of CAT, New Delhi, in (OA No. 836-1989) - *IRTSA-vs-Union of India* case, wherein the Tribunal had held the classification of Senior Technical Supervisors (in the then existing scales of Rs 2375-3500 & Rs 2000-3200) in group C to be anomalous

and had directed the Respondents – Railway Board to reconsider the same especially since other categories in similar pay scales had been classified in Group B in CPWD, MES, Telecommunication & Ordnance Factories etc. But the Board instead of removing the said anomaly by classifying these posts on the Railways just preferred to continue with the anomaly – ignoring the spirit of the judgement.

**ANOTHER OPPORTUNITY TO MAKE AMENDS  
- SIXTH PAY COMMISSION & AFTER**

With the implementation of Sixth Pay Commission Report, the scenario has changed altogether. The Pay Scales have been for the first time been replaced with Pay Bands & Grade Pay. The Sixth CPC had not made any specific recommendations regarding classification of Posts – as mentioned by DOP in reply to the query under RTI by GS, IRTSA. It had thus been left on the Government to decide on the classification of Posts.

The Government after careful consideration of the entire matter had notified the revised classification of posts (*vide DOP Orders dated 9.4.2009 S.O.946 (E) (as per copy reproduced on page 1) - which may be summarized as that all civil posts under Union of India in PB 3, PB 4 & above shall be classified in group A, posts in PB 2 may be classified in Group B and those in PB 1 be classified in Group C. Posts in Group D are to be upgraded to Group C.*

There are no ifs & buts and the orders are very clear that "all civil posts under Union" are to be classified as per these orders. If the Railways still tries to make some exceptions and act differently, it will be most unjust, illegal and arbitrary. It is bound to cause more frustration and further unrest especially amongst the Junior Engineers & Senior Section Engineers who are already much perturbed on account of the serious injustice done to them by the Sixth Pay Commission which has treated them most shabbily viz-a-viz other non-technical cadres of Nurses & Accounts Staff etc. who were all in lower scales than the Engineers till Fifth CPC.

**Railways have the lowest percentage of Gazetted posts in Group 'A' & 'B' vis-à-vis Group 'C' & 'D' employees. Even vis-à-vis group 'C' employees alone ratio of Group B officials is miserably low in comparison to all other Departments of Central Government** - as mentioned by us earlier in these columns as well as in the numerous memorandums on the subject submitted to the Railway Board & the Government / DOP. But none of these appeals have so far brought in any relief inspite of complete agreement and repeated assurances at the highest level over the issue.

It is high time that the things are set right by the Railways and the Engineers are given their due at least through implementation of the DOPs orders on classification.— before it is too late & this important category of middle management 'site engineers' lose their cool.

- HCS, GS, IRTSA & Editor-in-Chief

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**CENTRAL PRESIDENT'S IRTSA VISITS SOUTH CENTRAL RAILWAY**

Central President, Er.M.Shanmugam along with K.V.Ramesh, ACT/IRTSA toured South Central Railway on 31<sup>st</sup> March and April 1<sup>st</sup>.

**CP Meets Leader JCM & GS/NFIR**

On 31<sup>st</sup> afternoon Central President, Asst. Treasurer and Zonal Secretary Er.Krishna Rao met Sri.M.Raghavaiah.

Agenda far Priority Committee, classification of post as selection or non selection, percentage of direct recruitment & LDCE in the merged grades, the situation of serving employee senior getting less pay than junior direct recruited employee were highlighted to Sri.M.Raghavaiah.

**Grant Meeting at Lalaguda:** On 31<sup>st</sup> evening a grand meeting was organized at Lalaguda workshop. Rail Engineers from workshop, Electric Loco Shed, Diesel Loco Shed, C&W open line depot & S&T participated in large numbers. Er.Appalasamy, President/SCR, welcomed the gathering. Er.Ramanamurthy, Secretary/Lalaguda, explained about the problems existing in lalguda workshop, he also apprised the members about actions being taken by the Central leadership in persuasion of IRTSA demands. Er.G.Krishna Rao, Zonal Secretary/SCR explained about the activities carried out by IRTSA/SCR. Er.Jose, Secretary/ELS, stressed upon the need to put further pressure unitedly on Administration and Government to achieve the demands of Rail Engineers. Er.Mohan Rao of S&T assured all the support from S&T department to IRTSA.

In his long spirited speech Er.M.Shanmugam spoke the members about the achievements of IRTSA since its establishment in the year 1965. He explained elaborately about the activities of IRTSA during the time of Fifth CPC to increase the recommended Pay Scale from Rs.7000 to Rs.7450. He also explained the activities of IRTSA during the time of SCPC and immediately after the release of its retrograde recommendations.

Er.Muthulingam was felicitated on his superannuation by his unit and Central President. Er.Liga Rao, Former Zonal Secretary of SCR was also felicitated by Central President. Treasurer, Lalaguda unit proposed vote of thanks. The meeting ended with dinner.

**Meeting at Electric Loco Shed & Diesel Loco Shed:** Er.Shanmugam along with K.V.Ramesh, Krishna Rao, Appalasamy and Ramanamurthy visited Electric Loco shed and Diesel shed at Moula-Ali. In both the meetings President explained about the activities of IRTSA and the efforts being initiated to extend the incentive system to open line depots and Sheds.

**CENTRAL PRESIDENT INTENSIVELY TOURS WESTERN & CENTRAL RAILWAYS**

“Govt. pushing Rail Engineers towards the observance of work to rule by not conceding their genuine demands, CP observed.”	“GP of Rs 4800 to JEs and GP of Rs. 5400 to SE & SSE are the foremost important demands of IRTSA.”	“Technical staff need not to go for strike, mere observance of “work to rule” will paralyse entire operation of Indian Railways.”
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Central President Er.M.Shanmugam, Intensively toured across Western and Central Railways sub units between 15.04.2009 and 17.04.2009.

**Lower Parel Work shop, Western Railway**

Lunch hour meeting was arranged at Lower Parel workshop on 15.04.2009. The meeting began with offering floral tributes to the Dr.Ambedkar. Er.R.B.Singh, Zonal Secretary/WR, welcomed Er.M.Shanmugam/Central President, Er.Shanmugavel/Advisor, Er.K.V.Ramesh/ACT and all the Supervising Engineers. Er.K.V.Ramesh briefed about the necessity to have the strong platform for Technical Supervisors under the banner of IRTSA which has the tradition of serving the community for more than 43 years. In his address, Central President narrated the achievements of IRTSA over 43 years and the hectic exercise carried out immediately before and after the release of Sixth CPC recommendations. He also explained in detail about the retrograde recommendations of Sixth CPC and the step-motherly attitude shown towards the Supervising Engineers. Er.Subir Majumdar & Er.A.K.Bhadury made some clarification about the demands of IRTSA with Central President and assured fullest support and participation in all the activities of IRTSA in future. Er.S.K.Pal, President/Lower Parel thanked Central President for his valid efforts for the upliftment of the category and others for attending the meeting.

**Mahalaxmi Workshop, Western Railway**

Er.Subir Ray welcomed Central President, Central office bearers and the supervising Engineers from Mahalaxmi workshop. Er.R.B.Singh explained the activities of IRTSA in Western Railways in the recent past. Er.K.V.Ramesh briefed about the necessity of collecting struggle fund to stimulate the activities of IRTSA still vigorously. Er.K.Mandal, Working President/Mahalaxmi workshop, assured full cooperation from the Mahalaxmi workshop sub-unit. Er.Mishra, who coordinated the Central President visit explained the injustice done to the Rail Engineers when compared with the Engineers working in CPWD and MES. Central President in his address explained the history of IRTSA.

**EMU Car Shed Mumbai Central & Kandivli, Western Railway**

On the same day evening Central President addressed separate meetings at Car Sheds of Mumbai Central & Kandivli which was enthusiastically attended by large number of Rail Engineers despite late hours. (Continued)

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**Central President visit to CR & WR (Continued)**

In his address Er. Shanmugam, said that fabulous performance of Indian Railways was possible only because of priceless contribution made by Technical staff and Technical supervisors. The enhanced performances of Railways were not reflected in the pay scales of Technical staff and Technical supervisors, who contributes' directly to the core activities of Indian Railways. He appealed to the Railways and Government to upgrade the pay scales of Technical staff and Technical supervisors, by treating technical staff on par or even less than other department staff Sixth CPC has done great insult to the category he added. There is no necessity for the Technical staff and Technical supervisors to go for strike to get their demands conceded, the mere observance of **"work to rule"** by technical staff will paralyse the entire operation of Indian Railways. Government should not push the Technical staff to take the extreme step by not accepting the genuine demands of Technical staff. He also appealed to Railways to introduce Group incentive system in open line sheds and depots as recommended by Sixth CPC in the form of Performance Related Incentive Scheme (PRIS).

**Central President appeals to CEE/WR to curtail the training period of 35 App.JEs.**

During his visit to EMU Car Shed Mumbai Central & Kandivli, a representation was made to Central President to curtail the training period of 35 App.JEs who are all undergoing on the Job Training. Er.M. Shanmugam along with office bearers met Sri.A.K.Malhotra, CEE/WR, requested him to curtail the training period of 35 App.JEs who had all completed one year training and were undergoing on the job training in the sheds. A memorandum was also handed over to CEE in this regard. CEE agreed to consider the matter favourably.

**Electric Loco Shed – Vadodra, Western Railway**

On 16.04.2009 Central President visited Electric Loco shed, Vadodra. A power point presentation on Role Engineers in Running of Railways was presented by President. Er.A.K.Sharma requested Central President to present the exclusive demands of Technicians and Technical Supervisors with facts and figures to the Government. Er.Mishra, Er.K.V.Ramesh and Er.R.B.Singh also addressed the meeting.

**S&T Workshop – Byculla Central Railway**

Er.M.M.Shaikh, President of S&T workshop, Byculla welcomed Central President, office Bearers and Rail Engineers. In his address Er. Shanmugam appreciated the efforts made by Er.M.M.Shaikh, President of S&T workshop and other office bearers of IRTSA, Byculla unit, for strong confidence shown towards IRTSA by maintaining 100% membership over the years. Apart from narrating the activities of IRTSA particularly during the Sixth CPC, he explained about the issues like incentive bonus in the revised pay, Revised ACP after Sixth CPC etc for which orders are expected shortly. Engineers of Byculla workshop praised the tireless efforts made by Er.M. Shanmugam and Er.Harchandan Singh for the better career prospects of Rail Engineers. He also said that they are only leading the way by lighting the darkness. Er.R.B.Singh thanked all the Engineers for attending the meeting.

**Parel Workshop, Central Railway**

Lunch hour meeting was organized at Parel Workshop on 17.04.2009. Er.A.P.Chaugule welcomed Central President, central office bearers and the Rail Engineers. Central President recollected the previous meetings of IRTSA at Parel workshop which was attended by large numbers of Rail Engineers. He requested the Rail Engineers of Parel workshop to unite under the banner of IRTSA which is fighting for the cause of the category for more than 43 years. GP of Rs.4800 to JEs with first class travel eligibility and GP of Rs.5400 to SE & SSE with Group-B Gazetted status can be achieved if all the Rail Engineers unitedly fight against the Government and Railways. He explained the valiant effort made by IRTSA against the Fifth CPC recommendation of Rs.7000 recommended to the scale of SSE, because of IRTSA's timely fight scale of SSE was upgraded to Rs.7450 he added. 15% incentive to SE and SSE was achieved only because of IRTSA's strong representation over many years. When the Designation of then Shop Superintendent was degraded as Junior Engineer and the Designation of Chageman was left unchanged, it was only IRTSA which fought tooth and nail to get the present designation of JE, SE & SSE to the then Chageman, Deputy Shop Superintendent and Shop Superintendent respectively. Immediately after the release of Sixth CPC recommendations IRTSA conducted a series of agitation at Chennai, NewDelhi, Kolkatta, Trichirapalli etc, which highlighted the common demands as well as exclusive demands of Rail Engineers to Government and Railways. Even though some common relief such as increase in multiplication factor from 1.74 to 1.86, increase in annual increment percentage from 2.5 to 3 etc were achieved, there no specific improvement to the Technical category which only contributes to the core activity of Indian Railways was given. President requested all the Rail Engineers to get ready for the tough fight. He assured the members that IRTSA will put in all its efforts to get justice through the Priority Committee. Er.R.L.Prasad Yadav assured Central President all cooperation from the Parel Workshop unit. Er.Pandian delivered the vote of thanks.

**CENTRAL PRESIDENT IRTSA ADDRESSES JOINT MEETING OF IRTSA & AIREF AT MATUNGA WORKSHOP, C. RAILWAY**

On 17<sup>th</sup> April, Central President M. Shanmugam addressed the joint meeting of IRTSA and AIREF at Matunga Work shop, Central Railway. Er.Tiwari, Chief adviser AIREF also addressed the meeting. Rail Engineers in large number attended the meeting. In his address Er.Tiwari praised the services rendered by Er. Shanmugam to the Category. He asked him to use all his influence with Recognised Federations, Railway Board and Political leaders to achieve the Rail Engineers all important demand of GP Rs.4800 to JEs with First Class travel eligibility and GP Rs.5400 to SE & SSE with Gazetted status. Er.Tiwari also asked Central President to take all possible steps to merge IRTSA and AIREF so that voice of Rail Engineers can be one. He also expressed his affection towards the name Engineers.

In his address Er. Shanmugam explained the achievements of IRTSA since its inception from 1965. He recalled the efforts taken by IRTSA in the 1980's to unite

*(Continued on next page)*

**Joint meeting of IRTSA & AIREF (Continued)**

all the Rail Engineers who were all differently designated as TXR, PWI, BRI, IOW etc under one umbrella of Technical Supervisors. Uniform pay, designations and percentage of distribution were achieved after a long battle. However he clarified the readiness of IRTSA to adopt a new name in line with the present day requirement. Introduction of incentive to JEs and its revision time to time and introduction of 15% incentive to SE & SSE were achieved through long battle he added. He narrated the efforts taken by IRTSA from midnight of February 27/28, 2008, by conducting candle light agitation in front of Chennai Central Station, immediately after the General Budget demanding allocation of more funds to meet the Sixth CPC implementation. IRTSA conducted series of Demonstrations, Dharnas and Candle light agitations in Major cities against the retrograde recommendations of Sixth CPC. Strong representations were also made to Federation leaders, Railway Board members, CRB, MOSR, Minister for Railways and Minister of Finance, but all these valiant efforts didn't yield the desired results and exclusive demands of Rail Engineers were not conceded even though some common benefits were achieved. He appealed to the cadres to fight unitedly particularly after the formation of Priority Committee. He appealed to AIREF to continue the joint action as like last year till the merger is achieved. Er.R.P.Singh proposed the vote of thanks.

**IRTSA REFERENCES TO RAILWAY BOARD****Subject: Adverse impact of UNIFORM DATE OF ANNUAL INCREMENTS**

Ref: F. No. 1/1/2008-IC, Ministry of Finance, Dept of Expenditure, Dated 13th September, 2008

Due to introduction of uniform date of increment on July 1st, employees whose increments fall between February and June are being deprived of their legitimate increment which get postponed / withheld by up to 5 months on a recurring basis. In case of initial fixation and subsequent increment, the loss for those employees whose increment falls between February and June will be permanent and they will be deprived of the lost money for ever which will not be restored at any time; affecting their entire service life as well as the retirement benefits. In case of fixing the increments on promotion after 1.1.2006, the employees whose promotion falls between February and June will to lose their part of promotional increment up to July of that year (they will be paid the Grade pay attached to the promotional post). From July only they will be paid their 3% promotional increment.

Uniform increment date might have been introduced with the aim of reducing ministerial work. But a large number of the employees will suffer without any purpose or justification which is against the rule of natural justice.

This anomaly has occurred due to the erroneous clause in rule 10 of RS (RP) Rules 2008, which provides that employees who have availed six months or more in their slab of increment in revised scale of pay as on 01.07.2006 will get his first increment on 01.07.06. However, this provision has not been made for those whose increments fall due in the months of February to June. Thus an employee whose date of increment lies on 01.01.06 gets one extra increment on 01.07.06. This is quite discriminatory with those whose increments fall due in the months of February to June every year as their increments will rather get deferred.

A few examples given in enclosed Annexures on loss of Pay and Dearness Allowance due to uniform date of Increment show that an employee will loose between Rs 2000 to 3000 PA or even more on this account, whether he gives Option I (for Revised Pay from 1.1.06) or option II (for Revised Pay from date of next increment). The loss will be even more when other allowances are also taken into account. Similar loss is there in all the Pay Bands.

It is, therefore, requested that the uniform date of increment system should be withdrawn forthwith & existing system be restored.

(For Annexure please visit [www.irtsa.net](http://www.irtsa.net))

**Subject: Anomaly in Grade Pay of Chemical & Metallurgical (CMT) Staff**

Reference: Railway Service (Revised Pay) Rules, 2008 (RBE No 103 & its Schedule)

Chemical & Metallurgical Organization is engaged in testing and certifying of all raw materials and vital safety items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public. The Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

i) As per Report of Sixth CPC, CMA I (in pre-revised scale of Rs 5500-9000) have been merged with CMA- II (in pre-revised scale of Rs 5000-8000) and given a Grade Pay of Rs 4200. This is anomalous as CMA-II and CMA-I have different recruitment qualifications as indicated below:

a) Recruitment qualifications prescribed for the Chemical & Metallurgical Assistants-I (CMA-I) in Pre-revised scales on the Railways was Degree in Metallurgy / Chemical Engineering or M.Sc Chemistry / Applied Chemistry.

b) The Recruitment qualifications for CMA-II is B.Sc (Chemistry).

ii) The Sixth Pay Commission have contravened the principle and policy as decided by it vide Para 3.8.3 c) of its report - 'to maintain the existing relativity between various categories. It has disturbed the existing relativity between the Chemical & Metallurgical (CMT) Staff on one hand and the Teachers, Para-Medical (Nursing Cadre) & Accounts Staff on the other hand - by allotting the Grade Pay of Rs 4200 & 4600 to the Chemical & Metallurgical (CMT) Staff (vide RBE No; 103 & 108) as against the Grade Pays of Rs 4800 & 5400 to the Teachers, Para-Medical (Nursing Cadre) and Rs 4800 to Accounts staff (vide RBE No; 124).

iii) Sixth pay Commission had further contravened its following policy which has since been also accepted by the Government:

Para 3.4.7 of sixth pay commission clearly mentions that "all posts in Subordinate engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs.8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500."

iv) Sixth Pay Commission Report (Para 7.36.91) states that 'It is observed that Chemists and Metallurgists were given parity with the subordinate engineering cadres'. But it is not true due to the following facts shown in the table below, in the case of direct recruitment.

(Continued on Page 8)

## GENERAL BODY MEETING OF IRTSA/ICF UNIT

The General Body meeting of IRTSA/ICF unit was held at Nehruji Kalyanmandapam, Ayanavaram on 11.04.2009. Engineers in large numbers participated in the General Body meeting.

Er.P.Ramraj, Vice President welcomed the members. In his Secretary report Er.D.Natarajan explained various activities of IRTSA, ICF unit, which led from the front in all the CEC activities. He also explained the successful functioning of ICF unit on various counts. Er.K.V.Ramesh presented the financial balance sheet which was passed after deliberation. Er.M.Rajaprabakar & Er.K.Gobinath the two elected staff council members of IRTSA explained the issues of Technical Supervisors which were solved in the recent past. Filling up of Supervisors vacancies in Mechanical and Electrical departments, Selection of AEE/AME, SIM card with CUG facility for Supervisors, Production award for the enhanced output to meet the target, principle agreement on formation of supervisors club, approval on establishing canteen at D&D office, reimbursement of cost of spectacle up to the grade of SSE, pay fixation of Progressman, Inspectors and Instructors are the some of issues solved in the recent past. In his presidential address Er.M.Shanmugam explained in detail the relentless efforts made by IRTSA before and after the release of SCPC recommendations. He also appealed to the cadres to get ready for tireless fight lies ahead of Supervising Engineers to get their demands conceded. Out going body expressed its sincere thanks to all the members for their valuable cooperation and contribution.

General Body Meeting also adopted resolutions of Demands.

### General Body elected following office bearers

#### Zonal Executive Committee

<b>Zonal President</b>	<b>Er.M.Shanmugam</b>
Working President	Er.D.Natarajan, SSE/Export
Sr.Vice President/S	Er.B.Inbanathan, SSE/MPO
Sr.Vice President/Fur	Er.R.Ravindran, SSE/33
Vice President/Shell	Er.Boominathan, SSE/21
	Er.R.Venkataraman, SSE/40
	Er.P.Ramaraj, SSE/Plg
Vice President/Fur	Er.Angalamuthukumarasamy, SSE/30
	Er.L.Markanteyan, SSE/82
	Er.C.V.Govindan, SSE/Plg
<b>Zonal Secretary</b>	<b>Er.K.V.Ramesh, SSE/TS/Shell</b>
Zonal Treasurer	Er.K.Gobinath, SSE/30
Zonal Org. Secretary	Er.V.P.Sundaram, SSE/PC/F
Divisional Secretary/S	Er.V.B.Narayanan, SSE/21
Divisional Secretary/F	Er.S.Malik Basha, SSE/TS/F
Div. Treasurer/Shell	Er.Y.R.S.Benarjee, SE/Plg/S
Div. Treasurer/Fur	Er.G.Aranganathan, JE/30
Org. Secretary/Shell	Er.Karunkaran, SSE/21
Org. Secretary/Fur	Er.Lakshminarayanan, SE/33

A detailed list of office bearers and resolution on demands can be viewed in [irtsa.net](http://irtsa.net).

## ORGANISATIONAL CIRCULARS FROM GS-IRTSA

### Memorandum and Persuasion of Major Issues

IRTSA is continuously pursuing the major issues with the Government. A series of memorandums were presented recently, to Department of Personal & Railway Board along with detailed arguments & vital statistical data etc.

#### Major Issues on which Memorandum were submitted by IRTSA in 2009

1. Grade pay of Rs.4800 for JEs/CMA II & Rs.5400 for SSE/CMA I/CMS/DMS
2. Classification of all posts of Jes/SSE/CMA/CMS/DMS in Group-B (Gaz) – as per DOP order.
3. Restoration of Date of increment on date of increment.
4. Revision of rates of Incentive Bonus in Workshops & Production Units.
5. Group Incentive Scheme in sheds & Open Line Depots to meet with additional workload.
6. PCO allowance to Design/Drawing & CMT staff.
7. 2 AC pass to all in Grade Pay of Rs.4200 & above.
8. Cadre Restructuring of Technical Supervisors at par with other Inspectorial staff.
9. Removal of Anomaly in Fixation of Pension of Pre-2006 Pensioners.
10. Additional pension of 5 to 15% in the age group of 65 to 75 years (on the analogy of age group of 80 to 100 years – who have been granted 20 to 100% additional Pension)
11. Revised Stipend & Period of Training from 1.1.2006.
12. Uniform increase of Transport Allowance.

Leaders of JCM & Federations have also been taken into confidence for their support on all major issues .

### DEPT OF PERSONAL ORDER ON MINIMUM QUALIFYING SERVICE FOR PROMOTION.

No.AB.14017/61/2008-Estt.(RR), Dated-24.03.09

DOP has prescribed the Minimum Qualifying Service for promotion at each level of Grade Pay. Relevant extracts are given below,

Grade Pay From	Grade Pay to	Minimum Service	Qty. for promotion
4200	4600	5 years	
4200	4800	6 years	
4200	5400	8 years	
4200	6600	10 Years	
4600	4800	2 years	
4600	5400	3 years	
4600	6600	7 years	
4800	5400	2 years	
4800	6600	6 years	
5400	6600	5 years	

### ORGANISATIONAL NOTICE – IRTSA C.Hq.

All Units & Subunits of IRTSA are requested to the following actions early, if not done already:

1. Close accounts as on 31.12.2008, get them audited & passed by Executive Committee & General Body and send a copy of the Balance sheet to ZS, CT & GS, IRTSA.
2. Hold Annual General Body Meeting & Annual Elections and send the Minutes to ZS, CT & GS, IRTSA.
3. Send Central Quota of Subscription for 2008 to Central Treasurer, IRTSA, (Er. ON Purohit, 106, Suraj Nagar, Jodhpur – 8) by DD in favour of IRTSA only.
4. Launch intensive “Membership Drive” for 2009.
5. Launch intensive drive for Struggle & Corpus Fund and send the central quota thereof to Central Treasurer - as per directive of CEC IRTSA.
6. For keeping yourself up-to date Visit [www.irtsa.net](http://www.irtsa.net) & read “Voice of Engineers” regularly.

GS/IRTSA



## **Railway Board's Letters**

**Sub: Written test for selection for promotion to the posts classified as "selection" within Group 'C'- Setting up of objective type questions – Disallowing corrections in the answers once indicated.**

Railway Board Letter No. E(NG)I-2008/PM1/18 dated 13.02.2009

As the Railways are aware in terms of instructions contained in this Ministry's letter No.E(NG)I-2006/PM1/18 dated 30.08.2006 substituting the clause (i) after sub-para (c) of para 219 of Indian Railways Establishment Manual Vol.1.1989, in the written test held as part of the selection for promotion to the posts classified as 'selection', objective type questions should be set for about 50% (in the range of 45% to 55%) of the total marks for the written test. However, of late it is seen that candidates in the written examination while answering objective type questions mark either more than one answer or keep making correction in answers indicated earlier. This not only creates confusion but has also been objected during vigilance investigation.

The matter has accordingly been considered by the Board and it has been decided that in the answers to objective type questions, no correction of any type may be permitted. In case any correction is made, that answer shall not be evaluated at all. The correction may be any one of the following types (the list is illustrative and not exhaustive):-

a) Cutting, b) Overwriting, c) Erasing, d) Scoring off a ticked answer in multiple-choice and ticking answer and e) Modifying the answer in any way.

In partial modification of para 3.1 of this Ministry's letter No.E(NG)I-2006/PM1/18 dated 30.08.2006 it is also clarified that the term objective type questions will now include questions of the following types.

a) Multiple choice questions, b) Answer in yes or no  
C) Fill in the blanks (Maximum four words) d) Match the following and e) Any other type of Question(s) for which answer is to be given in one word/pharse.

These instructions should be widely circulated so that all the staff concerned are fully aware of the implications of making corrections in their answers to objective type question(s) and these may also be made part of the instructions printed on the question paper and answer sheets so that there is no room for complaint from any candidate. The possibility of providing particular space in answer sheets for indicating answers to objective type questions may also be explored so that there is no room for candidates to answer a question at some other place after scoring-off the same at one place in the answer book.

**Sub: Sixth Central Pay Commission Recommendation - Special dispensation in the form of special casual leave to Central Government employee with disabilities.**

Railway Board Letter No. E(G)2008 LE1/4 dated 26-12-2008.

Consequent on the recommendation of the 6<sup>th</sup> Pay Commission that the number of Casual Leave available for employees with disabilities should 12 days as against 8 days for other employees, the Ministry of Railways have decided that the additional benefit of 4 days leave should granted in the form of Special Casual Leave. Sanction of the Ministry of Railways is accordingly conveyed for grant of Special Casual Leave for four days in a calander year to Railway employees with disabilities as defined in the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, for specific requirement relating to the disability of the official.

These orders take effect from 1<sup>st</sup> September, 2008.

**Sub: Payment of second installment of arrears on account of implementation of Sixth Central Pay Commission's recommendations-clarification regarding.**

Railway Board letter no. PC-VI/2009/I/RSRP/2 Pt.II dated 2.04.2009

Please refer sub-para(V) of para 3 of Board's letter no. PC-VI/2008/I/RSRP/1 dated 11.09.2008 (RBE No. 108/2008) wherein it was clarified that orders in regard to the payment of the second installment of arrears will be issued separately. In this regard, it is further clarified that the second installment of arrears should only be paid after specific orders in this regard are issued by Ministry of Railways/railway Board.

**Sub: OA. No.877/06 Shri.K.P.S.Malik Vs. UOI in CAT/Jabalpur reg. payment of Incentive bonus to SE/SSEs.**

Ref: WCR's letter No.WCR/P.HO/565/4/CT/1390 dated 10.06.08.

Board's letter no. PC-V/2007/CC/5/WCR dated 6.11.2008

With reference to the Hon'ble CAT/Jabalpur order dated 8.5.2008 granting an extension of 6 months' time in the above case, it is stated that the matter has been under examination in consultation with the Mechanical Directorate of the Railway Board and the following status in this regard may please be advised to the Hon'ble Tribunal:

a) With the implementation of the 6<sup>th</sup> CPC recommendations, the basic pay itself has been received and as such the issue of paying incentive bonus to SEs/SSEs after reckoning Dearness Pay no longer exists. Thus the matter can be treated as settled already.

b) Vide Board's letter No.99/M(prod)/814/35/Pt.1, dated 24.09.2007, decision has already been communicated that recovery of over payment of incentive bonus to SEs/SSEs is to be stopped. Therefore, the other issue regarding recovery of overpayment also no longer exists.

c) Since 6<sup>th</sup> Pay Commission recommendations have been accepted by the Government with prospective effect, the need to consider payment of arrears on account of the revised basic pay does not exist.

Action taken in this regard may be advised to this office immediately.

### **Grant of PCO Allowance to JEs Working in PCO**

Railway Board has accepted the demand raised by the IRTSA, recently, and clarified (*vide its letter no. E(P&A)I-2008/SP-I/WS-4 dated 23.4.2009*) that the Junior Engineers working in PCO will continue to get PCO Allowance @ of 15% and SE & SSE working in PCO will continue to get it @ 7.5% (of Basic Pay ie Pay in the Pay Band plus Grade Pay).

### **Another opportunity to old Retirees to join for RELHS**

Railway Board, vide its orders dated 16.03.2009, has given another opportunity to existing Retired employees & Family Pensioners to join RELHS (Railway Employees Liberalised Health Scheme) up to 31. 03. 2010 (next year), if they had not joined it so far, by paying 2 months Revised Basic Pension / Family Pension.

There shall be a "Lock in" period of 6 months, from the date of joining the scheme, during which the Retired employees can get treatment from Railway & Government Hospitals. But no treatment from Private Hospital shall be reimbursed during this 'Lock in' period.

**IRTSA References to Railway Board** (Continued)

**Subject: i) Introduction of Group Incentive Scheme in C & W Depots.**

**ii) Provision of requisite Staff & Technical Supervisors for New Trains & Special Trains etc.**

Reference: i) Railway Board's Letter No. 95/MC/141/1 (Policy Circular No. 4) dated 29.10.2001

ii) Railway Board's Letter No. MC/143/5 dated 24.12.2001

iii) Railway Board's Letter No. 95/M© /141/1 (Revised) dated 31.01.2007.

Reg Maintenance Pattern for Coaching & Goods Trains & Bench Marks etc.

1. A large number of new trains have been introduced over the years, without providing any staff or Technical Supervisors for the same. A large number of Holiday Specials, Festival Specials, Military Specials, Tourist Specials, VIP Specials, Departmental Specials and Goods Specials are introduced every year to meet the seasonal rush and other exigencies. This further necessitated substantially higher strength of Staff and more intensive Supervision. It also requires arranging for more material and infrastructure. But no additional Staff or Technical Supervisors were provided for the same. This has substantially added to the workload of the Staff & Technical Supervisors. But no remuneration, compensation or Incentive is paid to the Staff & the Technical Supervisors for the additional work load catered by them either due to lower sanctioned strength than even the Bench Markings or due to the vacancies or on account of additional fluctuating load.

2. Major changes were introduced over the years, in Maintenance Pattern for Coaching & Goods Trains vide Railway Board's letter RPC -4 (cited above) dated 29.10.2001 and further revised vide Railway Board's letter no 95/M© /141/1 dated 31.01.2007. This has completely revised the Maintenance Pattern, but the additional Staff and Technical Supervisors were not provided as required vide Para 1 thereof – which, inter-alia laid down that before introduction of New Trains compliance with RPC No 4 be "certified".

3. Bench Marking Norms for Maintenance Staff for Coaching Train Maintenance were prescribed vide Board's letter dated 24.12.2001 (cited above) mandating the requirement of Staff per coaching unit. But the required staff is not provided as per these Bench Markings in most of the Maintenance Depot and they continue to be understaffed – thus adversely affecting quality & jeopardising Safety.

4. Besides, the requirements of special trains are fluctuating in nature through out the year, provision of additional Staff and Supervisors for maintenance of special trains may not be economically feasible at many places.

5. The only viable alternative is to introduce a 'Group Incentive Scheme' to motivate the staff to handle the additional workload and to fulfill satisfactory quality and safety norms.

This will not only motivate the staff & Technical Supervisors to ensure proper maintenance of Coaching & Goods Stock but will also save crores of rupees to the Railways in terms of reduced strength of Staff – especially in respect of the 'additional staff required as per 'Bench Marks'

6. It, therefore, is requested that:

i) Full strength of Staff & Technical Supervisors be provided in all Coaching & Wagon Depots & Sick Lines at least as per Bench Marks;

ii) A Group Incentive Scheme be introduced in all the Coaching & Wagon Depots & Sick Lines on the Railways - to handle additional workload of Holiday Specials, Festival Specials, Military Specials, Tourists Specials, VIP Specials, Departmental Specials, Seasonal Goods Traffic & Goods Specials and to meet with the shortfall of staff as per Bench Marks for New & Existing Trains.

**Subject: UNIFORM INCREASE OF TA (Transport Allowance)**

Reference: MOF OM No. 21(2)/2008\_E-II(B) Dated 29.8.2008

Total amount of TA (Transport Allowance) and CCA for A1 cities in pre-revised pay scale above Rs. 7450-11500, which are now placed in PB-3 with grade pay of Rs. 5400 and above were Rs.1100. The new TA rate for these categories is Rs.3200, 2.9 times to the sum of pre-revised TA & CCA. The total amount of TA and CCA for A1 cities in pre-revised pay scale of Rs.6500-10500 & 7450-11500, which are now placed in PB-2 with grade pays of Rs.4600 & 4200, were Rs.700. The new TA rate for these categories is Rs.1600, only 2.28 times to the sum of pre-revised TA & CCA. TA should be increased at an uniform rate for all the categories since the purpose and elements for increase are the same for all levels. Transport Allowance should also be uniform all over the country as the cost of fuel is nearly the same - irrespective of the class or category of city.

Rate of Transport Allowance, for the pre-revised scales of Rs.6500-10500 & 7450-11500, which are now placed in PB-2 with grade pay of Rs.4600 & 4200, may please be increased to Rs. 2050 i.e by 2.9 times to the sum of pre-revised TA & CCA. - as in the case of PB 3.

**Anomaly in CMT pay**

.....Continued from page 5

Desig	Qualification	Pre-Revised	Revised Grade Pay
Section Engineer (S&T)	BE (Electronics)/ MSc Physics/ Electronics)	6500-10500	4600
Section Engineer (Mech/Elec/ Civil/met)	BE (Mech/ Elec/ Electronics/ Civil/ Prod/ Metallurgy)	6500-10500	4600
CMA-I	BE (Metallurgy/ Chemical) / MSc (Chemistry)	5500-9000	4200

It is clear from above data that parity has not been maintained by the Railways as the directly recruited CMA-I have been placed in the Gr. Pay of Rs 4200 unlike other Engineering Graduates or Post Graduates (Science) who are in Gr. Pay of Rs. 4600.

It is requested that CMT staff may please be given the Grade Pay & designations at par with other Subordinate Engineering cadres of Technical Supervisors:

**i) CMA-II (in the pre-revised scale of 5000-8000) be granted Grade Pay of 4800.**

**ii) 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).**

**iii) CMS-II & CMS I (in pre-revised Scales of Rs 6500-10500 & Rs 7450-1150) be granted Grade Pay of Rs 5400.**

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