

# Voice of Rail Engineers

Official Organ of

**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

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## **HUNDREDS OF RAIL ENGINEERS DEMONSTRATE AT JANTARMANTAR NON-ACCEPTANCE OF LONG PENDING**

### **DEMANDS CAUSING SERIOUS CONCERN**

**IRTSA RESOLVES TO SEEK LEGAL REMEDIES IF DEMANDS  
ARE NOT MET EARLY FOR HIGHER GP & GROUP 'B'**

New Delhi, August 28: Hundreds of Railway Engineers from all over India held a mid-day Rally at Jantar Mantar today - on a call given by IRTSA - to protest against the apathetic attitude of Railway Ministry and the Government towards the genuine demands of Rail Engineers and to protest against the total neglect of Engineers on the Railways, failure to recognize their qualifications and contribution to safety and efficiency of the Railways as well as failure to grant them proper pay, career progression and additional emolument for the additional workload etc.

Er. M. Shanmugam, Central President IRTSA as well as other speakers who addressed the rally, strongly condemned the apathy of the Railways towards the technical cadres on the Railways – especially the Technical Supervisors – who have been badly ignored over the years – in spite of the vital role played by them in safe and efficient running of the Railways.

The mass meeting resolved to seek legal remedies if demands are not met early for grant of Group 'B' status to Senior Supervisors and for up-grading of Grade Pay of Technical Supervisors (including that of the JEs, CMAs, DMS to Rs.4600 and that of SSE, CMS & CDMS to Rs.4800).

Later on a Memorandum was submitted to Chairman Railway Board, Members and other Officers of the Railway Board by a delegation of the Association – urging upon the Railways to accept the genuine demands of Technical Supervisors in the interest of the better industrial relations, greater efficiency and safety on the Railways.

Main demands of the Association include – implementation of decisions of the Departmental Anomalies Committee (DAC) for higher Grade Pay of Technical Supervisors, time bound promotion for Junior Engineers to Junior Administrative Grade – as recommended by Railway Reforms Committee (RRC), Grant of Group B status to all Senior Section Engineers (SSE), Chemical & Metallurgical Superintendents (CMS) and other Senior Supervisors – as per orders of Ministry of Personnel, upgrading of P-Wat Supervisors as JEs – like other De[ptts, and Incentive or additional allowance for additional workload as per benchmarks and yardsticks.

## **IRTSA - CEC MEETING HELD AT NEW DELHI Apathetic attitude of Railways & Govt condemned**



### **CEC MEETING OF IRTSA IN PROGRESS**

CEC meeting of IRTSA was held at New Delhi on 27<sup>th</sup> August at T.N.Bajpai Memorial Hall, between 10.30 to 17.30 hours. Er.Kalyan Banerjee welcomed the delegates. He requested the house to explore possibilities of legal remedies on the issue of Grade Pay & Group B. He asked all the members to pass on the message of CEC down the line in the true spirit.

Er.Shanmugam, President/IRTSA explained the status position of demands. He said that Railways which has the privilege of separate budget should also be allowed to decide on the pay scales of its employees. Even though Railway Board had included the arguments placed by IRTSA in its approved memorandum to Finance Ministry, the common demand placed by the Board on upgrading all the categories in the Grade Pay of Rs.4600 to Rs.4800 was turned down by the Finance Ministry seeking clarification from the Railway Ministry to specify the individual categories that have to be upgraded. The agenda items of Departmental Anomaly Committee placed by the federation on upgrading the pay scales of SSE, JE, CMA etc are also not come to a logical conclusion he said.

Er.Darsanlal cautioned about the huge stagnation happening the grade of SSE. Er.V.P.Abdul Salam, Er.Ashoke Chowdhury, Er.R.K.Ponday, Er.V.B.Narayanan, Er.Surjit Singh proposed to the house the demands on Grade Pay, Group-B, Career planning and MACPS which were passed after deliberation. Er.P.K.Shukla, Er.Ramanamurthy, Er.K.K.Srivastava, Er.Sathyanarayan Reddy and others also spoke on the occasion.

**IRTSA, RCF - KAPURTHALA SHALL HOST  
47<sup>TH</sup> CGB & ALL INDIA CONFERENCE OF  
IRTSA ON 4<sup>TH</sup> & 5<sup>TH</sup> DEC – 2012  
ALL RAIL ENGINEERS ARE WELCOME  
(SEE CGB NOTICE ON PAGE – 5)**

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

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**“SUCCESS COMES TO THOSE WHO BELIEVE”**



**EDITORIAL****ACHIEVEMENTS, CHALLENGES & OPTIONS BEFORE RAIL ENGINEERS: “TO SEEK LEGAL REMEDIES”; OR “TO GO ON WORK-TO-RULE”**

Rail Engineers / Technical Supervisors have been aggrieved for decades – or rather ever since the First Pay Commission – when their status and pay scales were first eroded (e.g. in *Pre-1931 Scales - the Pay Scale of Senior Technical Supervisors / Foremen was Rs.400-700 i.e. nearly one and half times than that of the rest of the Group C Staff. But the 1<sup>st</sup> CPC brought them down – disturbing the existing relativity*). No improvement was made by the Second Pay Commission – which just merged the DA with Basic Pay for all categories of Staff.

IRTSA was formed in 1965 and for the first time provided a platform to unite the Technical Supervisors on the Railways - which was able to highlight and to represent their problems before the Administration, the Pay Commissions, Railway Reforms Committee, Railway Accident Inquiry Committees & other forums.

Some issues were resolved as result of these efforts. Third and Fourth Pay Commissions, restored the Pre-1931 relativity of pay scales, based on the evidence of IRTSA. Highest of Group C scales of Rs.840-1040 and Rs.840-1200 were granted to Technical Supervisors by 3<sup>rd</sup> CPC and Rs.2375-3500 by the Fourth CPC

Number of pay scales of Technical Supervisors were reduced from 6 to 4 by 3<sup>rd</sup> CPC and further reduced to 2 by Sixth CPC. Cadre restructuring brought in major relief to the JEs. Age old Designations (of Chargemen, Foremen, PWI, IOW, SI, TXR) were changed to JEs and SSEs – after IRTSA announced to go on ‘Work-to-Rule’ in 1996 – against the misnomer of JEs given to the then Foremen / Shop Superintendents – (at the instance of a group of misguided Engineers who termed it as a victory).

Third & Fourth Pay Commissions as well as the two Railway Accident Inquiry Committees (headed by Justice Wanchoo and Justice Sikri) all recommended Group B Status for the Senior Supervisors – based on the pleadings and evidence of IRTSA. Govt & DOP accepted the recommendations of Pay Commissions. All Depts. implemented it. But the Railway did not do so.

IRTSA filed a Court Case. CAT New Delhi (in OA No. 835-1989 IRTSA-vs-UOI) held the Classification of Senior Technical Supervisors in Group C as anomalous and directed the Railways to reconsider the same. Railways misconstrued the word reconsider in the judgement and unjustly continued to classify them in Group C.

Railway Board, however, up-graded 1500 posts of Senior Supervisors to Group B in two phases in ‘90s – as against 100% demanded by IRTSA. Continuous struggle and campaign by IRTSA, the then CRB had agreed in 2007 to upgrade 15% posts of Senior Supervisors to Group B. But there is no progress even on that so far – causing further resentment and frustration amongst the technical Supervisors – due to absolute lack of any avenues of promotion or up-grading by either the Pay Commissions or the 4 CRCs.

Apex pay scale of Technical supervisors (SSE) has always been higher than pay scales of supervisors of all other departments in Railways. As mentioned Third Pay Commission recommended highest pay scale of Rs.840-1200 for Technical Supervisors as against scale of Rs.700-900 granted as the highest scale granted to other Group C Cadres.

Railway Ministry has not only ignored the orders of Govt of India and DOP regarding Group B, it had also ignored the recommendations of various committees on many scores – including those of three Railway Accident Inquiry Committees (RAIC) and Railway Reforms Committee (RRC) – for Grant of higher status to Senior Supervisors, to improve their avenues of promotion and to give more Disciplinary, Financial and Administrative powers to them in order to ensure safe and efficient working of the Railways.

The last two Pay Commissions had done a great injustice to the Technical Supervisors – as repeatedly represented by IRTSA - over the years. But these issues have not been resolved so far.

Teachers, Nurses and Accounts Staff in the apex scale were two or three grades below the SSEs after 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup> CPC. But Sixth Pay Commission placed the Teachers, Nurses and Accounts Staff in the Grade Pay going up to of Rs.5400 - whereas the SSE had been given a Grade Pay of Rs.4600 in spite of the element of direct recruitment of Degree in Engineering and in spite of the vital role of the SSE in ensuring the Safety, quality control efficiency and productivity on the Railways.

Multifaceted duties & responsibilities of safe and efficient running of Trains through frontline supervision and management of “Failure Proof” production, repair, maintenance and operation of Rolling Stock, Locomotives, Permanent Way, Works, Signal & Telecommunication systems, Overhead Equipments (OHE) and other assets and equipment on the Railways, were not considered by the SPC

CAT New Delhi (in OA No. 1527/1990 IRTSA-vs-UOI) – directed for grant of higher scale to JEs as ‘an equal cannot be over an equal’. This direction was accepted by Fifth CPC – (as recorded in Para 54.36 Page 700 of 5<sup>th</sup> CPC Report). Both Fifth and Sixth CPC had allotted higher Pay scale / Grade Pay to JEs than the MCM. But the Railway Board had undone it later by allotting the Pay Scale / Grade Pay to MCM at par with JEs – in violation of the above judgment of CAT and in violation of Directive Principle of the Constitution that an equal cannot be over an equal.

This makes a strong case for JEs for granting a higher Grade Pay of JEs & SSEs. It is regretted that the Recommendations of the Departmental Anomalies Committee and Priority Committee of Ministry of Railways to the Ministry of Finance – made in 2009 – for Grade Pay to JEs, SSE, CMA, CMS, DMS and CDMS etc. on Railways, had not been accepted by the Ministry of Finance Expenditure. Other demands are also yet to be resolved.

There is as such no alternative for Rail Engineers – except to either seek legal remedies or to resort to direct action – like “Work-to-Rule”. IRTSA may soon take this decision – unless these issues are resolved.

**Units! Send Central Quota & Struggle Fund**

Through Bank Draft in favour of “IRTSA” to:

Central Treasurer IRTSA, Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008 (Ph: 09828024476 & 02912713123)



## PROTEST DAY OBSERVED IN VARIOUS ZONES OF IRTSA

Various Zones of IRTSA observed protest day on 27.06.2012. Technical Supervisors, CMT Engineers, Design & Drawing Engineers, Store Engineers and IT Engineers participated in large number. Rail Engineers wore protest badges during the day. In the evening large number of Technical Supervisors / Rail Engineers participated in the demonstration held in front of their respective offices. Slogans on the long pending demands of the category were raised in the demonstration. At the end of the demonstration a resolution was passed and handed over to respective General Manager or HODs.

### Demonstration in front of SC.Rly HQ



### Demonstration by S.Rly & ICF



### Diesel Shed -KAJIPET



## PROTEST AT MANGALORE AGAINST VICTIMISATION

On 27.7.2012 IRTSA Mangalore sub unit organized a protest meeting between 18.00hrs and 19.00hrs at Mangalore Central to protest against the unjustifiable act by the administration against Sri.K.Haris, SSE/C&W/CLT. The meeting unanimously condemned the act of suspension which questions the very integrity and sincerity of the supervisors. It is highly disgracing that even before the actual reason is known, a supervisor had been victimized. This knee jerk action by the administration implies that administration has accepted the cause of derailment to be due to mechanical defect well before a fact finding enquiry, the speakers in the meeting told. In the next day Administration has revoked the suspension of the SSE.

## IRTSA MEETING AT RWF, BANGALORE

### MEMBERS PARTICIPATED ACTIVELY IN THE DISCUSSION

IRTSA special meeting was held at Rail Wheel Factory, Yelahanka, Bangalore on 3<sup>rd</sup> August from 17.30 hours to 20.00 hours. K.V.Ramesh JGS/IRTSA addressed the gathering as special invitee. Er.Jayakumar & Er.Ravi Nair welcomed all the Technical Supervisors from Mechanical, Electrical, Design & Drawing, Civil, CMT and Stores. Er.E.Ramesh, Staff Council Member, ICF explained the achievements of IRTSA attained through the staff council at ICF.

Er.Indira Sekar, Staff Council Member/ RWF, explained the steps taken to stop the recovery made on incentive payment of CMS after the implementation of Sixth Pay Commission scales. He also explained the strenuous nature of work prevails at RWF, high production target and dictatorial behavior of some officers are taking the life of supervisors he added. Er.Somaraj urged all the Technical Supervisors / Rail Engineers to strongly unite under the banner of IRTSA and to actively participate in all its all India and Zonal activities. Er.Jagadesh CDMS, Er.Bose SSE/Dsg, Er.Rajagopal, SSE/Works demanded incentive / Spl allowance to their respective departments. Er.Dayalan explained the peculiar situation of two different rates of Incentive paid to the JEs even after the merger of JE-I & JE-II and urged for early solution. Er.Dayanada Rao demanded for Direct Incentive for SSEs since they are all part and parcel of production system. He also highlighted the negligible promotional opportunity available to the Graduate Engineers in Railways. Er.Dayanandan demanded that financial up-gradation under MACPS shall be extended to all the supervisors promoted through LDCE & GDCE from the date of their entry to the cadre ignoring the promotion earned previously.

In his address Er.Kushal Kumar, Zonal Secretary IRTSA thanked large number of Technical Supervisors who had gathered at a short notice. He demanded that SSEs and other senior supervisors should be granted honorarium for attending the work on Sundays and holidays.

Er.K.V.Ramesh, JGS/IRTSA explained the current position on main demands of IRTSA including Rs.4800 grade pay to JE/CMA/DMS, Rs.5400 grade pay to SSE /CMS /CDMS / Sr.Engg (IT), Career Progression of Rail Engineers & Group-B gazette status to senior supervisors, Incentive / PCO allowance to Rail Engineers working in Design, CMT, Stores & Engg, Anomalies in the MACPS, etc. He also clarified the doubts raised by the members and explained the action taken by IRTSA on the demands raised by the earlier speakers. He also thanked the Federations in getting the one of the main demands of IRTSA "First Class Pass to all JE/DMS/CMA", he explained the active role played IRTSA in meeting the demands. He said that the main objective of IRTSA is to work for the category and only IRTSA is doing it for the past 47 years. He explained about the number of Agitations, Mass Fast, Dharans, Seminars, etc conducted by IRTSA at various places to highlight the demands of Technical Supervisors / Rail Engineers, but still Railways / Government is not conceding to the genuine demand of decent and justified pay to them he said. He requested to all to contribute the membership subscription, Struggle Fund, subscription for "Voice of Rail engineers" without fail. He urged all the Rail Engineers to visit [www.irtsa.net](http://www.irtsa.net) daily and actively participate in the IRTSA face book. Er.V.Nagaraj proposed the vote of thanks.

## IRTSA CONDUCTS HEALTH AWARENESS PROGRAMME “ORTHA DISORDERS – A CHALLENGE”



On 18<sup>th</sup> August, IRTSA conducted a very useful Health Awareness Programme at Advanced Welding Training Institute, ICF on 18.7.2012 between 17.30 hours and 20.00 hours. Sri.ABHAY.K.KHANNA, GM, ICF, graced the occasion as Chief Guest. Dr.M.RAVIKUMAR, Head of Dept Orthopedic Surgery, S.Rly Hospital made a power point presentation on “LOW BACK PAIN – SOLUTIONS”.

CHODs & HODs of ICF including Chief Mechanical Engineer, Chief Controller of Stores, Chief Electrical Engineer, Chief Medical Director, Chief Engineer, CWE/Furnishing, CWE/Shell, CE/GE, CMM/Fur, CMM/Shell, CME/QA and CWM/Carriage & Wagon Works, Perambur graced the programme as Guest of Honour. Dr.KANNAN, (Ortho) also graced the occasion as Guest of Honour.

Er.V.B.Narayanan, Zonal Secretary/ICF sang the prayer. Er.K.V.Ramesh, JGS/IRTSA & Staff Council Member welcomed the GM, PHODs, HODs, Dy.HODs, Officers, Union leaders, Staff Council Members, Employees and Technical Supervisors/Rail Engineers of S.Rly & ICF to the health programme. Er.M.SHANMUGAM, President IRTSA briefly explained the health awareness programme conducted by IRTSA & HAPC on various occasion. He specially thanked GM, CME, CEE, CMD, CE and CPO for encouraging the services of IRTSA. Sri.VenkataRao, Joint Secretary, Staff Council/ICF thanked the IRTSA for its social commitment. Com.Janakiraman, GS/DREU thanked the IRTSA for arranging the programme and wished all success to IRTSA's ICFMS-NFIR and ICFLU-AIRF also participated.

In a Power Point Presentation Dr.M.RAVIKUMAR, explained Need to know about the Back Pain, what is a low back pain and its Management. Video demonstration of the Exercises, DOS & DO NOTs for patients with Low Back Pain was also explained by the Doctor.

**Dr.RAMPRAKASH, CMD/ICF**, congratulated IRTSA in organizing the very useful and purposeful health programme. He appreciated the hard work and commitment shown by the Technical Supervisors in organizing every programme. He promised that all the questions raised by the members will be answered by the Doctors.

In his address Sri.ABHAY.K.KHANNA, GM/ICF, praised the IRTSA team for the constructive work they have been doing all along. He appreciated the Doctors for enlightening the audience on Low Back Pain. He encouraged the organizers to conduct more such types health awareness programme and particularly on “STRESS MANAGEMENT”. He also congratulated the entire ICF family on getting the “**GOLDEN PEACOCK ECO INNOVATION AWARD**”. The programme ended with community dinner.

## IRTSA MEETING WITH Sri.P.K.SHARMA, ADDITIONAL MEMBER / STAFF



On behalf of Technical supervisors / Rail Engineers a meeting was organized to honour Sri.P.K.Sharma, AM/Staff on 27<sup>th</sup> August at the Conference Hall, A.P.Bhavan, NewDelhi. Central Executive Committee members of IRTSA from all over Indian Railways participated enthusiastically. Er.M.Shanmugam, President/IRTSA welcomed AM/Staff and all the CEC members. In his brief submission President IRTSA explained the most important demands of IRTSA, grant of proper Grade Pay to the Technical supervisors / Rail Engineers, Grant of Gazetted Status to senior supervisors and career planning to the Technical Supervisors. In his address Sri.P.K.Sharma, AM/Staff wished the IRTSA and its members all the best and he appreciated the constructive attitude of the leadership of IRTSA. Er.Darsan Lal proposed the vote of thanks. The meeting ended with the dinner.

## NEW OFFICE BEARERS OF C&W WORK SHOP ALAMBAGH, LUCKNOW, N.Rly.

President	-Er.K.R.Singh
Vice President/Mech	-Er.G.S.Yadav
Vice President/Elec	-Er.Shaliendra Singh
Secretary	-Er.Kailash Yadav
Asst. Secretary/ Mech	-Er.Vinod sachan, -Er. N.C.Jaiswal -Er.R.C.Gupta, -Er.Manoj Singh -Er.Sri Nidhi, -Er.Abbishek Shukla -Er.Sameer Tiwari, -Er.R.U.Khan
Asst. Secretary/Elec	-Er.N.S.Yadav, - Er.P.M.S.Rao -Er.Harish Chandra Rajbhar
Treasurer	-Er.R.S.Maurya
Asst. Treasurer	-Er.Manohar Singh
Auditor	-Er.O.P.Chandhary



## NOTICE - CGB MEETING & 47<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE, IRTSA TO BE HELD AT RCF KAPURTHALA ON 4<sup>TH</sup> & 5<sup>TH</sup> DECEMBER, 2012

It is hereby notified that **CGB Meeting & 47th All India Annual Conference of IRTSA shall be held at RCF KAPURTHALA (30 KM FROM JULLUNDER CITY), - ON 4<sup>TH</sup> & 5<sup>TH</sup> DECEMBER, 2012.**

Meeting of CEC, IRTSA shall also be held in conjunction with the CGB as per following programme. All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to please attend the meeting(s) positively, along with maximum number of other active members and Subunit Secretaries etc.

### AGENDA

1. Inauguration & Flag Hoisting
2. Address by President IRTSA
3. a) Report of Activities by General Secretary  
b) Report on Account by Treasurer.
4. Report by Zonal Secretaries & CEC Members.
5. Seminar on "Role of Engineers in improving Safety & Efficiency on the Railways".
6. Constitutional Amendments, if any
7. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.  
b) Resolutions of Demands  
c) Line of Action  
d) Legal Remedies for realisation of Demands.
8. Election of CEC, IRTSA.
9. Any other point with the permission of the Chair.

### PROGRAMME

#### 1. DATE & TIMINGS

**CGB MEETING:** } 10 AM on 4.12.2012 to 2 PM on 5.12.2012

**CEC MEETING:** }

#### 2. VENUE: (I) CONFERENCE & CGB MEETING IRTSA:

**WARIS SHAH HALL, RCF, KAPURTHALA,**

**II) CEC MEETING: SUPERVISORS CLUB (SHAHID BHAGAT SINGH INSTITUTE), RCF**

**3. RESIDENTIAL ACCOMMODATION:** TTC Hostel, RCF  
*And/or: Such other place(s) – as may be advised at the Reception Counter*

**4. DELEGATION FEE:** Rs 200 per head

**5. CHAIRMAN CONF. COMMI:** Er. Darshan Lal, Zonal President & Central Vice President IRTSA, 148-A, Type-IV, RCF Colony, Kapurthala, 144602 (M: 09463183922)

**CONVENOR:** Er. Myank Bhatnagar Zonal Secretary, RCF, 114-D RCF Colony, Kapurthala-144602, (M: 07696732827)

**6. TRANSPORT ARRANGEMENTS:** FROM JULLUNDER CITY STATION TO RESIDENCE & TO VENUE (*On prior intimation to the Convener / Co- Convener*).

**7. TECHNICAL SEMINAR:** "Production & Maintenance of High Speed Coaches on Railways" & "Role of Engineers in improving Safety & Efficiency on Railways"

**All CEC & CGB Members & Zonal Secretaries**

- i. Attend the Meeting positively;
- ii. Ensure Advance Reservations for all participants
- iii. Give wide publicity for effective participation of the delegates in large numbers.

## RAIL ENGINEERS OBSERVE PROTEST DAY

Rail Engineers all over the Indian Railways observed "PROTEST DAY" on 27.7.2012 at 100 different places by wearing Black Badges, Holding demonstration & Dharnas and passing resolution at the end of the day condemning non acceptance of long pending genuine demands of Technical Supervisors / Rail Engineers on grant of Rs.4800 Grade Pay to JE/CMA/DMS, grant of Rs.5400 Grade Pay to SSE/CMS/CDMS, Better avenue of promotion & career planning, Removal of anomalies in MACPS, etc.

### Demonstration in front of ICF GM Office



### MASS FAST AT CLW



### MASS FAST AT GORAKHPUR, NE.Rly





**Sprit of Technical Supervisors / Rail Engineers shown at JantarMantar on 28<sup>th</sup> Aug**



**RAILWAY BOARD ORDERS****1. Subject:- Counting of training period for granting financial upgradation under MACPS-reg.****Railway Board's letter No: No PC-V/2011/M/4/NFIR, dated 7.6.2012.**

The undersigned is directed to refer to NFIR's letter No. IV/MACPS/09/Pt-5, dated 22/05/2012 and to state that issues relating to grant of financial upgradation under MACPS are regulated in terms of the specific instructions contained in Board's letter dated 10-06-09, whose para-9 of Annexure stipulates that ".....pre-appointment training shall not be taken in to into reckoning for the purpose of MACPS".

In this regard, It is also mentioned that the said issue has been discussed in Joint committee against agenda item No(s).24, 37, 40 & 45 and it has been noted that the cases where the probation/training is in the nature of pre-appointment, the same is not being counted for MACPS.

Further, Board's letter No. 2009/Sec(E)/PM-2/6(MACP), dated 28-03-2011 has since been withdrawn vide Board's letter dated 29-04-2011.

As the orders on MACPS are based on the instructions issued by Deptt. of Personnel & Training (DoP&T), the nodal department of Government on the subject of MACPS, this Ministry is not in a position to deviate from the instructions issued by them.

**2. Subject: Implementation of Recommendations 6<sup>th</sup> CPC – Merger of grades – Revised Classification and mode of filling up of non-gazetted posts – Scheme for filling up of vacancies after 31.12.2011.****Railway Boards' letter no: NO.E(NG)-2008/PM1/15, dated 23.5.2012**

Ref: Board's letters of even no dated 03.09.2009 & 21.11.2011 on the above subject.

As the Railways are aware that in terms of instructions issued vide this Ministry's letters of even number dated 03.09.2009 & 07.06.2010 on the above subject, scheme' for filling up of vacancies as may arise up to 31.08.2009 & 31.12-2011 respectively were circulated to the Railways. Further vide letter of even number dated 21.11.2011, the existing methodology to fill up the promotional vacancies has been extended till 31.12.2012 and vide para 2.1 of the letter *ibid*, contents reflected in para 2.3 of Board's letter of even number dated 03.09.2009 were deleted.

2. On a reference from both the Federations, the matter was reconsidered by this Ministry and it has been decided to withdraw the para 2.1 of Board's letter of even number dated 21.11.2011, thereby restoring para 2.3 of Board's letter dated 03.09.2009. It is further advised that the Railways may fill up the promotional vacancies as may arise up to 31.12.2012 keeping in view para 2.3 of letter dated 03.09.2009, if not assessed otherwise. Other stipulation made in the letter *ibid* shall hold good till further orders.

**3. Subject: Rates of Night Duty Allowance w.e.f. 01.01.2012.****Railway Boards' letter no: E(P&A)II-2012/HW-1, dated 8.5.2012**

Consequent to sanction of an additional installment of Dearness Allowance vide this Ministry's letter No. PC-

VI/2008/I/7/2/1 dated 09.04.2012, the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexures 'A' and 'B' of Board's letter No. E(P&A)II-2011/HW-2 dated 29.11.2011 stand revised with effect from 01.01.2012 as indicated at Annexure 'A' in respect of 'Continuous', 'Intensive', 'Excluded' categories and workshop employees, and as indicated at Annexure 'B' in respect of 'Essentially Intermittent' categories.

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

Rates of Night Duty Allowance (NDA) with effect from 01.01.2012 for 'Intensive', 'Continuous' and 'Excluded' categories and Workshop staff.

S. No.	Pay Band	Grade Pay	Rate of NDA (in Rs.)
1	4440 - 7440	1300	55.55
2	4440 - 7440	1400	56.35
3	4440 - 7440	1600	57.85
4	4440 - 7440	1650	58.25
5	5200 - 20200	1800	111.30
6	5200 - 20200	1900	112.05
7	5200 - 20200	2000	112.80
8	5200 - 20200	2400	115.90
9	5200 - 20200	4200	118.95
10	9300 - 34800	4200	201.45
11	9300 - 34800	4600 and above	204.55

Rates of Night Duty Allowance (NDA) with effect from 01.01.2012 for 'Essentially Intermittent' categories of staff.

S. No.	Pay Band	Grade Pay	Rate of NDA (in Rs.)
1	4440 - 7440	1300	37.05
2	4440 - 7440	1400	37.55
3	4440 - 7440	1600	38.55
4	4440 - 7440	1650	38.85
5	5200 - 20200	1800	74.20
6	5200 - 20200	1900	74.70
7	5200 - 20200	2000	75.20
8	5200 - 20200	2400	77.25
9	5200 - 20200	2800	79.30
10	9300 - 34800	4200	134.30
11	9300 - 34800	4600 and above	136.35

**4. Subject: Children Education Allowance/Hostel Subsidy- clarifications thereon.****Railway Boards' letter no: E(W)2012/ED-2/1, dated 11.4.2012**

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,

**Railway Board's orders continued on Page -8**

**Railway Board's orders continued from Page - 7**

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.

**5. Subject:- Extension of Risk Allowance till 31.12.2012.**

**DOPT OM No.21012/01/2008-Estt. (Allowance), dated 18.6.2012**

The undersigned is directed to refer this Department's OM No. 21012/01/2008-Estt.(AL) dated 28.12.2011 vide which payment of Risk Allowance was extended till 30.06.2012. Extension of Risk Allowance for a further period of six months beyond 30.06.2012 has been considered and it has been decided that Risk Allowance may be continued at the existing rates for a further period of six months upto 31.12.2012 or till further communication, whichever is earlier.

**6. Subject: Treatment of employees selected under LDCE Scheme/GDCE Scheme.**

**Railway Board letter: No.PC-V/2011/M/3/AIRF, dated 30.4.12.**

The undersigned is directed to refer to AIRF's letter No.AIRF/MACP (140), dt. 12.04.2012 on the above subject and to state that the issue regarding grant of financial upgradation under MACPS to the employees selected under GDCE/LDCE Scheme is under consideration as the same has been sent to DoP&T, the nodal Department of Govt. on MACPS, for seeking their advice. Reply from DoP&T is still awaited.

**7. Subject:- Counting of training period for granting financial upgradation under MACPS-reg.**

**Railway Board letter: No PC-V/2011/M/4/NFIR, dated 7.6.12**

The undersigned is directed to refer to NFIR's letter No. IV/MACPS/09/Pt-5, dated 22/05/2012 and to state that issues relating to grant of financial upgradation under MACPS are regulated in terms of the specific instructions contained in Board's letter dated 10-06-09, whose para-9 of Annexure stipulates that " .....pre-appointment training shall not be taken in to into reckoning for the purpose of MACPS".

In this regard, It is also mentioned that the said issue has been discussed in Joint committee against agenda item No(s).24, 37, 40 & 45 and it has been noted that the cases where the probation/training is in the nature of pre-

appointment, the same is not being counted for MACPS.

Further, Board's letter No. 2009/Sec(E)/PM-2/6(MACP), dated 28-03-2011 has since been withdrawn vide Board's letter dated 29-04-2011.

As the orders on MACPS are based on the instructions issued by Deptt. of Personnel & Training (DoP&T), the nodal department of Government on the subject of MACPS, this Ministry is not in a position to deviate from the instructions issued by them.

**8. Subject: Railway Services (Revised Pay) Rules, 2008 - Clarification regarding proviso under Rule 10.**

**NO.PC-VI/2010/116/2 RBE No. 8312012 New Delhi, dated 18.07.2012**

**Ref: Railway Board's Notification GSR 643(E) dated 04.9.2008 and letter No.PC-VII2008/1/RSRP/1 dated 11.02.2009 and No.PCVII201 0/1/RSRP/3 dated 23.04.2010.**

References have been received from some of the Railways seeking clarification regarding computation of the period of one year for which pay was drawn at the maximum of the pre-revised scale towards admissibility of additional increment under proviso to Rule 10 of Railway Services (Revised Pay) Rules, 2008.

2. The matter has been examined and it is clarified that the increment in question will be admissible to all those employees who were stagnating at the maximum of their pay scale for more than one year as on 01.01.2006 including those who were in receipt of stagnation increment(s). It is also clarified that the one year period is to be reckoned w.e.f. the date of drawal of pay at the maximum of scale and not from the date of drawal of stagnation increment.

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

## **HUGE DEMONSTRATION BY UNIONS IN FRONT OF MMC, CHENNAI, S.RLY AGAINST THE SAFETY VIOLATION**

### **PROTEST DAY OBSERVED BY BBQ SUB UNIT**

Huge demonstration was held in front of MMC, Chennai, S.Rly on 2.8.2012 between 17.00 hours and 19.15 hours condemning the casual, non-serious state of mind Southern Railway Administration on passenger safety. The demonstration was organized by DREU with the participation of IRTSA, Loco running staff Association, Accounts Staff Association, Station Master Association, etc. In his forceful speech M.Shanmugam, Central President/IRTSA strongly condemned the irresponsible behavior of Chennai division Mechanical Department officer and the basic Railway safety is at stake he said. Com.Janakiraman General secretary DREU, Com.Elangovan, Working President DREU, Office bearers of Running staff, Station master Association all condemned the casual attitude of Railway Administration.

Earlier on the day BBQ sub unit of IRTSA observed the protest day. SSE/JE wore protest card and black badge against the threaten and pressurizing techniques used by the officials to carry out the POH extension of LHB coaches at IOH/BBQ in violation of Railway Board's norms. They also demanded necessary infrastructure, man power, spares, and comprehensive arrangements for cleaning of pit lines for safe running of train.



**IRTSA MEMORANDUMS TO RAILWAY BOARD****1. SUBJECT:- UP-GRADING & REDESIGNATION OF P-WAY SUPERVISORS AS JUNIOR ENGINEERS – AT PAR WITH ALL OTHER TECHNICAL DEPARTMENTS W.E.F 1.11.2003.**

**Reference:- Railway Board's letter RBE No.177/2003 (No.PC-III/2003/CRC/6, dated 09.10.2003 – Reg: Restructuring of certain Group 'C' & 'D' cadres.**

1. Your kind attention is brought to the just and long pending demand for upgrading and redesignation of P-Way Supervisors as JEs (Junior Engineers), as had been done in all other Technical Departments of Railways way back on 1.11.2003.

2. The safe running of trains depends on the level & quality of maintenance of the P-way track and hence the role of Permanent-Way Supervisors is crucial as they answerable for the delay/omissions in this regard. They have to conduct regular inspections, trolley inspections, foot plate inspection (by travelling in engine of running train) over the Section. – under the charge of an SSE. Every P-Way Supervisor has to supervise a team of workers consisting of Trackman, Gangman, Khalasis and Patrolman. He is responsible for the quality of maintenance of the section of track allotted to him and for the safety of the trains running thereon.

3. a) Posts of all Mistries/ Supervisors in all the Technical Departments (except P-Way) had been up-graded en-block w.e.f. 1.11.2003 - vide Railway Board's letter dated 9-10-2003 cited above. - and redesignated as JEs (Junior Engineers). Supervisors (Works) had been re-designated as JE (Works), Supervisors (Bridges) as JE (Bridges), Supervisors Electrical as JE (Electrical), Supervisor Mechanical as JE (Mech) etc. These posts of Supervisors in all Departments had been merged with respective cadre of Technical Supervisors and redistributed as per percentage distribution of the posts prescribed for Technical Supervisors.

b) On the contrary only 17.26% of the posts of the sanctioned cadre of PWMs - had been upgraded and merged with the posts of Junior Engineer (P.Way) Gr.II in the pay scale of Rs.5,000-8,000 – as against 100% up-grading of Supervisors in all other Departments w.e.f. 1-11-2003 vide Railway Board's letter cited above. This was unjust and discriminatory.

4. 66% Posts of PWS (P-Way Supervisors) are filled up by direct recruitment through RRB with the Minimum qualification of Diploma in Elect, Mech & Civil Engineering or B.sc (Math or Physics) and 25 % from Gang Mates and 9% by LDCE from trackmen who have minimum three years service with 10 +2 Maths.

5. In all Technical Departments of Railways including Civil Engineering (Mech, Elect & S&T) Junior Engineers are being recruited directly with the qualification of Diploma in Engineering in the respective fields. In most of these categories 50% of the strength is filled by direct recruitment, 25% of the strength is filled through LDCE and 25% through Promotive quota.

6. Therefore, in both the cases of Junior Engineers and P.Way Supervisors 75% of the posts are filled by DR quota & LDCE quota and 25% by Promote quota.

7. There has been substantial increase in the duties and responsibilities over the years of the P.Way Supervisors - due to modernisation and advancement of technology on

track installation & maintenance and more intensive utilization of assets – adding to the need for more intensive supervision, better quality control and flawless maintenance.

8. While the duties and responsibilities of the Civil Engineering Supervisors have increased many fold since the last cadre restructure, these are going to increase still further - several times – since the Indian Railways is planning for huge enhancement / improvement in its infrastructure, technology and service - apparently without additional staff or rather in spite of continuous reduction in staff. Which again require higher level of supervision with excellence in technology rather than the man management in the field of track maintenance.

**9. It is, therefore, requested to remove the discrimination and upgrade all the posts of P.Way Supervisors as Junior Engineers as done in the other departments of Railways.**

**2. Sub: Fixation of cadre pay for Apprentice JEs who were selected through LDCE.- as per cadre pay**

**Ref: 1. Para 1905 (2), Chapter XIX of IREM.**

Employees selected through LDC Examination for the post of Apprentice JEs in the Mechanical, Electrical, Engineering and S&T departments has to undergo training for the period of one year. These Apprentice JEs will be fixed either their cadre Pay or stipend of (Rs.9300 + Rs.4200) Rs.13500, since, as per para 1905 of IREM, Railway servants on appointment as apprentices in any category may be granted pay equivalent to the rate of stipend laid down for that particular category of Apprentices or their substantive pay as admissible to them from time to time whichever is beneficial.

Different Railways are following different methods in granting the cadre pay to the Apprentice JEs whose pay happen to be more than the stipend of (Rs.9300 + Rs.4200) Rs.13500.

i. In some cases, Fixation of cadre pay was done to match the existing Basic Pay by reducing the Pay in the Pay Band with the new Grade Pay of Rs.4200 which is anomalous and is equivalent to reduction of pay.

ii. In other cases, cadre Basic Pay of Rs.14000 is granted as Rs.11,200 pay in pay band + Rs.2800 Grade Pay, depriving the eligible Grade Pay of Rs.4200 to the Apprentice JEs.

When the Grade Pay of Rs.4200 is fixed for the post of Apprentice JEs then the Administration cannot arbitrarily alter the same. The spirit behind the rule cited in reference allowing either the existing Basic Pay or the stipend of the post whichever is beneficial for the employee was to protect his emolument in the old system of Pay structure.

But in the post SCPC scenario, since there are no different pay scales to identify the post, the Grade Pay is the identity for every post and for Apprentice JEs it is fixed as Rs.4200. The new basic pay in the pay band fixed now is the pay in the pay band (ie, equivalent to the basic pay in the pre-revised Sixth Pay Commission scale) plus the Grade Pay. If at all the pay is to be protected, it is necessary to protect the pay in the pay band. For ensuring this pay, denial of Grade Pay applicable to this post amounts to arbitrary alteration of Grade Pay.

**Hence it is requested keeping in view of the spirit of the rule referred above the Basic Pay of Apprentice JEs may be fixed with their existing pay in the pay band and the Grade Pay applicable to this post which is Rs.4200.**

Reference to Rly Board continued on page - 10

**Reference to Rly Board continued from page - 9****3. Sub: Revised option for pay fixation after the grant of additional increment for employees due for annual increment between Feb to June 2006.****Ref : Railway Board's letter No. RBE No. 40/2012 dated 23.03.2012.**

1. We bring to your kind notice the following issue for your kind perusal & favourable consideration.

2. As per RBE No 40/2012 dated 23.03.2012, Railway employees who were due to get their annual increment between February to June during 2006 were granted one increment on 1.1.2006 in the pre-revised scale as a onetime measure and thereafter given 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 was refixed accordingly.

3. After the implementation above cited Railway Board letter on granting one additional increment in the pre-revised scale on 1.1.2006, some of the employees who have given their pay option previously during the implementation of Sixth Pay Commission scales were put into disadvantageous position which is unforeseen.

4. "Railway Board's letter No.E(P&A) II-2003/PP-I dated 16.10.2003 provides that a Railway servant may be given a revised option for fixation under Rule 1313 (FR22(I) (a) (1) ) of Indian Railway Establishment Code, Vol. II, (Sixth Edition 1987, 2<sup>nd</sup> Reprint, 2005) within one month from the date of orders of such unforeseen development or change of Rules".

5. Hence, after the implementation of Sixth Pay Commission pay scales, revised option facility had been extended vide Board's letter No.PC-VI/2008/I/RSRP/1 dated 11.2.2009.

**6. Likewise it is requested that, those employees who are eligible for one additional increment on 1.1.2006 in the pre-revised scale as a onetime measure may be allowed to exercise a revised option for fixation of their pay.**

### **MAIN DEMANDS OF STORES ENGINEERS HIGHLIGHTED TO ADDITIONAL MEMBER (RS)**

On 2.6.2012, Memorandum on main demands of Store Engineers was handed over to **Sri.A.K.SINGH, Additional Member (RS)**, Railway Board during his visit to Chennai. Er.K.V.Ramesh JGS/IRTSA & Staff Council member/ICF, explained the demands of uniform designation & cadre distribution for Store Engineers on par with Technical supervisors, Grant of PCO allowance to the DMS/CDMS of Stores organization who perform the similar duties & responsibilities as like PCO organization supervisors, Filling up of Vacancies of DMS/CDMS, creation of new posts in proportion to the increased work load in the era of out sourcing, etc. Earlier Er.E.Ramesh, Staff Council Member/Furnishing felicitated the Add. Member on behalf of IRTSA.

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**INDIAN RAILWAYS MUST RATIONALIZE TARIFFS**

To overcome financial issues, Indian Railways should 'rationalise both passenger and freight tariffs', the Comptroller & Auditor General of India said recently in a report. CAG criticised Railway Ministry's decision to roll back the hike on passengers' tariffs on general and sleeper class (II class) proposed in the 2012-13 Railway budget.

The report said, "It is important for the Railways to review all capital works in progress and take expeditious decision with regard to closure of projects especially non-remunerative lines, where there is road connectivity and where the progress with the projects is no longer as valid. There is a need to focus more on viable projects."

It also pointed out slow progress in identifying vacant land for commercial used and said only 3% of the total vacant land had so far been handed over to Rail Land Development Authority (RLDA). However, on rationalisation issue, "Railways has increased passenger fares for first class, AC 2-tier and first AC/executive Class by, respectively, 10, 15 and 30 paise per kilometre with effect from April 1, 2012.

"In addition, various other optimization measures, such as enhancement of axle loads for enabling carriage of higher pay load per freight car, increasing the carrying capacity of wagons etc. have been implemented. "Railways have also taken a number of steps to attract additional traffic particularly in the traditional empty flow directions and during lean seasons through a slew of freight incentive schemes. Efforts continue to be made for raising resources internally from other than traditional sources also."

CAG asked Railways to explore alternate sources of financing, as 'their accumulated funds have eroded by 93%'. It also highlighted that there is heavy cross-subsidisation from freight services to passenger services and percentage of freight earnings used to subsidise the losses on passenger and other coaching services ranged between 15.80% and 34.32% from 2007-08 to 2009-10.

### **IRTSA MEETING AT KANCHRAPARA WORKSHOP**

Er. Kalyan Banerjee Working President IRTSA visited Kanchrapara Workshop along active member of IRTSA Sri Dipankar Sarkar,SSE, Sri Nabrarun Nag,SSE, Sri Sudhangshu Natta,JE, and Sri Tapas Das,JE .

Around hundred supervisors of all wings namely Workshop, Drawing, IT, PCO etc. attended the meeting. Working President spoke at length about the pending issues and the burning problems of the cadre. He explained in details the onslaught on the category and the de-moralising effects as a result of the derogatory steps been taken after the Sixth CPC recommendations. He gave a call for total unity among the cadre and reminded them about the past activities of IRTSA / KPA Workshop.

The seniors present interacted sharply and assured WP of all assistance. The juniors present also took part in the interaction and expressed their desire to take part in the future activities. Working President promised to visit KPA Workshop whenever required to achieve total unity and to further activate IRTSA at Kanchrapara Workshop.

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