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CRC AGREES FOR IMPROVEMENT IN EARLIER OFFER FOR TECHNICAL SUPERVISORS - BOARD'S APPROVAL AWAITED

In the Meeting of Cadre Restructuring Committee (CRC) held on 11-4-2012 following percentage distribution were agreed.

Category	Grade Pay	Existing percentage (After Merger)	Percentage agreed to by Rly Bd in CRC
Technical Supervisors	Rs 4200	50-47%	30%
	Rs 4600	50-53%	70%
Lab C&M Staff	Rs 4200	30%	15%
	Rs 4600	70%	85%
Drawing & Design	Rs 4200	55%	40%
	Rs 4600	45%	60%

Major Achievement: All this is a major achievement – with multifarious impacts, - as under:

1. Removing the disparities within the Cadre and at least partially viz-a-viz other cadres.
2. This is quite an improvement over the existing %age distribution and a major improvement over the Board's proposals in the last meeting of Cadre Restructuring Committee (CRC) – *in which there was a walk out by the Staff Side and strong protest & representation by IRTSA.*
3. Variation of %age distribution stands removed – between Workshops, Sheds & Open Line
4. Posts of erstwhile JE I mostly get upgraded to SSE
5. This also meets with one of our other Main demands – All posts of erstwhile CMA-I stand upgraded to CMS – in view of the Engineering Degree as qualification.

Shortcomings: There will still be some shortcomings – including the following:

- i) Commercial Inspectors will have 75% i.e. 5% more posts than Tech Sups in the Apex Grade of Rs.4600
- ii) Traffic Controllers will have 90% posts in the apex Grade of Rs.4600 – much more than Tech. Supervisors.
- iii) Drawing / Design Office Engineers will have only 60% posts in the apex Grade.

These anomalies need to be removed and IRTSA shall continue to represent for the same.

RELATED AREAS OF CONCERN:

Following are some of the related areas of concern which requires our immediate attention:

i) Demand for combined Cadre Restructuring of Group A, B & C has not been conceded. Even the Federations are not taking it seriously as yet even though it relates to entire Railwaymen.

ii) No upgrading has been given so far to SSE & CMS in any of the Cadre Restructuring – resulting in large scale clustering of posts in the apex grade – causing rampant stagnation and frustration – due to lack of avenues of promotions.

CENTRAL PRESIDENT VISITS RAILWAY BOARD & FEDERATION

On 24th and 25th April M.Shanmugam, Central President/IRTSA visited New Delhi along with K.V.Ramesh, JGS/IRTSA and Shanmugavel, Advisor and other office bearers of IRTSA.

He met Sri.P.K.Sharma, Additional Member Staff, Railway Board and handed over memorandum on upgradation of Grade Pay to the Technical Supervisors, Grant of Group-B gazette status and inclusion of training period for the purpose of financial upgradation under MACPS. The team also represented the issue of pay fixation to the group of Apprentice Mechanics who were in training when the recommendation of Vth Pay Commission was implemented.

Earlier the delegates met Com.S.G.Mishra, GS/AIRF. Upgradation of Grade Pay, grant of Group-B and MACPS anomalies were highlighted to him. Removal of undue advantage of integrated seniority awarded to the running staff who are one grade below than the Technical Supervisors was highlighted to him. They told him that major benefit of upgrading of posts to Group-B will only benefit the running staff since Technical Supervisors cannot reach even the zone of consideration for the selection. The Railway Board's new proposal for 70% LDCE and 30% seniority selection will not bring any relief to the cadre the delegates added.

The delegate also met Director and Dy. Director Railway Board on the issues of pay fixation to the 1994 batch of Apprentice Mechanics and reduction of training period from one and half year to one year for the Design and Drawing cadre.

Voice of Rail Engineers – (Previously Published as “THE RAIL SUPERVISOR”)

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“SUCCESS COMES TO THOSE WHO BELIEVE”



EDITORIAL**Avenues of Promotion of Engineers on Railways****Missing element of motivation is a threat to Safety & efficiency****SOME HISTORIC FACTS (THE NEW GENERATION MUST KNOW)**

"Avenues of Promotion of Engineers on the Railways" has been one of the prime concerns of IRTSA right from the beginning. IRTSA was the first organisation to raise the demand for Career Planning and Time Bound promotions for Engineers on the Railways. Things have improved but to a limited extent.

The issue of lack of Status and Avenues of Promotion was strongly raised by IRTSA before the Railway Accident Inquiry Committee (RAIC) – 1969 – headed by Justice K. N. Wanchoo with Minumasani MP and others as its Members. After 2 detailed hearings to IRTSA at Lucknow & then at Delhi) RAIC recommended for upgrading of the posts of the Senior Supervisors (the then Foremen) to be upgraded to Group B Gazetted – to ensure Safety and efficiency on the Railways. Similar recommendations were also made by the RAIC headed by Justice Sikri and later on by Justice Khanna, but the Railway Board did not accept either of them.

Finally, IRTSA went on the Work-to-Rule - on this and some other major issues - In 1973-74 twice within a gap of just about one month – almost throwing the Railways out of gears on several Zones and Division. The then Railway Minister Lalit Narain Mishra & Member Mechanical N. N. Tandon intervened and appealed for withdrawal of Work-to-Rule and assured early redress. But the strike came in and matters got pending.

After much debate and efforts Trade Unions accepted the demand for Time Bound promotions as an important issue for all Railwaymen. The issue was incorporated in the Charter of Demand for 1974 Strike.

Railway Board partially accepted the demand and started cadre review in 1975, which was later on followed by Cadre Restructuring from 1979 - followed by CRCs (Cadre Restructuring Committees) being set up by the Railway Board in 1984, 1993, 2003 and 2011.

Avenues of promotion of various categories - including that of the Technical Supervisors / Engineers on the Railways did improve on account of Cadre Restructuring over the years, but to a limited extent – especially in the case of Technical Supervisors - since the basic demand for Time bound Promotion was not accepted by the Railway Board even though IRTSA repeatedly agitated for the same - citing the example of the Armed Forces and the Officers Cadre - who are given time bound promotions up to a certain level.

Another flaw in the Cadre Restructuring scheme was that it was confined to Group C and separately for Group A (in the shape of Career Planning from 1969 onwards) and one time upgrading for Group B (in 2004).

RRC (*Railway Reforms Committee*) recommended for improvement of Avenues of Promotions of Technical Supervisors, as demanded by IRTSA, and that a Diploma Holder recruited as JE should be able to reach the level of Senior Scale Officer – with 2-3 years to spare.

1500 posts of Senior Supervisors were upgraded to Group B in 2 phases but that was quite inadequate.

Govt orders issued by DOP issued after 3rd, 4th, 5th & 6th Pay Commissions provided that Posts of Senior Supervisors should be classified in Group B. But the Railway Board did not implement any of these orders – on the plea that the conditions on the Railways were different – while IRTSA contended that on account of the vigorous conditions on the Railways, it was all the more the reason to upgrade these posts to Group B.

IRTSA knocked at the doors of Court of Law. PB CAT Delhi held the classification of the posts of Senior Technical Supervisors in Group C to be Anomalous and directed the Railway Board to consider the case for reclassification of these posts in Group B. The railway Board took advantage of the word “consider” used by the Tribunal and again rejected it. Supreme Court in a similar case filed by IRTSA Southern Railway considered it a prerogative of the Railways.

IRTSA has consequently been continuously demanding Career Planning, Time Bound Promotion and Combined Cadre Restructuring of Group A, B and C for the past several years. There is still a long way to go and as such the struggle must go on.

Many Memorandums have been submitted by IRTSA to Railway Board – with facts, figures and arguments. Many *Dharnas*, Demonstrations, Rallies were conducted at Local, Zonal and National levels – at Delhi – reiterating all these and other main demands.

IRTSA has conducted number of Seminars and given several Power-Point-Presentations to CRB, Members of the Railway Board and other Officers of the Board and the Federations. But the Demands for Career Planning, Combined Restructuring of Group A, B & C as well for classification of Posts of Senior Technical Supervisors in Group B Gazetted are not acceptable to the Railway Board.

Posts of Foremen and Asstt Foremen in Ordnance Factories have been classified in Group B Gazetted and designated as Junior Works Manager. Other counter parts in MES and CPWD etc have also been upgraded to Group B. All this has repeatedly been placed before the Railway Board but to no avail.

Nowhere Engineering Graduates are Recruited in Group C. Recruitment of Engineering Graduates must be stopped forthwith as SSE on the Railways to avoid frustrated Engineering Graduates without providing adequate promotional prospects to them.

Most Senior Section Engineers (SSES), CMS & CDMS have been rotting for long years in the same grade and may retire in the same grade causing much frustration amongst them.

IRTSA, therefore, strongly reiterates the following demands:

Time Bound promotions of JEs, DMS, CMA directly as Assistant Engineer (AE) Group ‘B’ Gazetted

Combined “Cadre Restructuring” of posts in Group ‘A’, ‘B’ & ‘C’.

Upgrading of adequate %age of posts of Technical Supervisors from Group ‘C’ to Group ‘B’ (*Gazetted*)

Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of officers (IRES & SCRA) - with necessary age relaxation.

GENERAL SECRETARY IRTSA VISITS SE. RLY NEW OFFICE BEARERS ELECTED FOR WORKSHOP UNIT, DIVISIONAL UNIT AND TO THE ZONAL BODY

On 4th April, Er.Harchandan Singh, GS/IRTSA along with K.V.Ramesh, JGS and A.Ganesh Babu, CEC member visited Kharagpur, South Eastern Railway and addressed the Technical Supervisors / Rail Engineers of Workshops and Division.

In the morning GS/IRTSA went around the shops to have personal interaction with the Technical Supervisors / Rail Engineers. He also held a useful discussion with CWM, Kharagpur workshops. In his meeting with the CWE, General Secretary explained the need to have separate pool of staff quarter & recreation club for supervisors, Lunch hall inside the workshop etc. He also briefly explained about the career problems of Technical Supervisors.

The General Body meeting was held in the evening at Durga Mandir Auditorium. Er.Shyamal Badopadhya welcomed the gathering. Er.Randhir Chakarabarty, explained the necessity for Technical Supervisors / Rail Engineers to unite under the umbrella of IRTSA and urged all to actively participate in the activities of IRTSA. Er.E.L.Rao thanked the leadership of IRTSA for their tireless efforts for the betterment of the category. Er.K.V.Ramesh in his speech informed the members about the hectic activities held by IRTSA during the time of Sixth Central Pay Commission. He explained the members about the historic achievement of First Class pass to all JEs and other Supervisors in the Grade Pay of Rs.4200, the justification put by IRTSA with facts and figures that untied the bottleneck in conceding the demand was also explained by him. He urged all the members to contribute for the annual membership subscription and the subscription for "Voice of Rail Engineers" without any further delay.

In his address Er.Harchandan Singh, GS/IRTSA, explained the injustice done to the Technical Supervisors by the Fifth and the Sixth Pay Commission and dilution of importance of apex pay scale extended to all the categories which was exclusively granted to them. Only one promotion chance to the JEs and Nil promotional chances to the Engineering Graduates have further added the frustration he said. Hierarchical confusion in the shops & Depots and Railway Board's indecision on upgrading all the posts of SSE to Group-B is jeopardizing the basic function of Railways and it can be a potential threat to Railway safety he told. He advised all the members to visit the multifarious website of IRTSA www.irtsa.net daily which is being updated on hourly basis and contains ocean of information for Rail Engineers.

NEW OFFICE BEARERS OF IRTSA – SOUTH EASTERN RAILWAY.

Zonal President	Er.Shyamand Bandopadhya	SSE/Shop-33
Working President	Er.Asis Chotterjee	SSE/Works
Sr.Vice President	Er.Randhir Chakarabarty	SSE/Shop-31
Vice President	Er.Ajoy Kar	SSE/Electrical
Zonal Secretary	Er.E.L.Rao	SSE/Shop-56
Zonal Treasurer	Er.Achinto Sinha	SSE/Shop-25
Joint Secretaries	Er.P.P.Naik Er.S.Dalal	SSE/C&W SSE/shop-32

NEW OFFICE BEARERS FOR KHARAGPUR WORKSHOP UNIT- IRTSA, SE. RAILWAY

Unit President	Er.Shyamal Bandopadhya	SSE/Shop-33
Working President	Er.Dhiman Bhowmick	SSE/ shop-33
Sr. Vice President	Er.Randhir Chakarabarty	SSE/Shop-31
Vice President	Er.Achinto Sinha Er.E.L.Rao	SSE/Shop-25 SSE/Shop-56
Unit Secretary	Er.A.C.Das	SSE/ Shop-31
Unit Treasurer	Er.S.R.Roy	SSE/ Shop-53
Joint Secretaries	Er.Sudip Roy Er.P.K.Sahoo	SSE/Shop-56 SSE/ wagon
Organising Secretaries	Er.Pradip Mondal Er.Suresh Kuma Er.T.K.Dey	Wagon Diesel Loco
	Er.Soumen Dutta Er.Ajay Kumar Er.Tarakgwen Jho Er.Soumye Ghool	ERS-POH Electrical Electrical Carpentry

NEW OFFICE BEARERS FOR KHARAGPUR DIVISION - IRTSA, SE. RAILWAY

Divisional President	Er.Asis Chotterjee	SSE/Works
Working President	Er.P.P.Naik	SSE/C&W
Sr. Vice President	Er.Prodosh Kumar Er.Subash Chandra Bhattacharjee	SSE/Electrical
Vice President	Er.R.N.Roy	SSE/Signal
Divisional Secretary	Er.Ajoy Kar	SSE/Electrical
Divisional Treasurer	Er.A.S.Mollick	SSE/Electrical
Joint Secretaries	Er.S.K.Ramo Er.Indrajit Dey Er.M.S.Trivedi Er.R.N.Saha	SSE/works SSE/Works JE/OS/Electrical SSE/Works

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Peravallur, Chennai – 600082

IRTSA MEETING HELD AT LILUAH WORKSHOP - EASTERN RAILWAY

On 3rd April, meeting of IRTSA Liluah Workshop unit was conducted at Liluah Workshop. Er.Goutam Mukherjee, Zonal Secretary/E.Rly welcomed the members and asked the members to clarify their doubts with the central office bearers. Er.Debashis Mukhopadhyay explained the activities of IRTSA and called upon all the Technical Supervisors / Rail Engineers to unite under the umbrella of IRTSA which continue to sever the community for the past 45 years,

In his address K.V.Ramesh, JGS/IRTSA, explained about the various agitations, Dharnas/Mass Fast, Seminars etc organized by IRTSA after the implementation of retrograde recommendations of Sixth Central Pay Commission. Continuous persuasion made by IRTSA with the Railway Board and both the Federations on many issues pertaining to the category were also explained. Discussions held with then Finance Minister, Minister for Railways and Minister of States for Railways have not fetched the desirable result of justifiable pay scales to the Technical Supervisors / Rail Engineers, he wondered.

He told that the life time achievement of First class pass to all JEs and other supervisors in the Grade Pay of Rs.4200 have come to the reality because of logic arguments put by IRTSA with facts and figures to the Railway Board and to the Federations. But many vital demands of Group-B gazetted status to all the SSE/CMS/CDMS, inclusion of training period for the purpose of financial upgradation under MACPS & other MACPS anomalies, lack of career planning with only one promotional chance to JE and nil promotional chance to SSE and many other unresolved issues have created lot of heartburns among the Technical Supervisors / Rail Engineers he told. He added further that equating the pay scales of Technical Supervisors / Rail Engineers with non-sensitive categories have demotivated the category and will affect the safety and efficiency of Railways. He urged the members to instill the fire in their heart to get the genuine demands of the category fulfilled and to contribute for the membership subscription, struggle fund. Er.A.Ganesh Babu, CEC Member asked everyone to visit the web site <http://www.irtsa.net> to get the latest updates on IRTSA activities & for administrative orders of Railways / Government. He also urged all the members to subscribe for the official Journal of IRTSA "Voice of Rail Engineers". Er.Sekhar Mukherjee proposed the vote of thanks.

Earlier on 2nd & 3rd April, CEC team led by L.Markantayan, Vice President along with K.V.Ramesh, A.Ganesh Babu and office bearers of Liluah Unit went around the shops and interacted with the Technical supervisors / Rail Engineers. A meeting of the Unit Executive Committee was also held in the evening of 2nd April.

GS/IRTSA ADDRESS RAIL ENGINEERS GENERAL BODY AT JAMALPUR UNIT IRTSA

General Body meeting and annual election of IRTSA Jamalpur Workshop Unit was held at Central Institute on 6th Apr'2012. Er. Harchandan Singh GS/IRTSA presided over the meeting. It was advised by GS/IRTSA to take all steps to strengthen the IRTSA at all levels. It was also advised by him to complete the 50% membership upto 30/04/2012 and 100% upto 31/05/2012.

After the meeting a new committee was formed for smooth running of the unit and to complete the membership.

New Office bearers of Jamalpur Unit IRTSA

Chairman	Er. P N Mishra	SSE/FS
President	Er. C N Chaudhary	SSE/WLD
Wkg President	Er. U R Singh	SSE/MTS
Vice Presidents	Er. D Banerjee Er. V K Srivastava Er. Ajay Kumar	SSE/WCS SSE/SF(BLC) SSE/TPT(Rd)
Secretary	Er. Lal Sahab	SSE/TMS
Treasurer	Er. Fauran Singh	SSE/IM
Jt. Secretary	Er. Bijoy Kr Mondal	SSE/HTS
Asst. Secretaries	Er. Fanindra Kumar Er. O P Singh Er. Amit Kumar	SSE/BST SSE/DCS SSE/WLD
Org. Secretaries	Er. Ranjit Kumar Er. Sanjay Kumar Er. Vijay Kumar	SSE/SMS SSE/ELECT(PH) JE/DRG
Members Ex. Comm.	Er. Bholu Prasad Er. R A Lugun Er. K K Das Er. Sailesh Kumar Er. R M Prasad Er. Rajiv Kumar Er. Ramesh Prasad Er. Surendra Prasad Er. Naresh Prasad Er. Sanjay Bhagat Er. Md. Saba-uddin	SSE/DPS SSE/GIF SSE/PD JE/CRS SSE/WLD SSE/WRS2 SSE/TPT Rail SSE/BSS SSE/ELECT(AM) DMS/STORE CMS/CMT

Ministry of Finance, Department of Expenditure OFFICE MEMORANDUM

Sub: Central Government Employees Group Insurance Scheme-1980 - Tables of Benefits for the savings fund for the period from 01.01.2012 to 31.12.2012. Dated 24.4.2012

The undersigned is directed to refer to this Ministry's O.M. No.7(I)/EV/2010 dated 31st January, 2011 forwarding therewith Tables of Benefits under CGEGIS for the year 2011. New Tables of Benefits for the savings fund of the Scheme based on a subscription of Rs.10 per month from 1.1.1982 to 31.12.1989 and Rs.15 per month w.e.f. 1.1.1990 onwards have been prepared for the year 2012 and a copy of the table is enclosed. Another Table of Benefits for the savings fund based on a subscription of Rs.10 per month for those employees who had opted out of the revised rates of subscription w.e.f. 1.1.1990 have also been drawn up for the year 2012 and a copy of that table is also enclosed. The amounts in the Tables have been worked out on the basis of interest @ 10 per annum (compounded quarterly) for the period from 1.1.1982 to 31.12.1982, 11% per annum (compounded quarterly) w.e.f. 1.1.1983 to 31.12.1986, 12% per annum (compounded quarterly) w.e.f. 1.1.1987 to 31.12.2000, 11% per annum (compounded quarterly) w.e.f. 1.1.2001 to 31.12.2001, 9.5% per annum (compounded quarterly) w.e.f. 1.1.2002 to 31.12.2002, 9.0% per annum (compounded quarterly) w.e.f. 1.1.2003 to 31.12.2003, 8% per annum (compounded quarterly) w.e.f. 1.1.2004 to 30.11.2011 and 8.6% per annum (compounded quarterly) w.e.f. 1.12.2011 onwards. The mortality rate under the Scheme has been taken as 3.75 per thousand per annum up to 31.12.1987 and 3.60 per thousand per annum thereafter in both the cases. While calculating the amount it has been assumed that the subscription has been recovered or will be recovered from the salary of the month in which a member ceases to be in service failing which it should be deducted from accumulated amounts payable.

IRTSA APPEALS TO FINANCE MINISTER ON GRADE PAY OF C&M SUPERVISORS

Sub: Non-implementation of accepted recommendations of Sixth Pay Commission.

- Appeal against serious injustice regarding Grade Pay of Chemical and Metallurgical Supervisors (CMS & CMAs) on Indian Railways

Ref: i) Gazette notification No.470, Ministry of Finance G.S.R. 622(E) dated 29-8- 2008

ii) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

1. We seek your kind intervention in respect of serious injustice regarding the Grade Pay of **Chemical & Metallurgical Supervisors** on Railways - as notified vide orders cited above after the Sixth Pay Commission.

2. C&M Supervisors ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the backbone of Quality Control and preventive maintenance exercise of all Engineering departments.

3. It is regretted that the higher qualifications, duties and responsibilities, that are linked with the safety of train operations, were not considered while deciding their grade pay.

4. Grade Pays of C&M Supervisors had been equated and bunched with the categories which were earlier in lower scales than them. Grade Pay of some categories - which were previously in 1 or 2 scales lower have been placed two Grade Pays above the C&M Supervisors. The category of C&M Supervisors which was in the highest pay scale among all Group-C employees (**as indicated in Annexure I & II**) has been humiliated by being placed in lower Grade Pay than the categories, which do not shoulder as much responsibilities as the C&M Supervisors.

5. ANOMALY CREATED AFTER SIXTH PAY COMMISSION:

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications (of B.Sc. for CMA-II (pre-revised Scale of Rs.5000-8000) and Degree in Engineering (Metallurgy/Chemical)/M.Sc.(Chemistry/Applied Chemistry) for CMA-I (pre-revised Scale of Rs 5500-9000) and they have to undergo one year's induction training, which is higher than all the non-technical categories, But after the 6th Pay Commission they have been equated with or placed in lower pay scales than some of the non- technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualifications, training and experience required for their job but also ignoring the duties, responsibilities and overall job requirements of the C&M supervisors.

b) NON-IMPLEMENTATION OF ACCEPTED RECOMMENDATIONS OF SIXTH PAY COMMISSION:

Para 3.4.7 of Sixth Pay Commission clearly mentioned 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." - * (PB Rs. 8700-34800 has since been improved as Rs.9300-34800 by GOI)

Even this accepted recommendation of the Sixth Pay Commission has also been overlooked in the case of CMA-I (Chemical & Metallurgical Assistants I) in the Pre-revised scale of Rs 5500-9000) with – BE / Degree in Engineering / MSc have unjustly been placed in PB-2, Grade Pay of Rs.4200 instead of Grade Pay Rs.4600.

Violation of the above said accepted recommendations of the Sixth Pay Commission is causing serious unrest, frustration and disillusionment amongst such highly qualified staff on the Railways who are responsible for effective quality control and safety on the Railways.

c) SCPC report for scientific staff has recommended through para 3.5.7 "The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800* along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500. - * (PB Rs. 8700-34800 has since been improved as Rs.9300-34800 by GOI)

This recommendation of Sixth Pay Commission has also been overlooked for CMA-I on the Railways, who are placed in PB 2 Grade Pay of Rs.4200 instead of Rs.4600.

d) HORIZONTAL PARITY AND VERTICAL RELATIVITY HAVE BEEN DISTURBED:

Both horizontal parity and vertical relativity - have been disturbed after the Sixth CPC - in the case of C&M Supervisors since they have been placed **even below the supporting staffs** like the Accounts Staff, Teachers and Nurses - which were previously in the lower pay scales all through. The later have now unjustly been placed even two grades higher than the C&M Supervisors (**as indicated in Annexure I & II**).

6. Indian Railways has been continuously upgrading its technology in train operations and maintenance. For this purpose continuous induction of new technology is resorted to and improvements are being made in the existing technology. C&M Supervisors have to update their knowledge and skills and to acquire new ones to adapt to new technology for effective quality control & safety on the Railways.

7. It is regretted that even the recommendations of Railways Departmental Anomalies Committee to the Ministry of Finance – made as long back as in 2009 - had not so far been accepted by the Ministry of Finance regarding the Grade Pay of **C&M Supervisors and for some other categories of Indian Railways**. This has created severe heartburning.

8. It is therefore requested that:

i. CMA-II (Chemical & Metallurgical Assistant – II) in the pre-revised Scale of Rs.5000-8000 (Redesignated as Chemical & Metallurgical Assistant) may please be granted Grade Pay of Rs.4800 in PB-2 with direct recruitment qualification of B.Sc. (Chemistry/Physics)– (keeping in view their nature of Duties & Responsibilities).

Continued on page - 6

Appeal on GP of C&M Supervisors (Cont. from Page-5)

ii. CMA-I (Chemical & Metallurgical Assistant –I) in the pre-revised Scale of Rs.5500-9000 may please be upgraded as CMS-I (Chemical & Metallurgical Superintendent in the pre-revised scale of Rs.7450-11500 - (as per recommendations of Sixth Pay Commission vide Para 3.4.7 & 3.5.7)

iii. CMS-II & CMS-I (Chemical & Metallurgical Superintendents – I & II) - (in the pre-revised scale of Rs.6500-10500 Rs.7450-11500 respectively - which have now both merged and redesignated as Chemical & Metallurgical Superintendents) may please be granted the Grade Pay Rs.5400/- in PB-2 with direct recruitment qualification of Degree in Engineering (Metallurgy / Chemical Engineering) or Post Graduates in Science (M.Sc. Chemistry / Applied Chemistry) – (keeping in view their higher nature of Duties & Responsibilities).

(For Annexures Please visit www.irtsa.net)

MEMORANDUM ON % OF DR QUOTA

Sub: Implementation of recommendations of 6th CPC – Reg: Merger of grades- Revised classification and mode of filling up of non-Gazetted posts – Scheme for filling up of vacancies after 31.12.2011.

Ref: Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009 [RBE No.161/2009] & 21.11.2011 (RBE No.158/2011)

1. We would like to bring to your kind notice the problem on the issue of percentage distribution among the direct recruits and promotees on the merged grades (of SE & SSE Rs.6500-10500 & Rs.7450-11500) after implementation of Sixth Pay Commission Report.

2. The pre-revised apex scale (S-13) of Rs.7450-11500 (SSE) were filled by promotion from the pre-revised feeder scale of Rs.6500-10500. The posts in the scale of Rs.6500-10500 (then Section Engineer) were filled @ 20% by direct recruits and 80% by promotees.

3. In the pre-revised scale of Rs.6500-10500 (then Section Engineer), direct recruitment of Engineering Graduates were done to the tune of 20 percent of Section Engineers strength which has the 29% of the cadre strength of Technical Supervisors. Accordingly 5.8% Engineering Graduates were inducted as direct recruits in the pre-revised total cadre strength.

4. After the implementation of Sixth Central Pay Commission's Recommendations, the quantum of direct recruits were kept the same vide para 2.3 of Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009, RBE No.161/2009 (attached in annexure-I), on the subject Implementation of recommendations of 6th CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts.

5. This ensured the existing promotional chances for the serving employees, so that seniors are not deprived of promotion.

6. Railway Board's letter of even number dated 21.11.2011 (attached in annexure-II), has nullified the para 2.3 of Board's letter dated 03.09.2009 referred in para 4 above. This will result in a. Decreased promotional chances for the serving employees.

b. Since Railways are not able to fill-up of all the vacancies created, direct recruitment quota will not be filled up properly and a huge vacancy of posts will add more

constrains in the already understaffed and over-strained human resources and infrastructure.

c. There is continuous shrinkage in the staff strength and on subsequent cadre review the promotional chances are depleted every year. In this scenario promotions prospects are going to be reduced still further if the total intake of DRs is not retained at the pre-merger level.

7. A comprehensive table showing the proposed ratio of direct recruits in each scale of Technical Supervisors / Rail Engineers is attached in the Annexure-III.

8. a) It is, therefore, requested that the %age of Direct Recruitment of Engineering Graduates in the cadre of Technical Supervisors in the merged scale of Senior Section Engineers (with Grade Rs.4600) may please be kept as 10% (or maximum of 11.5%) (of 47% of posts of Technical Supervisors) in the merged strength SE & SSE to maintain quantum of net direct induction in Pre-Revised Scales (@20% of 29% posts of SE only of Rs 6500-10500).

EXISTING & PROPOSED %AGE OF DIRECT RECRUITMENT

(IN THE CADRE OF SE IN PRE-REVISED SCALE Rs. 6500-10500 &

IN MERGED CADRE OF SSE IN GRADE PAY of Rs. 4600 RESPECTIVELY)

CATEGORY	EXISTING SCALE	EXISTING MODE OF FILLING	PAY BAND (GRADE PAY)	MAX. %age OF DR PROPOSED
Senior Section Engineer (SSE)	6500-10500	20% Dir. Rect; 80% Promotion	PB2 (4600)	10 to 11.50%

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

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RAILWAY BOARD ORDERS**1. Sub: Children Education Allowance/Hostel Subsidy-clarifications thereon.****Rly Board's letter No: No. E(W)2012/ED-2/1, Dated 11/04/2012**

In terms of Railway Board's letter No. E(W)/2008/ED-2/4 dated 01-10-2008 revised instructions were issued on Grant of Children Education Allowance to Railway employees based on the recommendations of Sixth Central Pay Commission. These instructions provide that Children Education Allowance shall be admissible to Railway servants up to a maximum of two children at the maximum rate of Rs.12,000 (since revised to Rs.15,000/-) per annum per child to cover expenses on education of children under various heads of fee as mentioned in the said letter. In respect of aforesaid policy it was further clarified under Board's letter No. E(W)2008/ED-2/4 dated 10/06/2009 based on the advice received from Department of Personnel and Training and adopted by Railway Board, that reimbursement of Children Education Allowance is admissible for eldest two surviving children studying in schools affiliated to Board of Education.

2. It has come to the notice of Railway Board that reimbursement of Children Education Allowance has been allowed in certain cases prior to 10-06-2009 in respect of any two children of the Railway employees. Clarifications have been sought from Railway Board as to whether the Children Education Allowance paid prior to issue of Board's guidelines dated 10-06-2009 in respect of any two children other than the eldest two children may be recovered. This issue has been examined in consultation with associate finance in Railway Board and it has been decided that no recovery need be made from such Railway employees where Children Education Allowance has been paid in respect of any two children other than eldest two surviving children prior to 10/06/2009.

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

4. This also disposes of North 'Central Railway's letter No.613/NCR/HQ/A/Cs/Admin/CEA dated 31-05-2010.

2. Sub: Revised Codal life of assets.**Railway Board letter No. 2001/AC-II/2/10/Vol.II, dated 15.03.2012. (RBA No./05/2012)**

Please refer to Board's letter of even number dated 25.5.2006 (RA No.25/2006), 18.8.2006 (RA No 42/2006), 12.10.2007, (RBA No 37/2007) and 25.2.2009 (RBA No.13/2009), under which instruction on revised codal life of assets based on the recommendations of ED's committee were issued. The said committee has further re-examined the codal life of various items of computers and IT systems and their recommendations have since been accepted by the Board.

Accordingly advance correction slip no.71 amending para 219 of Indian Railway Financial Code – Volume-I, detailing revised life of various items of computers and IT system of Railway assets is placed below for information and necessary action.

1. Active (MIS system including external storage system and their connects) & Passive (viz. network cabling) networking equipments. – **8 years**
2. Small multi user systems and power supply equipments (viz. individual office LANs, UPS) – **4 years.**
3. PCs – **3 years.**

4. Secondary system (Portable computers / Laptops etc.) – 4 years

5. Thin client / Dumb terminals (for PRS/UTS/ATVMs etc) - 5 years (Local administration may approve premature condemnation up to 2 years earlier than end of average life).

6. Printers - 3 years (Local administration may approve premature condemnation up to 1 year earlier than end of average life).

3. Sub: Utilization of Railway Quarters lying surplus due to shift/closure of establishments - Delegation of powers to.**Railway Board letter No. E (G) 2001 QR1-2 Surplus, dated 28.3.2012.**

The issue of utilization of Railway quarters lying surplus on the Railways has been under consideration of Board for quite some time.

2. In exercise of its powers to make reasonable relaxations in public interest for a class/group of employees, in all or any of the existing provisions regarding house allotment/retention, the full Board has decided that the General Managers of the Railways be delegated the powers to allot the surplus quarters to employees posted at other stations.

3. This issues with the concurrence of finance directorate of the Minister of Railways.

4. Payment of Dearness Allowance to Railway Employees – Revised rates effective from 1.1.2012.**Railway Board letter No: PC/VI/2008/I/7/2/1, (RBE No.49/2012) dated 9.4.2012.**

Please refer to this Ministry's letter even number dated 15.10.2011 (S.No PC-VI/277, RBE 137/2011) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway Employees shall be enhanced from the existing rate of 58% to 65% with effect from 1st January, 2012.

2. The provisions contained in paras 3, 4 & 5 of this Ministry's letter of even number dated 9.9.2008 (S.No.PC-VI/3, RBE No.106/208) shall continue to be applicable while regulating Dearness Allowance under these orders.

3. The additional installment of Dearness Allowance payable under these orders shall be paid in cash to all Railway Employees. The arrears may be charged to the salary bill for April, 2012 and no honorarium is payable for preparing separate bills for this purpose.

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

5. Railway service (Revise Pay) Rules 2008 – Date of next increment in the revised pay structure under Rule 10 of the RS(RP) Rules 2008.**Ref: Railway Board's letter No: PC-VI/2012/I/RSRP/1 (RBE No 40/2012) dated 23.3.2012.**

In accordance with the provisions contained in rule 10 of RS(RP) rules, 2008, there will be uniform date of annual increment, viz 1st July of every year. Employees completing six months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after the fixation of pay on 1.1.2006 in the revised pay structure on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.

2. The staff side has represented on this issue and has requested that those employees who were due to get their annual increment between February to June during 2006

(Railway Board Orders continued on page - 8)

Railway Board's Orders (continued from page - 7)

may be granted one increment on 01.01.2006 in the pre-revised scale.

3. On further consideration and in exercise of powers available under RS(RP) Rules 2008, the President is pleased to decide that in relaxation of stipulation under Rule 10 of these Rules, those employees who were due to get their annual increment between February to June during 2006 may be granted one increment on 1.1.2006 in the pre-revised pay scale as a onetime measure and thereafter will get the next increment in the revised pay structure on 1.7.2006 as per rule 10 of RS(RP) Rules, 2008. The pay of eligible employees may be re-fixed accordingly.

4. This issues with the concurrence of finance directorate of the Minister of Railways.

Medical reimbursement cannot be denied on arbitrary reasons - CAT PB Delhi

The government cannot deny medical reimbursement to an employee merely on the ground that he did not immediately inform his department about his admission in a non-panel hospital, the Central Administrative Tribunal has ruled. The tribunal's principal bench in Delhi comprising G George Paracken rejected the objection raised by the Mahanagar Telephone Nigam Limited (MTNL) to its employee, Mahinder Kumar's claim for reimbursement, reminding the public sector undertaking that "no policy can be impracticable and arbitrary".

Kumar of Sonapat, Haryana, had suffered a severe heart attack in July 2010 and was rushed to a local hospital, which referred him to the Jaipur Golden Hospital in Delhi, where he was admitted. Three days after he was discharged, he suffered another attack and was re-admitted for treatment. The two hospital admissions cost him Rs.4.63 lakh.

When he returned to work and applied for reimbursement, MTNL rejected the claim on the grounds that employees were allowed reimbursement for admission in a non-panel hospital in an emergency only when they are immediately told about it.

This, MTNL argued, would have enabled its medical inspector to physically verify his admission which was a mandatory requirement for reimbursement.

Paracken rejected this argument, pointing out that the objective of the rule was to verify that an employee had indeed undergone treatment. This was something which could be done by verifying the claims of the employee with the hospital concerned.

"A person who has suffered a heart attack will be in panic and his entire family will also be in panic. When a person is fighting for his life, it is not expected of him or his family to intimate about his admission in the hospital immediately," the tribunal ruled.

"I fail to understand what verification the medial inspector could do even if the prior intimation of admission of the applicant in the said hospital had been given. When the medical authorities of the hospital have certified that the applicant got admitted in the hospital in an emergent situation, could the medical inspector of the respondent-department say that the same was not on emergent basis," the order said.

DOPT - NOTIFICATION**F.No 13026/5/2011-Estt.(L) Dated 4.4.12.**

In exercise of the powers conferred by the proviso to article 309 read with clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Central Civil Services (Leave) Rules, 1972, namely:-

1. (1) These rules may be called the Central Civil Services (Leave) (Third Amendment) Rules, 2012. (2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Central Civil Services (Leave) Rules, 1972, (hereinafter referred to as the said rules), in rules 43-AA, the existing "Note" shall be numbered as "Note I" and after Note I as so renumbered, the following note shall be inserted, namely :-

Note 2:- "Child" for the purpose of this rule will include a child taken as ward by the Government servant, under the Guardians and Wards Act, 1890 or the personal law applicable to that Government servant, provided such a ward lives with the Government servant and is treated as a member of the family and provided such Government servant has, through a special will, conferred upon that ward the same status as that of a natural born child".

3. In the said rules, in rule 43-B, the following note shall be inserted, namely:

'Note :- "Child" for the purpose of this rule will include a child taken as ward by the Government servant, under the Guardians and Wards Act, 1890 or the personal Law applicable to that Government servant, provided such a ward lives with the Government servant and is treated as a member of the family and provided such Government servant has, through a special will, conferred upon that ward the same status as that of a natural born child".

Tatkal Rules

- Tatkal booking opens at 8 AM on one day in advance to the actual date of journey excluding date of journey.
- No duplicate Tatkal tickets shall be issued. Duplicate Tatkal tickets shall be issued only in exceptional cases on payment of full fare including Tatkal charges.
- Self attested photo copy of the proof of identity of anyone passenger shall be attached to the requisition slip.
- During the journey, the passenger, whose identity card number has been indicated on the ticket, will have to produce original proof of identity indicated on the ticket.
- If the passenger whose identity card number is indicated on the ticket is not traveling, all other passengers booked on that ticket, if found traveling in train, will be treated as traveling without ticket and charged accordingly.
- It will be possible to book a maximum of only four passengers per PNR for Tatkal tickets.
- The facility of change of name is not permitted on the bookings made under Tatkal scheme.