

Voice of Rail Engineers

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RAIL ENGINEERS OBSERVE PROTEST WEEK ALL OVER INDIAN RAILWAYS

Highlight injustice done by Sixth Pay Commission and Government's indifferent attitude

Rail Engineers all over Indian Railways observed protest week between 26.04.2010 and 30.04.2010, to highlight the continuous suffering of Rail Engineers due serious injustice done by the last two Pay Commissions as well as by the Railway administration. On the eve of protest week Rail Engineers wore black badges and demonstrated in front of respective GM/HOD offices and passed resolutions on the following main demands of IRTSA.

1. Recognition of IRTSA
2. a) 3 Times Pay Rise in PB 1 TO PB 3 at par with %age pay rise in PB 4 & above
b) Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS.
c) Grade Pay of Rs 5400 SE, SSE, CMS, DMS, CDMS
d) Early decision on Revised Designations,
e) Filling up of all vacancies & higher grade posts
- 3 a) Career Planning & Time Bound promotions from Junior Engineer to Junior Adm. grade
b) Combined "Cadre Restructuring" of posts in Group A, B & C
c) Upgrading of adequate % Group C Posts to Group 'B' (Gaz.)
d) Promotion to Group 'B' by Seniority-cum-suitability as in Gazetted cadre.
4. a) 2 AC / First Class Pass in Gr. Pay of Rs 4200 & above – Irrespective of DOA.
b) Inclusion of both dependent Parents - (Father & Mother) in privilege Pass.
5. a) Revision of Rates of Incentive Bonus – w.e.f 1.1.2006 in Workshops & Production Units.
b) Incentive / PCO Allowance to C & M Labs, Drawing, Design, IT (EDP) & Stores & other left out Shops in Workshops & Production Units.
c) Introduction of Incentive Scheme or grant of Honorarium to Technical Staff & Supervisors - in Sheds & Open Line Depots.
d) Proper & adequate Infrastructure & Staff in all Sheds & Open Line Depots as per Benchmarks
6. a) Revision of Stipend of Trainee JEs w.e.f. 1.1.2006
b) Uniform Training Period & Stipend of Trainee J. Es. of various Departments.
7. Removal of disparity in Pay of Promotees & Direct Recruits.
8. Removal of drawbacks in Modified ACP Scheme.
9. Withdrawal of uniform date of Increment.
10. a) Exemption of all Allowances from Income Tax
b) Linking of Income Tax Exemption Limit with Consumer Price Index

URGENT MEETING OF CEC IRTSA AT DELHI - SEMINAR ON IMPLEMENTATION OF VISION 2020

An urgent meeting of Central Executive Committee (CEC), IRTSA will be held at New Delhi on 25-5-2010. All Central Office Bearers, Zonal Secretaries and other CEC Members are requested to attend the CEC Meeting positively.

DATE: 25th May, 2010, Time 10 AM (onwards)

VENUE: VISHVA YUVAK KENDRA (INTERNATIONAL YOUTH CENTRE), CHANAKYA PURI, (NEAR TRIMURTY BHAVAN) NEW DELHI,

AGENDA

1. Seminar on VISION - 2020 OF RAILWAYS – SUGGESTIONS FOR EFFECTIVE IMPLEMENTATION
2. Report by Central President & GS IRTSA and Review of position of Demands
3. Report of Zonal Secretaries/CEC Members reg. Organisational Position & Protest Week
4. Decision on Line of Action for pursuance of Demands.
5. Review of Organisational Position, Membership Drive & Struggle Fund Collections.
6. Programme for CGB Meeting & Annual Conference
7. Any other Point with the permission of the chair.

Member Mechanical, Additional Member Staff, Advisor/IR and other Railway Board Officials have consented to grace the Seminar on VISION - 2020 – SUGGESTIONS FOR EFFECTIVE IMPLEMENTATION.

CENTRAL PRESIDENT IRTSA CAMPS AT DELHI TO PURSUES DEMANDS

Er.M.Shanmugam, Central President along with CEC members camped NewDelhi for 10 days from April 24th. During his visit he met Member Mechanical, Advisor/Finance, Additional Member staff, Advisor/IR, EDPC and Directors to highlight the demands of IRTSA.

He also met Sri.Umraomal Purohit, Secretary/JCM, Sri.M.Raghaviaha, GS/NFIR, Sri.S.G.Mishra, GS/AIRF and other union/Federation leaders and held intensive discussion with them on the demands of Rail Engineers.

GS IRTSA SUBMITS SERIES OF MEMORANDUMS & DISCUSSES URGENT ISSUES

General Secretary IRTSA submitted a number of memorandums to the Railway Board on various demands of Rail Engineers – including the one in connection with the Protest Week observed by IRTSA all over India from April 26 to 30, 2010. He also discussed at length some of the burning issues of the category.

IRTSA Proposes Group Incentive Scheme in Sheds & Open Line Depots for load of Vision 2020 (Please see extracts of Memorandum to RB on Page 8)

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"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL

Employees suffer multiple jeopardy
INEXPLICABLE DELAY IN DECISIONS
BY RAILWAY BOARD

**No decision on Mode of filling vacancies,
 Revised Designations, Entitlement of Passes,
 Grade Pay & Upgrading of Posts to Group B**

The inordinate delay by the Railway Board in taking any decision on many important issues after the Sixth Pay Commission is causing multiple loss & jeopardy to the employees all over the Indian Railways.

The Sixth Pay Commission submitted its report in March, 2008 – more than two years after it was due for implementation. Government took another about six months to accept its report – with some minor changes or so called improvements. MoF (Ministry of Finance) and DOPT (Department of Personnel & Training) issued orders on most of the issues in September and October 2008 – and advised all the Ministries to implement the same expeditiously.

But it is most regrettable that even after more than one and a half year after acceptance of the report of the Sixth Pay Commission and issue of orders by the MoF & DOPT on the related matters, the Railway Board has yet to decide and issue orders on some the vital issues – affecting the employees at large,

No order has as yet been issued in regard to the mode of filling of posts in the Merged Scales in respect of the vacancies occurring after 31st August, 2008. This is causing recurring financial loss to the staff concerned and adversely affecting their morale.

Even the interim orders – belatedly issued (*vide RBE 161-2009*) after much persuasion in respect of the vacancies occurring on or before 31st August, 2008, were variedly interpreted and variedly implemented by various Zonal Railways and Production Units – causing serious loss of inter-se-seniority for further promotion of the staff concerned - due to varied dates of finalizing the panels & of issue of orders of promotion by different Divisions etc.

The belated orders (*issued vide RBE 8-2010*) regarding Status of panels finalized / selections initiated earlier - is inadequate and a half-baked solution to a tangled problem – created only on account of unabated delay in finalizing the basic policy on mode of filling vacancies in Merged Scales.

Another related issue - which equally affects the morale of the Staff as well as smooth working of the system - is the indecision on the Revised Designations of Posts in the Merged Scales. It is most unfortunate that the Railway Board is sitting tight on this issue – even though it had itself finalised the proposal about the same over an year back and sent the same to the two Recognised Federations for their opinion

After protected deliberations - it was agreed by the Federations and Railway Board, in September 09, to issue interim orders on Revised Designations – as per Designation of the higher grade of merged Scales.

It was then agreed that the changes proposed in the designations shall be discussed later on after issue of Interim orders on Revised Designations of merged posts – as per Designation of the higher grade of merged Scales. More than 6 months have passes since the said agreement but no order had yet been issued.

This is leading to a lot of confusion down the line – both in respect of filling of vacancies & assigning of responsibilities to the incumbents.

Indecision on Revised Eligibility of Passes is another heart-burning issue – especially of the Junior Engineers. The existing orders based on different cut-off dates for eligibility of Passes are quite unjust, discriminatory, and against the law of natural justice.

The strength of staff adversely affected by the said orders is quite small – but they are much frustrated – as the remaining 80% of the Staff in the Grade Pay of Rs4200 are eligible for First Class Pass due to their appointment prior to the cut off dates.

First Class eligibility is being denied to the Junior Engineers and other direct recruited Supervisory categories while the persons working under them (in lower or similar scales) are eligible to travel in First class / 2 AC – merely due to different dates of recruitment. This is most humiliating and embarrassing.

After the Sixth Pay Commission pre-revised scale of Rs.5000-8000 and Rs.5500-9000 had been merged and upgraded to the pre-revised scale of Rs.6500-10500 and granted the Grade Pay of Rs.4200. All employees in the Grade Pay of Rs.4200 as such should be granted First Class / 2 AC Pass as recommended by Sixth Pay Commission *vide Page 236 & 237 of SCPC report.*

It will only very nominally add (0.058%) to the total passengers traveling in upper class. The Percentage increase in occupancy in 2 AC shall be only 0.233 % with one set of Pass & 0.7 % with 3 sets of Passes which are available only after 5 years of service - (*as per details submitted by IRTSA in a Memorandum to Railway Board – based on the samples of data collected from some units to counter the rigid stand by the Finance*).

It is, therefore, imperative to grant First class / 2 AC pass to all Junior Engineers & others in the Grade Pay of Rs.4200 - irrespective of date of appointment.

The issue of upgrading of posts in the Grade pay of Rs.4600 to Rs.4800 had been pending with Ministry of Finance for almost a year now in spite of reiteration of the proposal by the Railway Board in November last year. It is high time that the Board pursues the issue with MoF in view of simmering discontent.

Even more than 3 years since the then CRB agreed that (at least) a certain percentage of posts in group C (in the pre revised scale of Rs.7450-11500) shall be upgraded to Group B (Gazetted) - the matter rests there itself – causing further resentment amongst the Senior Supervisors (especially the Senior Section Engineers) – who have not been given any upgrading – either in Cadre Restructuring or by the Sixth CPC.

EMERGENCY CEC MEETING OF SR & ICF

Emergency CEC meeting of Southern Railway and ICF was held at hotel Picnic on 07.04.2010, to discuss about the unsafe working conditions prevailing at BBQ (Basin Bridge) yard and Chennai Central station. Er.M.Shanmugam, Central President, IRTSA presided over the meeting. Central President explained the office bearers the unsafe working conditions of BBQ yard and Chennai Central Station and the reasons leading to the death of Sri V. Delhi Raja, JE / C&W /MAS who was run over by a train and died during night duty on 06/07.03.2010.

He also explained to the members about the visit made by CME/SR and DRM/Chennai Division immediately after the accident on the request of IRTSA to make on the spot study about the unsafe working conditions and the necessary actions need to taken urgently to improve the working conditions, Some of the suggestions made by IRTSA is being implemented he added.

President shared the anguish of members for the uncaring attitude of some Chennai Division Officers, who instead of taking remedial actions, in a vindictive attitude placed mass transfer orders of Technical Supervisors in the Chennai Division. The CEC meeting decided to go for a massive demonstration in front of GM's Office Southern Railway against these officials and requesting the administration to take action against them.

IRTSA UNIT MEETING AT HUBLI, SWR

On April 16, 2010, IRTSA Unit meeting was held at Hubli. Technical Supervisors of Hubli workshop participated in good number. Er.S.N.Yusuf, Zonal President, SWR welcomed the gathering and also briefed about the activities of IRTSA at unit and Zonal level. He called upon all the Technical Supervisors to regularly read the official organ of IRTSA "Voice of Rail Engineers" and to visit the IRTSA web site "irtsa.net". Er.K.V.Ramesh, Zonal Secretary/ICF & Asst. Central Treasurer/IRTSA explained the current position on the important issues of Technical Supervisors, such as Grant of GP Rs.4800 to JEs, Grant of GP Rs.5400 to SEs/SSEs, First class pass to all JEs irrespective of joining date, Grant of Group-B status to SEs/SSEs, Implementation of MACPS & Modified Selection Procedure, etc. He urged all the Young Engineers to strengthen the platform of IRTSA which was laid down by self-sacrificing leaders like Er.M.Shanmugam, Er.Harchandan Singh, etc. Forty-five year long service and legacy of our predecessors should be strengthened further for the betterment of the community by the active participation of younger generation, he added. A brief interaction was also held. Er.Kavalakar proposed the vote of thanks and assured full cooperation by all in the unit.

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One Lakh Fixed Deposit in CEC Additional Corpus Fund IRTSA

As part of consolidating IRTSA fund it has been decided to increase the fixed deposit holding CEC/IRTSA. Some Zones of IRTSA have already contributed substantially towards this fund on the appeal made by Central President and General Secretary, apart from contribution towards annual membership, Struggle fund etc. Initially fixed Deposit of Rupees one lakh (Rs.1,00,000) has been made at Indian Overseas Bank, Ayanavaram, Chennai.

This is in addition to the Fixed deposit fund available with Central Treasurer, Jodhpur. All the Zones are requested to come forward to contribute substantially towards the Corpus Fund apart from their regular contribution towards Annual Membership, Struggle Fund and Subscription for "Voice of Rail Engineers".

ACTIVITIES OF S&T PODANUR UNIT OF SOUTHERN RAILWAY

The general body meeting of IRTSA sub-unit S&T Workshop, Podanur has been held on 27-01-2010. An executive committee has been constituted comprising the elected office bearers of this sub-unit

On 06-04-2010 a delegation of office bearers honored Sri M. Raghavaiah,GS/ NFIR at the meeting conducted at Rly Institute,S&T Workshop and submitted a memorandum highlighting the demands of the technical supervisors and anomalies of the VI CPC. Sri.M.Raghavaiah during his speech explained in detail steps taken at various levels for redressal of grievances of supervisors.

New Office Bearers of S&T Unit Podalure

Advisor	Jacob. V. V	SSE/RS
President	Mani. C	SSE/PWS&FS
V.President	Venugopal. T. R.	SSE/ISO
	Sridharan. R	SE/RS
Secretary	Sivasamy. N	SSE/Fab
Treasurer	Gireesh. V. V	SE/MS
Auditor	Rajeevan. M	SSE/Prog
Jt.Secy	Bapputty. K. K	SE/Mkt
	Ranganathan. R	JE/MMW
	Arumaraj. O. N	SE/E. Lab
Asst.Secy	Paulraj. M	SO & SSE/RF
	Kanakaraj. S. N	DMS
	Devadasan. E	SSE/Ins
	Sabu Alex. K. C	SSE/AC
	Kalyanasundar. V	RI
	Udayakumar. T. A	SE/TR
	Suresh. K. R	SE/PCO
	Lakshmi. K	SE/Drg
Org.Secy	Venkataramanan	JE/PCO
	Arokiaraj. I	JE/PC
	Wilson	DMS
Committee	Parameswaran. S	CMT Lab
Members	Swaminatha Basteen. M	SE/EMA
	Mallikarjuna Rao. M	SE/RS
	Rajamanickam. R	SE/PWS
	Ravindra Prasad. P	SE/TS
	Jose M.J	SE/Ins
	Jothi Bas	SE/EMW
	Sebastin Daniel	JE/PC
	Anandakrishnan. N	JE/AC
	Sudeep Sarkar	JE/RS

CANDLE LIGHT PROCESSION AT CHENNAI CENTRAL IN MEMORY OF

SRI V. DELHI RAJA, JE / C&W / MAS GS/NFIR & other Union leaders participate

On 29/03/2010 a candle light procession was organized to pay homage to Sri V. Delhi Raja, JE / C&W / MAS who was run over by a train and died during night duty on 06/07.03.2010 at about 02.00hrs. Sri.M.Raghaviaha, GS/NFIR, lead the procession. Er.M.Shanmugam, President/IRTSA lighted the candles which were carried by over 500 Railwaymen. The procession started near the Station Manager Office proceeded through 4th platform of Chennai Central culminated near the place Sri.Delhi Raja met with the fateful end. Sri.Suryaprakasam, GS/SRES, Er.K.V.Surendranathan, WP/IRTSA, Sri.Jayavelu, President/ICFMS, Sri.Gurunathan, GS/ICFMS, Er.Abdul Salam, ZS/IRTSA/SR, Er.K.V.Ramesh, ZS/IRTSA/ICF and many other union office bearers, Railwaymen from Southern Railway and ICF participated in the procession.

Every one participated in the procession expressed their heart felt condolences for the bereaved family.

LAP TOP PRESENTED TO CEC IRTSA IN THE TASK FORCE MEETING

Er. Giridharan, Former President IRTSA/SR felicitated on his superannuation.

On 23.04.2010, CEC & Task force meeting of ICF and Southern Railway held at ICF North Colony Welfare Centre. Er.M.Shanmugam, Central President/IRTSA chaired the meeting. He explained briefly about the main demands of IRTSA. Er.Giridharan, Former President, IRTSA/SR was felicitated during his superannuation in the month of April, 2010.

On behalf of ICF unit a lap top was presented to CEC/IRTSA. Er.V.B.Narayanan, Divisional Secretary/Shell and Er.Malik Basha, Divisional Secretary/Furnishing Division presented the lap top to the Central President.

INDIAN RAILWAYS INTEGRATED TECHNICAL FORUM CONDUCTS COACHING CLASS FOR QSE App. MECHANIC SELECTION

ICF unit of Indian Railways Integrated Technical Forum (a Technical Wing of IRTSA) conducted coaching class for QSE App. Mechanic selection during this month April 2010. Classes were conducted to cover syllabus in the evening after the Factory working hours. Rail Engineers of IRTSA ICF unit enthusiastically coached more than 200 Technicians who are all aspiring for the QSE selection in Mechanical Department. Study materials were also distributed for the benefit of the participants.

New Office Bearers of Tambarm Sub-Unit

The Sub-unit meeting of Tambaram Car Shed in Chennai division was held on 19.02.2010 at 17.00 Hrs at the Shed. Mr. Abdul Salam, Sec/ S.Rly, Sujith Kumar Wrkg. President / S.Rly and Nirmal Chandran Div Sec/ MAS addressed the meeting which was attended by thirty two Engineers working in the shed. The once vibrant unit which was dormant in recent times was revived to address the local issues faced by the technical Supervisors and new set of office bearers were elected.

PRESIDENT - Mr. SANJEEVI
SECRETARY - Mr. SYED THAHIR HUSSIAN
TREASURER - Mr. T.RAJAPANDI

NEW OFFICE BEARERS OF IRTSA WESTREN RAILWAY ZONE

Name	Desg. In Rlys	Desg. in IRTSA
Er.P.S. Sharma	SSE / CTA Power/ ADI Divn. office	Zonal President
Er. A.K.Mandal	SSE / MC Shop (Mech) / MX W/S	Working President
Er. A.K. Sharma	SSE / TRD/BRC	Sr. V. President
Er. I. Bandopdhay	SSE/Works (Mech)/CCG.	Vice President
Er. V.D.Khanvilkar	CMS-I/ MX W/S	Vice President
Er. J.M. Sinha	SSE/ MCT C/S	Vice President
Er. Shyam Mohan	SSE/ Line/BA Stn.	Vice President
Er. Mohan Hanchate	SE/C&W Depot/ BDTs	Vice President
Er. Girish Bhat	SSE / Bogie/PLW/S	Vice President
Er. R.B. Singh	SE / Est./MX W/S	Zonal Secy
Er. Sudhir Kumar	SE/RS/MCT C/S	Treasurer
Er. Hari K.	SSE / POH/MX W/S	Jt. Secretary
Er. Sudesh Patil	SSE/EMU/CCG (5 th floor Stn.Bldg.	Jt. Secretary
Er Brijendra Singh	SE/ Elect/DHD W/S	Jt. Secretary
Er C.J. Bhaidasna	SSE/PPIO/Valsad Loco Shed	Org. Secretary
Er. Deep Chand	SSE/ W(AC-DC)/ CCG	Org. Secy
Er. Manish Kulshreshth	SE/ Telecom/CCG	Org. Secy
Er. S.K. Pandey	SSE/Works-II/PL	Org. Secy
Shri. Mahendra Krishnan	SE/ KILE/C/S.	Org. Secy
Er. D. K. Kulshreshth	SSE/TRD/ MCT Divn. Office	Org. Secy
Er. Satish Chandra Verma	DMS-I/MX	Asst. Secy
Er Nishant Suman	JE/ Sig.Test Room ADI Divn. Office	Asst. Secy
Er Rajesh Chandra Saxena	SE /Elect Repair Shop/RJT Stn.	Asst. Secy
Er Ashok Kumar Sharma	DCWI/BVP Divn. Office	Asst. Secy
Er. Shivdayal Ram	SE/ DSL Loco Shed/ Mhow, RTM	Asst. Secy

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Railway Board Orders

1. Sub: Eligibility conditions for promotion from Group'C' to Group'B' posts in the major departments having 'Organised Services' (except Accounts Dept).

RBE No: 46/2010 Dated 29.03.2010

Ref: Railway Board's letters No. E(GP)99/2/22 dated 22.7.2004, 26.12.2008 and 29.04.2009.

In terms of instructions contained in Board's letter of even number dated 22.7.2004, Group'C' employees with 03/05 years of non-fortuitous service in the grade the minimum of which is Rs.5000/- and in higher Group'C' grades (Vth CPC) are eligible for being considered for appearing in the 70% Selection/30% LDCE for promotion to Group'B' in the major departments having 'Organised Services'. Consequent upon implementation of the pay scales recommended by the VI Pay Commission, instructions contained in Board's letter of even number dated 18.11.2004 regarding eligibility conditions for promotion to 70% quota of Group'B' posts of Assistant Personnel Officers have since been modified vide Board's letter of even number dated 26.12.2008.

2. Now, consequent upon implementation of the pay scales recommended by the VI Pay Commission, the matter regarding eligibility conditions for appearing in the Selection/LDCE for promotion to Group 'B' posts in the major departments having 'Organised Services' (except Accounts Department), has been considered by the Board and it has been decided that :

For Group 'B' selections (70% quota), Group'C' employees working in Pay Band PB-2 (Rs.9300-34,800) with Grade Pay of Rs.4200 and above with 3 years of non-fortuitous service in the grade (including non-fortuitous service rendered in the corresponding pre-revised grades) will be eligible.

For Group'B' selections (30% LDCE quota), Group'C' employees working in Pay Band PB-2 (Rs.9300-34,800) with Grade Pay of Rs.4200 and above with 5 years of non-fortuitous service in the grade (including non-fortuitous service rendered in the corresponding pre-revised grades) will be eligible.

iii) In the integrated seniority of Group'C' employees eligible for Group'B' selections (70% quota), employees in Pay Band PB-2 (Rs.9300-34,800) with Grade Pay of Rs. 4600 will be placed above those in Pay Band PB-2 (Rs.9300- '34,800) with Grade Pay of Rs. 4200. In either category, the relative seniority of employees coming from different streams will be determined with reference to length of non-fortuitous service in the Scale of PB-2 + 4600 or PB-2 + 4200, as the case may be.

3. Selections to Group'B' which are already in progress may be proceeded with and finalised as per the existing principles. All fresh selections including those which have been initiated but where the written examination has not been held, should be held in accordance with the instructions contained herein. The LDCE, wherever the same is in force, is a part of the process of filling vacancies in Group 'B'. Therefore, whatever is followed in the case of 70% Selection, may also be followed in the case of corresponding LDCE.

2. Encashment of LAP while availing pass/PTO by re-employed pensioners – clarification regarding.

RBE No.43/2010 Dated : 22.03.2010

Consequent upon the implementation of the 6th Central Pay Commission to permit Railway servants to encashment of LAP upto 10 days at the time of availing passes once in two years, instructions were issued accordingly, vide this office letter of even number dated 29.10.2008, incorporating the rule in Indian Railways Establishment Code Vol.I as Rule 540-A.

2. The Department of Personal & training (DOP&T), after examining references received from various Ministries/Departments regarding applicability of encashment of earned leave by re-employed pensioners, have clarified that re-employed pensioners will be entitled to encashment of earned leave along with LTC during the period of re-employment upto the limit of 60 days (including the no. of days for which encashment has been allowed along with LTC while in service) provided he is entitled to LTC.

3. The matter has been considered by the Board and it is clarified that re-employed Railway pensioners will be entitled to encashment of LAP while availing Pass/PTO during the period of re-employment upto the overall limit of 60 days in accordance with Rule 540-A of IREC-Vol.I (including the number of days for which encashment has been allowed at the time of availing Pass/PTO while in service) provided, he is entitled to Pass/PTO.

3. Penalty of withholding of Increments imposed under Vth Central Pay Commission scales and operated as per Vith CPC Scales effective from 1.1.2006

Attention is invited to Board's letter No.E(D&A) 78 RG 6-17 dated 29.7.1978 and No.E(D&A) 90 RG 6-109 dated 19.9.90. In terms of these instructions, issued in the context of implementation of IIIrd and IVth Pay commission scales respectively. It was advised that the Appellate/Revising Authority, may, while considering the appeal/revision application submitted against the penalty of withholding of increments take into account the quantum of financial loss that would be sustained by Railway servant in the preceding pay scale and the greater monetary loss that would result/has resulted on re-fixation in the new Pay Commission Scale and accordingly reduce the penalty imposed.

Board have considered the matter in the light of implementation of Vith Central Pay commission Scales from 1.1.2006 and desire that the Appellate/Revising Authorities while considering the appeal/revision petition against the penalty of withholding of increments imposed under the Vth Central Pay Commission scales and continuing on 1.1.2006 or imposed/effectuated between 1.1.2006 and 4.9.2008 that is, the date on which the Vith Central Pay Commission scales were notified on Railways, may also take into account the greater monetary loss that would be sustained by the appellant/petitioner on account of re-fixation of his pay under the Vith Central Pay Commission scales from 1.1.2006 and take a suitable decision regarding the quantum of the penalty.

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Railway Board Orders**Subject: Fixation of pay and grant of increments in the revised pay structure - Clarifications**

Following the notification of the Railway Services (Revised Pay) Rules, 2008, this Ministry has received references from some Railways seeking clarifications regarding fixation of pay in cases of Railway Servants drawing pay at maximum of the scale or drawing stagnation increment(s) in the pre-revised scale. The matter has been examined in consultation with Ministry of Finance, Department of Expenditure. The points of doubt and clarifications thereto are as under:

Points of Doubts:

1. As per the proviso of Rule 10 of Railway Services (Revised Pay) Rules, 2008, in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Whether the benefit of one additional increment under proviso to Rule 10 of the RS(RP)Rules, 2008 would be available even to those who had reached the maximum of the scale on 1.1.2005, i.e., drawing maximum of pay exactly for one year as on 1.1.2006?

2. Whether even those employees who had already been granted one, two or three stagnation increments after reaching the maximum of the scale and thereafter drawing such pay for exactly one year (having drawn last stagnation increment on 1.1.2005) or more than one year as on 1.1.2006 are also to be granted benefit of one additional increment as per proviso to Rule 10 of the RS(RP) Rules 2008?

Clarifications: As already clarified vide Clarification No.5 issued vide Railway Board's letter No. PC-VI/2008//RSRP/I dated 11.2.2009 (S. No. PC-VI/76, RBE No 28/2009) in all case, where a Railway Servant has been granted an increment (whether normal annual increment or stagnation increment) after January 1, 2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure.

From the foregoing, it is evident that in cases where Railway Servants have been granted an increment (whether normal annual increment or stagnation increment) after January 1, 2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure. In other words, those who were granted their last increment (whether normal annual increment or stagnation increment) on or before 1.1.2005, will be allowed an increment on 1.1.2006 at the time of fixation of their pay in the revised pay structure.

Points of Doubts:

3. In accordance with Note 7 below Rule 7 of the Railway Services (Revised Pay) Rules, 2008, in cases where the revised pay of a Railway Servant who was, immediately before 1.1.2006, drawing more pay than another Railway Servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior. Whether the provisions of this note will be applicable in the situation where such a senior Railway Servant who was immediately before 1.1.2006 drawing more pay than another Railway Servant junior to him in the same cadre gets fixed at a stage lower than that of such junior due to grant of additional increment as per 1st proviso to Rule 10 of RS(RP) Rules, 2008?

Clarifications: Even though Note 7 below Rule 7 of the Railway Services (Revised Pay) Rules, 2008, specifically states that the provisions contained therein shall be applicable in cases where pay fixation IS done under Sub Rule (l) of Rule 7, it is clarified that the provisions of this Note shall also be applicable in the situations arising due to pay fixation of the junior employee under proviso to Rule 10 of the RS (RP) Rules, 2008.

COMMITTEE TO EXAMINE THE ANOMALIES OF MACPS

(DOPT OM No 11/1/2010 – JCA, Dated 3rd May 2010)

In the meeting of National Anomaly Committee held on 27th March, 2010, it has been decided to constitute a joint committee to examine the anomalies pertaining to Modified Career Assured Progression Scheme (MACPS). Official Side will comprise of Joint Secretary (Estt), DoP&T – Chairman, Joint Secretary (Pers) Department of Expenditure, Director DoP&T & Director/ DS(JCA), DoP&T – Member Secretary

Staff Side will comprise of Shri.M.Raghvaiya, Shri. S. K. Viyas, Shri. C. Srikumar & Shri. Umraomal Purohit

The joint committee shall examine all the anomalies pertaining to MACPS forwarded by Secretary Staff Side and submit its report to the Chairman of the National Anomaly Committee.

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- **Merger of grades- Promotion within same grade pay - Status of Panels initiated or finalised earlier RBE_8_10**
- **Posting of husband and wife at same station RBE_23_10**
- **Night Duty Allowance (NDA) wef 1-9-09,1-1-09,1-7-09 RBE14-10**
- **National Holiday Allowance (NHA) - Revision of ceiling limit RBE_13_10**
- **Fixation of Pay & Increment after Stagnation_30-04-10 RBE-61-2010**
- **Below Benchmark gradings in ACRs prior to the reporting period 2008-09 - representations against**
- **100 % concession in basic Rly fare to Cancer patients in AC 3Tier RBE Dtd 12-4-2010**
- **Advance Correction Slip-110 and RBE 5-2010 reg Classification of Group of Posts on Rlys**
- **Average ACR to be counted like normal promotion RBE 25-2010**
- **Child Care Leave-Waiving of age restriction for mentally challenged-disabled children -RBE_58_10**
- **Revision of ceiling rates for Intra Ocular Lens (IOL) under CGHS MoH OM 26-6-08**

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- **Employees should be heard in case of adverse remarks in ACR - CAT**
- **PENSIONARY DUES If delayed - compensation for the mental agony and stress - Orders Consumer Forum**
- **Both Husband and Wife Entitled to HRA**
- **S.C Judgement(s) applicable to all similarly placed**
- **Promotion cannot be stalled till criminal charges are framed | Download CAT Judgement in PDF**
- **Pension or gratuity cannot be withheld unless charges are of grave misconduct**
- **Move Consumer Forum if unhappy with RTI**

IRTSA REFERENCES TO RAILWAY BOARD**1. Maintaining inter-se seniority in the modified selection procedure for Technical Supervisors on their promotion from Rs.4200 Grade Pay (JE) to Rs.4600 Grade pay (SE/SSE).**

Reference: 1. RBE No.127/2008, No.E(NG)I-2008/PM1/15, Dated – 23.09.2008

2. RBE No.161/2009, No.E(NG)I-2008/PM1/15, Dated – 03.09.2009

3. RBE No.08/2009, No.E(NG)I-2008/PM1/15, Dated – 11.01.2010

1. With reference to the Railway Board orders mentioned above on modified selection procedure, issued after the implementation of recommendations of Sixth Central Pay Commission, we would like to bring to your kind notice the following points for redressal thereof.

2. a. As per Chapter – II, Section – B, Rules Governing Promotions of Group-C staff, Para 216, “..... *it is essential that all the selections are conducted annually in a regular manner. However, where holding of the next selection becomes necessary before a gap of one year on account of the panel getting exhausted, the earlier selection not throwing up adequate number for empanelment / promotions, etc., the same may be held after a minimum time gap of six months....*”.

2. b. But, after the implementation of Sixth Central Pay Commission recommendations, the selection could not be conducted at the requisite regular interval due to the temporary ban on the promotions placed vide Board's order RBE No.127/2008, No.E(NG)I-2008/PM1/15, Dated – 23.09.2008 which inter-alia laid down that “*the matter of promotion of non-gazetted staff within merged or upgraded & merged within same Grade Pay posts has been considered and it has been decided that promotions within the merged grade (i.e from the lower grade to next higher grade of 5th CPC scales) or within upgraded & merged in higher Grade Pay, should not be made herein after till further orders*”.

3. a. As per Board's order RBE No.161/2009, No.E(NG)I-2008/PM1/15, Dated– 03.09.2009, selection procedure for the category of Technical Supervisors from the Grade pay of Rs.4200 (JE) to the Grade pay of Rs.4600 (SE/SSE) has been modified as “*suitability with bench mark*”. This has been approved as one time exemption promotion to all vacancies as existed on 31.08.2009.

3. b. Railway Board further clarified in its order No RBE No.08/2009, No.E(NG)I-2008/PM1/15, Dated – 11.01.2010, that, “*In case of change of classification / mode of filling up in merged grades, any promotion / filling up of vacancies on or after 04.09.2008, made through a mode other than prescribed in letter dated 03.09.2009 will be treated as adhoc and will not confer any right on the incumbents promoted / posted as such hold or continue to hold the said post*”.

3. c. Due to the above mentioned two orders no selection has been conducted from 04.09.2008 to 31.08.2009 and if any selections held at the intervening period they were also cancelled.

4. a. Some Divisions on Zonal Railways released the promotion orders from the JEs in Grade Pay Rs.4200 to SE/SSE in the Grade pay Rs.4600 in different dates based on the modified selection procedure according to the administrative convenience for the vacancies existed up to

31.08.2009. Many Divisions on Zonal Railways have not even started the procedure.

4. b. Apart from the procedural delays and clarifications (in the new modified selection procedure) there after, missing of ACRs for meager number of employees in a seniority unit etc. - is also delaying the selection process for the whole group in many Divisions / Cadres.

4. c. Due to the above mentioned administrative reasons (and not because of reasons attributable to the employees) for delays, promotion orders are being issued in a scattered manner in various divisions, which results in loss of inter-se seniority for the seniors, since date of entry (to say the SE / SSE) in Grade Pay of Rs.4600 will be reckoned as inter-se seniority for the purpose of Group-B selection.

4. To avoid the seniors of one Division being superseded by the juniors of another Divisions, for the reasons beyond their control, Zone wise inter-se seniority as on 31.08.2009 may please be maintained in the promotion orders issued based on the Modified Selection Procedure - irrespective of effective date of promotion.

5. In similar type of case awarding inter-se seniority for the RRB candidates belonging to one panel is already in Practice as explained in Chapter – III, Rules Regulating Seniority of Railway Servants, Para 303, ... “*In case, however, persons belonging to same RRB panel are sent for initial training in batches due to administrative reasons and not because of reasons attributable to the candidates, the inter-se seniority will be regulated batch-wise provided persons higher up in the panel of RRB not sent for training in the appropriate batch (as per seniority) due to administrative reasons shall be clubbed along with the candidates who took the training in the appropriate batch for the purpose of regulating the inter-se seniority provided such persons pass the examination at the end of the training in the first attempt*”.

6. a) Hence it is requested that in the promotions awarded as per the Modified Selection Procedure, inter-se seniority as on 31.08.2009 may please be maintained irrespective of date of promotion order and effective date of promotion, so that seniority of senior employees are protected for the purpose of Group-B selection.

b) It is further requested that necessary orders may also be issued early regarding Revised Designations in case of posts of merged scales.

c) Orders regarding procedure filling up of posts fallen vacant after 31-8-2009 may also be issued early to avoid further monetary loss to all concerned in various cadres.

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IRTSA Proposes Group Incentive Scheme in Sheds & Open Line Depots to meet with additional workload of “IR Vision 2020”

In continuation of its earlier memorandum to the Railway (submitted on 28-04-2009), IRTSA has again urged the Railway Board for Introduction of Group Incentive Scheme in Sheds & Open Line Depots of Railways, to meet with the requirement of additional Technical Staff and Technical Supervisors for maintenance of New / additional Trains & Assets already acquired and proposed to be acquired under Indian Railways Vision – 2020. IRTSA has brought to the attention of the Railway Board particularly to the following points:

1. Man power is not provided in the Technical Departments on the Railways (In Electric & Diesel Loco Sheds, Electrical General Services, C & W Depots, P-Way, Works, Signal & Telecom etc.) - as per Bench Marks; or as per Norms for Man Power Planning; or as per yardstick prescribed by various Directorates of the Railway Board - due to lack of sanctions for the New Trains and Assets as well as due to non-filling of large number of vacancies in each of these Departments. This seriously jeopardizes Safety & Quality of Service, Repair & Maintenance thereof.

2. No man power is provided for the fluctuating demand of Coaches, Wagons, Locos, EMUs, MMEUs & OHE etc. or for the additional work load due to fluctuating traffic in the year around – which further reduces the effective time for repair & maintenance – especially in peak season. This places tremendous pressure on the Staff & Technical Supervisors and seriously impairs safety, efficiency & at times adversely affects train operations.

3. Meanwhile, the *Vision 2020* document submitted by MoR - proposes to increase the Gross Revenue of the Indian Railways from the present 1.2 % of India's GDP to 3 % (Rs. 90,000 crore to Rs.2,70,000 crore). To realize this potential, the Indian Railways must achieve annual growth of 10% over the next 10 years by developing a sharper commercial focus with a strong social commitment, breaking away from the path of 'incremental change' to one of rapid growth.

4. It is, therefore, imperative to improve the productivity and strength of manpower in Open Line Depots and Sheds in order to achieve the targets set out by Vision 2020. Provision of requisite Man Power for New Trains & Assets according to the prescribed bench mark is very crucial to continue the growth and improvement in services without jeopardising safety.

5. The total number of Coaches under maintenance will increase from the present 48000 to about 120,000 and Wagons will increase from 2.3 Lakhs to about 9 Lakhs, necessitating a threefold increase in the strength of maintenance staff.

6. Similar augmentation of assets is envisaged in all sectors of open line namely, Permanent Way, OHE, Locomotives (AC & Diesel), & S&T with corresponding increase in requirement of technical manpower.

7. With so much increase in the workload on the anvil, it becomes highly imperative to have a mechanism in place to bridge the time lag in providing additional manpower and infrastructure for maintenance of new / additional assets and trains, so that safety and quality of maintenance does not become a casualty of rapid growth.

8. There is also an urgent need to improve the morale and motivation of the technical staff in the open line depots and sheds, who have to bear the brunt of shortage of man power.

9. As such, it is proposed that:

i) Full strength of Technical & Auxiliary Staff & Technical Supervisors should be provided as per prescribed yardstick in all Electric & Diesel Loco Sheds, Electrical General Services, C & W Depots, P-Way, Works, Signal & Telecom & Traction Distribution.

ii) A Group Incentive Scheme should be introduced in Electric & Diesel Loco Sheds, Electrical General Services, C & W Depots, P-Way, Works, Signal & Telecom & Traction Distribution - to meet with the shortfall of staff as per prescribed norms for Man Power Planning & yard stick to handle the ever increasing workload due to new trains – especially in view of projected additional Workload on account of “Vision 2020” and due to the large number special trains introduced every year to meet with the seasonal rush and other exigencies - in peak season.

FACTORS WHICH WILL ADD TO WORKLOAD IN SHEDS & OPEN LINE DEPOTS ON ACCOUNT OF “VISION 2020”
Vision 2020 – inter-alia, proposes as under:

1. Production of passenger coaches to go up from present level of 2500 per annum to at least 5000 PA within the next 3 years to begin with and further to 10000 PA.
2. Annual procurement of wagons to go up from a level of 25,000 wagons to 75,000 wagons in four wheeler units.
3. Production of high HP, fuel-efficient diesel locomotives.
4. Electrification of 14,000 Kms in the next 10 years.
5. Double/multiple lines to 30,000 Kms from 18,000 Kms.
6. Electrical Multiple Units or Diesel Multiple Units will gradually replace old coaches of slow passenger trains.
7. To add 25,000 Kms of New Lines by 2020.
8. Increase max. speed of passenger trains from 110 or 130 kmph at present to 160-200 kmph on segregated routes.
9. Increase max. speed of freight trains to over 100 kmph
10. Dedicated Freight & High-Speed Passenger Corridors.
11. Induction of light-weight stainless steel coaches with enhanced passenger carrying capacity.
12. Wagons with higher payload to tare ratio.
13. Double-decker coaches and longer trains.
14. Parcel services to run from dedicated terminals with separate parcel trains with rise five fold of revenue.
15. Mechanical cleaning of trains, stations and platforms.
16. Improvement in safety and reliability of operations to achieve zero accidents and zero failure in equipments.

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