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## CEC IRTSA RESOLVED AGAINST 100 DAYS ACTION PLAN OF RAILWAYS ON CORPORATIZATION OF PUs OF ROLLING STOCK & PRIVATE PASSENGER TRAIN OPERATORS

Minutes of IRTSA CEC meeting held on 25<sup>th</sup> June 2019

CEC IRTSA met on 25<sup>th</sup> June 2019 at Dr.Ambedkar Bhavan, Chandigarh. 59 CEC members and other active members of IRTSA participated in the meeting. Er. M. Shanmugam presided over the Meeting

In his presidential address M.Shanmugam briefed about the meeting of IRTSA delegates with Sri. Suresh Angadi, Hon'ble Minister of States for Railways and Director General Sri. Manoj Pande at Railway Board on 24.06.2019. He said that some of agenda in 100 days action plan of Railways is against national interest. He asked the Government to have a constructive discussion with all stake holders particularly with staff side before going for any major reforms and insisted that Production Units of Railways should remain fully with Railways. On the demand of higher Pay Level for Technical Supervisors he said that the matter is being pended by Finance Ministry for long time without making any decision, he also said that Court cases are consuming lot of time and hard to get the judgements implemented. He advised the office bearers not get demotivated by the luck-warm response from some section of members and insisted the office bearers to address important issues at zonal & divisional level.

In his address Harchandan Singh General Secretary IRTSA briefed about the demands of IRTSA and their status position. He said that Court cases become inevitable at times when Government fails to address vital demands for a long period and particularly when negotiation machinery is not functioning. IRTSA is making its sincere all-out effort to get a favourable Judgement for grant of justified higher Pay Level for JE & SSE at Administrative Tribunal Chennai through its O.A 1568/2017. He said that K.V.Ramesh Sr.JGS & V.P.Abdul Salam Zonal Secretary S.Rly are keenly following the proceedings of the case. He appreciated the efforts of K.Gobinath for his contribution in incentive revision committee, also thanked GS/NFIR, GS/AIRF & L.N.Pathak Chief Advisor IRTSA for the effective persuasion of revision of Incentive rates.

He briefed about the exhaustive memorandum submitted by IRTSA to the incentive revision committee with facts & figures collected by IRTSA through series of

*Continued on page-7*

## IRTSA JOINS WITH ALL UNIONS IN THE MASSIVE PROTEST AGAINST CORPORATIZATION OF PUS



Massive protests are being held at all Production Units of Indian Railways continuously against Government's proposal for Corporatization of Production Units. It is feared that Corporatization will escalate the cost of rolling stock, diminish the employees' wage & perk, down size the strength of working class and eventually PUs will be handed over the Private within a short period of time. Joint Action Committees were formed in CLW, DLW, ICF, RCF, RWF, DMW & MCF comprising of all Unions & Associations of respective Production Units. IRTSA joined with all the Unions in all Production Units and significantly contributing for the agitations, rally, etc. Thousands of employees, Rail Engineers, family members of employees and public in and around the respective Production Units joined the agitation/rally with vigor. Tension and anguish are very high among the employees and locals.

Memorandums were handed over to the respective General Managers asking for Roll Back the proposal of Government to corporatize all the rolling stock Production Units of Indian Railways.

At all Production Units it was resolved by all Joint Action Councils to continue the agitation and go for more direct action, until Government withdrew its proposal.



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



**Editorial****100 DAYS ACTION PLAN OF RAILWAYS  
SUFFER FROM SERIOUS INHERENT  
INFIRMITIES**

Railway Ministry has initiated steps to improve the efficiency, productivity and expeditious development of the Railways through 100 days plan of action. Elimination of all manned level crossings on Golden Quadrilateral and Diagonals of IR within four years, Speed raising of New Delhi – Howrah and New Delhi - Mumbai Routes to 160 kmph to reduce travel time to 12 hours, Advanced signaling system and Technological revamp of Indian Railways are the improvements long due. It is welcome that for construction of around 2500 Road Over Bridge & Road Under Bridge, Railway will get Rs.50,000 crore Central Government fund.

But, some of the proposals given in the 100 days action plan have serious inherent infirmities, which may harm the very purpose of Railways serving the country men especially the poor.

Providing Wi-Fi at all 6,485 stations is a non-crore activity, not at all required. In the crowded Railway stations of major Indian cities including sub-urban stations, Railway may look for the chances for passengers arriving at platforms just in time and leaving station as soon as they de-board the train. Extending wi-fi facilities will work against this principle of vacating the passengers at the earliest. After the introduction of 4G & 5G, quick internet facility is available on the hand sets at very low cost, hence many of the passengers may not require the facility of wi-fi in Railway stations.

Railway decided to rationalize passenger fares and to reduce passenger subsidy, Before rationalization Railways should develop a system to compute running cost & earning of each train individually, so that respective state Governments may be roped in to share some of the financial losses. Cost of train operation can also be managed at micro level.

Station redevelopment should be oriented towards increasing number of platforms, increasing passenger capacity on platforms, separate entries & exits for passengers & goods, sufficient drop & pickup points, improving passenger amenities like good free drinking water, rest rooms, refreshment stall, etc. Feeder roads for Railway stations may be improved. In the name of world class standard no money should be wasted in making existing building beautiful without augmenting the station capacity.

Allowing private passenger train operators to provide world class passenger service will make a mess. No private train operator is available in India now. In the present economic recession no private train operator will invest huge fund. Private train operators will only try to exploit the existing profit making routes, leaving loss making routes to Indian Railways. Offering operation of two trains to IRCTC immediately is a regressive decision. IRCTC which is primarily a catering corporation is notorious in Railways getting very bad image day in & out, because of poor food quality.

Corporatization of seven Production Units (PUs) of Rolling stock and setting up of "Indian Railway Rolling Stock Company" is a retrograde step. PUs have upgraded themselves from manufacturing steam locos to state-of-the-art 3-phase locos with IGBT technology, from all steel

riveted coaches to Stainless Steel LHB coaches and indigenously designed semi high speed train set "Vanda Bharat Express" living up to the expectation of Prime Minister 'Make in India' policy.

Corporatization will not bring in technology partnership & modernization as claimed by Government. First we require skill set to understand and infuse technology obtained from outside for high speed train operation. Indigenous skill development can be achieved only after developing universities and research institutes on Railway technologies in India. The size of R&D investment is another key factor in acquiring & developing new technologies. Bringing in high speed train operation without developing human resources will only make Railways dependent on MNCs.

PUs improved their productivity in terms of staff utilization. Staff per unit has come down drastically in the last six years. Between the year 2011-12 and 2017-18 staff per unit produced came down from 50.9 to 30.5 in CLW, 22.8 to 19 in DLW, 8.1 to 4.5 in ICF, 3.9 to 3 in RCF and 33.2 to 28.2 in DMW indicating higher human resources efficiency.

PUs of Railways always remained cost effective, cost of WAG9 locomotive is 11.5 crores, CLW has upgraded it to 9000HP recently. Cost of LHB sleeper coach is 1.7 crore, no other manufacturer can supply the locos & coaches cheaper than this rates. Corporatization will raise the cost of Locos & Coaches by the addition of corporate tax, GST, profit margin, etc.

All seven PUs of Indian Railways are having 35.9 Sq.KM land in their possession, larger than Tirupathi town. They can be termed as mini town on their own with near self-sufficient infrastructure of housing, hospitals, schools & world class sports facilities, etc. ICF Chennai is 100% self-reliant on electricity by having its own wind mills & solar panels. Corporatization and subsequent disinvestment will end up in using the real estate value of land possessed by PUs rather than bring world class technologies.

Disinvestment is another reason for corporatization of PUs. Government feels the financial pressure since tax collection targets couldn't be achieved, neither disinvestment target of PSEs. Disinvestment of PSEs is having its own infirmities. Government cannot find partners in the situation of huge economic recession. Not only disinvestment target is realized as expected by Government, new investments are not going to come other than from Indian sources in the near future. Economic recession already taking its toll in employment. There are no jobs created, Job loss happening in all major sectors agriculture, auto industry, IT, etc.

It is time for Government to make huge spending directly, instead of assigning them on corporate. Corporate doesn't bring fund from outside, they only depend on Indian public money. Corporatization is not essential to bring new technologies. By hiving off PUs of Indian Railways, Government is not going to get new investment, not going to create new jobs, not going to stop job loss and not going to reduce the cost. There seems to be clear infirmities in the decision.

**STATUS POSITION OF LEGAL CASE  
OA 1568/2017 IRTSA VsUOI in CAT Chennai  
Pleading Higher Pay Level for JE & SSE  
posted on 30.09.2019**



## IRTSA DELEGATES MEET MoSR



IRTSA delegates led by M. Shanmugam Central President IRTSA met Sri. Suresh Angadi Hon'ble Minister of State for Railways on 25<sup>th</sup> June at his chamber in Railway Board. The delegates greeted MoSR. M. Shanmugam handed over a study reports on "Running of High Speed Train" on Indian Railways & "Suggestions to Improve Railway Earnings".

K.V.Ramesh, Sr.JGS/IRTSA handed over memorandums on granting justified Pay Level for Technical Supervisors and Revision of Incentive Rates for the staff including Technical Supervisors of working in PUs & workshops of Indian Railways. Despite of his busy schedule MoSR gave a patient hearing and agreed to meet the delegates again. K.Gobinath, L.Markantaiyan, E.Ramesh, R.Ravi, Ganesh Babu, Lakshminarayanan, VetriVel, Gopi and Shanmugavel were part of IRTSA delegates.

## IRTSA DELEGATES MEET DG RLY BOARD



CEC members of IRTSA led by Central President M. Shanmugam met Director General Railway Board on 25<sup>th</sup> June 2019. Main demands of Rail Engineers including higher Pay Level for Rail Engineers, revision of incentive rates, etc were highlighted to the Director General. Memorandum on main demands of Rail Engineers was also handed over to him.

## REVISION OF INCENTIVE RATES & BONUS FACTOR AS PER RBE No.131/2019

Desg	Up to 30.06.2017		From 01.07.2017	
	Hourly Rates	Bonus factor	Hourly Rates	Bonus factor
<b>SSE</b>	<b>15 % of pre MACPS pay in 6<sup>th</sup> CPC</b>		<b>15 % of pre MACPS pay in 7<sup>th</sup> CPC</b>	
<b>JE</b>	<b>49.65</b>	<b>13340</b>	<b>111.71</b>	<b>30015</b>
<b>Sr.Tech</b>	<b>49.65</b>	<b>13340</b>	<b>111.71</b>	<b>30015</b>
<b>Tech.Gr-I</b>	<b>43.30</b>	<b>11700</b>	<b>97.43</b>	<b>26325</b>
<b>Tech. Gr-II</b>	<b>38.50</b>	<b>10400</b>	<b>86.63</b>	<b>23400</b>
<b>Tech.Gr-III</b>	<b>32.20</b>	<b>7930</b>	<b>72.45</b>	<b>17843</b>
<b>Semi skilled</b>	<b>25.45</b>	<b>6760</b>	<b>57.26</b>	<b>15210</b>
<b>Unskilled</b>	<b>24.50</b>	<b>6630</b>	<b>55.13</b>	<b>14918</b>

## MEETING WITH M.K.STALIN LEADER OF OPPOSITION T.N & T.R.BALU M.P



On 24.08.2019, IRTSA delegates led by M. Shanmugam, President IRTSA met Sri.M.K.Stalin leader of opposition Tamil Nadu assembly and Shri.T.R.Balu Hon'ble Member of Parliament at Chennai and submitted representation to withdraw the proposal of Corporatization of Production units of Indian Railways.

RBE No.131/2019

New Delhi dated:- 09.08.2019

No.2018/M(W)/814/59

The GMs/CAO(R)/PCMEs,  
All Zonal Railways and PUs,  
(As per standard mailing list)

### Sub:- Revision of Hourly rates of Incentive bonus and bonus factor of workshop/PUs in respect of staff under CLW pattern GIS.

Arising out of implementation of 7<sup>th</sup> Pay Commission pay structure, revised hourly rates of incentive bonus in CLW pattern incentive scheme and bonus factor in Group Incentive scheme in Workshops/PUs have been approved by Railway Board as given below:-

- A factor of 2.25 is applied for revision of hourly incentive rates for CLW pattern incentive scheme and bonus factor for Group Incentive Scheme for all direct categories and JEs/EIWs.
  - Incentive to the SSEs is linked to the basic pay. The applicable percentage for calculation of incentive for SSEs directly supervising the work of staff working in the shop floor will be 15% of the new basic under 7<sup>th</sup> CPC. i.e. Incentive payable to SSEs = New Basic pay x 15%.
  - The revision of hourly rates of incentive bonus and bonus factor of workshops and PUs is linked with 5% improvement in productivity. It is to be done by revision of allowed time in case of workshops/PUs under CLW pattern incentive or 5% increase in productivity without additional payment in case of workshops/PUs under GIS.
  - Biometric attendance is made compulsory in all workshops/PUs.
- The increased hourly rates of incentive bonus and bonus factor of workshops/PUs in respect of staff under CLW pattern/GIS are made applicable from 1<sup>st</sup> July, 2017.
  - Zonal Railways and PUs should decide on provision of inspection by third party for improvement in quality of output in the overall interest of Indian Railways.
  - Other guidelines, not covered in this letter, for payment of incentive to staff under CLW/GIS pattern incentive schemes shall continue to be in force.
  - This issues with the concurrence of Finance Directorate of Ministry of Railways.



## GLIMPSES OF PROTEST AGITATION AGAINST CORPORATIZATION OF PUS OF RAILWAYS





## **IRTSA SUBMITS MEMORANDUM TO RLY. MINISTER AGAINST CORPORATISATION**

**Sub: Appeal against: 1) Corporatization of Production units (PUs) of Rolling Stock; & 2) Private passenger train operators to provide Passenger service.**

Ref: 100 days action plan of Ministry of Railways, CRB's Note No.2019(E&R)/10(10)/12, dated 18.06.20419.

While appreciating the initiative of the Railways to take some effective steps to improve the efficiency, productivity and expeditious development of the Railway through the 100 Days Plan of Action (cited above); we would like to draw your kind attention towards a couple of vital aspects thereof which have created a lot of apprehensions and much heartburning among the Railway employees about their survival besides possibility of causing serious loss to the nation if the proposals are implemented for Corporatization of Production Units (PUs) of Rolling Stock & allowing private passenger train operators.

### **1. CORPORATIZATION OF PRODUCTION UNITS (PUs) OF ROLLING STOCK**

**1.1 PUs are fully equipped & capable of meeting the requirement:** Indian Railway is fully equipped and capable of manufacturing passenger coaches & locomotives for its ever growing requirements - including those for the world class Rolling Stock. Seven Production units enable Indian Railways for continuously upgrading its passenger coaches and locomotives. First production unit Chittaranjan Loco Works (CLW) was started in the year 1950 and latest one Modern Coach Factory (MCF) started its production in 2011-12. Every Production Units of Indian Railways proved their worth and they are able to deliver all the needs of Indian Railways according to the dynamic changes.

### **1.2 HIGHER PRODUCTION & INCREASED PROCTIVITY WITH REDUCED STAFF STRENGTH IN ALL PRODUCTION UNITS OF RAILWAYS:**

All the Production Units of Railways are giving higher production even as the staff strength has been the same or even reduced over the years. Staff per unit has come down drastically as apparent from the following statistics:

#### **CONTINUOUS INCREASE IN PRODUCTION & PROCTIVITY IN IR PUS WITH REDUCED STAFF STRENGTH FROM 2011-12 TO 2017-18**

PU	2011-12			2017-18		
	No. of Staff	Prod./ Outturn	Staff per unit	No. of Staff	Prod./ Outturn	Staff per unit
CLW	12,525	246	<b>50.9</b>	11,495	377	<b>30.5</b>
DLW	5,896	259	<b>22.8</b>	6,109	321	<b>19.0</b>
ICF	12,208	1511	<b>8.1</b>	11,363	2503	<b>4.5</b>
RCF	8,077	2064	<b>3.9</b>	7,518	2465	<b>3.0</b>
MCF		18		2,382	711	<b>3.4</b>
DMW	3,719	112	<b>33.2</b>	3,663	130	<b>28.2</b>

**1.3** A brief about the PUs of Indian Railways is enclosed in Annexure-I.

**1.4** Comparative Staff strength of PUs of Indian Railways in the last 5 years is shown in Annexure-II and Growth in production in PUs is shown in Annexure-III

A perusal of Annexure II & III will reveal the following facts: As against total capacity of 500 locomotives and 4200 coaches, Production Units manufactured 734 locomotives and 6076 coaches in the year 2018-19. This shows that the performance of these Units is very good.

### **1.5 Advantages of in-house manufacturing of Rolling Stock**

- Production Units (PUs) of Railways have the capability & capacity to assimilate and adopt new technology as well as to enable IR to own the technology.
- Cost of locomotive & coaches manufactured by PUs is much lower than the market.
- It costs much less to maintain assets manufactured in Indian Railway's own factories as many critical subassemblies are also manufactured here.
- PUs enable import substitution and promote ancillary industries.

**1.6** PUs of Indian Railways are having total 49,500 staff strength as per Book of sanction.

### **1.7. Self-reliant infrastructure developed over the decades**

- All seven Production Units of Indian Railways are having huge land in their possession for expansion with very good infrastructure both for industries, housing and other facilities. Indian Railway and their PUs travelled a long way to convert bare land into a self-sufficient infrastructure.
- All seven PUs can be termed as mini townships on their own with near self-sufficient infrastructure of housing, hospitals, schools & world class sports facilities, etc. ICF Chennai is 100% self-reliant on electricity by having its own solar plant.
- Not only industrial development, socio-economic improvements brought by this PUs in their respective districts/states are immeasurable.
- True to the basic character of Railways, PUs of Railways adopted the changes according to the market's demand. They have state of art manufacturing technologies & human resources.

### **1.8 Corporatization of Production will be detrimental & loosing preposition:**

- On simple arithmetic, Railways need to pay 30% more than the present cost of production in the form of corporate tax.
- Coaches manufactured by BEML, already existing PSE, are not cheaper than coaches manufactured by Railway PUs and no unit is available to manufacture coaches at less than the manufacturing cost of PUs of IR.
- Value of Railway PUs cannot be measured in money terms alone, the variety of improvement they brought in & around their location are immense.
- They are not only piece of land & factory but they are the living entity & represent Government of India, a symbol for Nation's confidence.
- Setting up of "Indian Railway Rolling Stock Company" will require licensing regulations, opening all activities including manufacturing & maintenance of rolling stocks & locos, assets creation, etc. towards to private. It will only escalate the cost of rolling stock which is being manufactured now as part of Railway activities.

### **1.9 Bitter past experience of Corporatization in Telecom industry**

- Department of Telecommunication was converted into corporations by splitting them as BSNL, MTNL and VSNL. VSNL has already met its end, MTNL is about to be winded up and BSNL is limping for its survival.
- It is not justified to blame the efficiency of the employees of BSNL, MTNL and VSNL loss in their business. Losses were on account of Corporatizations of the Telecom department and promotion of Corporate sector in Telecom to grow many fold at the cost of BSNL, MTNL and VSNL.

**1.10** Corporatization of PUs and eventual privatization will

**Continued on page - 6**

**IRTSA MEMORANDUM TO MR, ..Contd from page - 5**  
have serious consequential impact on the Railways, with the employees losing the security of their jobs, losing pensioner benefits besides losing periodic Revision of Pay & Pension to meet with ever growing inflation other existing Privileges.

## **2. PRIVATE PASSENGER TRAIN OPERATORS TO PROVIDE WORLD CLASS PASSENGER SERVICE**

### **2.1 Complexities of Train Operation:**

a) Train operation is made up of complex civil, mechanical, electrical and signal & telecommunication systems besides traffic control & operation

b) There are hundreds of thousands of moving parts in a train. If a railway service is to be reliable and safe, the equipment must be kept in good working order and regular maintenance is the essential ingredient to achieve this.

c) Train control is done precisely through combining onboard and wayside support system & equipment involving all technical departments besides traffic & operation departments.

d) Indian Railways ensures safe and stable train running through time tested train operation procedures and operation control, which cannot be provided by inexperienced private players.

### **2.2 Harmful & Hazardous impact of Private Train operators:**

a) Allowing private passenger train operators even in bits & pieces will jeopardize safe train operation.

b) Private operators will concentrate only on profit and to get the maximum return on investment as quickly as possible. As a result maintenance work will be compromised – especially for the Tracks – and there will be severe deterioration in the system. Rail operation will become unsafe because of lack of maintenance.

c) Private entry in train operation will only escalate the fare rates. This will have far-reaching impact on the society as a large section of the people is entirely dependent on Railways for sustaining their livelihood.

d) All the revenue earning routes will be taken over by private operators and Railways will be left with loss making branch lines.

e) Radical reform of allowing full private participation in Railways in UK was counterproductive and Government reversed its decision and brought back the Railways into public ownership.

f) After independence, private railways were nationalized to build up the nation and to provide a cost-effective passenger and goods transport system, which brought India to what it is today. Allowing private train operators will be like going back one step in the course of history.

### **2.3 Revival of an Old rejected idea under new names**

a) Dr. Debroy Committee report recommended for unbundling the activities of Indian Railways, by setting up an independent RRAI (Railway Regulator Authority of India) with quasi-judicial power, setting up of Indian Railway Manufacturing Company (IRMC), bringing back licensing regulations etc.

b) 100 days action programme of “Private passenger train operators” and “Indian Railway Rolling Stock Company” will lead to complete privatization of Railways.

## **3. PUBLIC-PRIVATE-PARTNERSHIP (PPP) WILL END FINANCIAL AUTONOMY:**

a) In the Union Budget presented to the Parliament, Hon'ble Finance Minister said that, 50 lakh crore

Investments needed in Railway for infrastructure improvement during 2018-2030 and proposed for Public-Private-Partnership (PPP) for development and completion of tracks, rolling stock manufacturing and delivery of passenger & freight services.

b) Public-Private-Partnership (PPP) on Railways will end the control of the Government on the Railways over the working and finances to meet with social obligations under which Goods & Passenger traffic are subsidised as the Private investors will insist on drawing maximum profit for their investment and will not allow any subsidies. They will rather insist on increasing the fares.

c) No doubt, funds are required for the development of the Railways. But this should not be done through Public-Private-Partnership (PPP) but through public borrowing and reduction of subsidies.

### **4. It is, therefore, requested that,**

a) All the existing manufacturing units & which are going to be commissioned in future for Indian Railways may please be allowed to remain entirely with Railways.

b) For Administrative convenience & for quick decision making a separate Production Unit directorate shall be formed at Railway Board. More independent powers may be delegated to this directorate and to the respective General Managers.

c) Allowing Private train operators may please be stopped.

d) Funds may please be raised by floating Railway Bonds, loans from the Banks and reducing or at least rationalizing subsidies and concessions or paying for them from State or Central Revenue.

## **Railways submits detailed reply statement for IRTSA case at CAT Chennai** **IRTSA PLEADS HIGHER PAY LEVEL FOR JE & SSE**

IRTSA has filed OA 1568/2017 at CAT Chennai pleading for higher Pay Level for JE & SSE on 18<sup>th</sup> September 2017 against Union of India represented by Secretary Government of India and four others including Ministry of Railway, Ministry of Finance and Ministry of Personnel & Training.

After prolonged delay Government has filed its reply statement on 1<sup>st</sup> July 2019. Detailed reply statement & its annexure are running into 100 pages. Reply statement meticulously explains the case from 3<sup>rd</sup> Pay Commission to 7<sup>th</sup> Pay Commission subverting the facts. Court Judgements including Hon'ble Supreme Court's judgements, disturbance of horizontal & vertical relativity, Ministry of Finance & Department of personnel orders, communication between Railway Ministry and 7<sup>th</sup> CPC, Empowered committee of Secretaries, Finance Ministry, etc were used by the respondents to suit to their arguments.

IRTSA has filed strong rejoinder statement countering the points raised by the respondent Government. Highlights of the rejoinder statement is given in page-10

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**CEC MEETING OF IRTSA – Continued from page-1**

RTI applications on revision of Incentive rates & bonus factors. IRTSA specifically given detailed justification for continuance of 15% Incentive bonus for SSE on 7<sup>th</sup> CPC basic pay, he added. He called upon all the zonal secretaries & office bearers to go for extensive drive to complete the membership subscription & annual subscription for “Voice of Rail Engineers”.

Darshan Lal, Working President in his inspiring speech lambasted the decision of Railways for Corporatization of Production Units of Indian Railways. He insisted for immediate direct action by all unions including IRTSA. He said that employees of RCF are very much agitated and they will be making all-out fight against the decision of Railways along with their family members. He yelled, “All of us are recruited as Railway Employees in Railway PUs and all will retire as Railway Employees in the same PUs”. He asked for effective persuasion of court case by IRTSA to get the justice for Technical Supervisors. He volunteered for hosting the 55<sup>th</sup> All India Conference & CGB of IRTSA at RCF Kapurthalla.

K.V.Ramesh Sr.JGS presented the brief GS report on behalf of GS IRTSA. The report highlighted status position of main demands of IRTSA & Proposals by Railway Board on Technical Supervisors Pay Level sent to Finance Ministry, Court case filed by IRTSA in CAT Chennai for higher Pay Levels for JE & SSE, Report of committee on classification of posts rightfully rejected by IRTSA & Railway Board, Representation to Incentive Committee and highlights of exhaustive memorandum submitted by IRTSA on revision of incentive rates & bonus factors, Railway Board's response to some of the demands of IRTSA, Grant of financial upgradation under MACPS also happens to be in the promotional grade, Change in Group ‘B’ selection procedure, etc.

The report was specifically critical about 100 days action plan of Ministry of Railways. The action plan proposed Corporatization of Production Units of Rolling stock and introduction private train operators which will be detrimental to staff and Railways as a whole.

Akilesh Viswakaram Secretary/Alambagh/NR & Vivek Shukla Secretary/Charbagh/NR welcomed all office bearers & members of IRTSA for 54<sup>th</sup> All India Conference & CGB of IRTSA to be held at Lucknow hosted by IRTSA/NR. The CGB & CEC meetings will be conducted on 21<sup>st</sup> & 22<sup>nd</sup> October 2019. They said that office bearers of IRTSA Charbagh & Alambagh shall be visiting DLW, MCF, NER, RDSO and other sub units within NR to make the CGB grand success. M.Bapat Zonal Secretary RWF & Dayananda Rao Staff Council member RWF briefed about monthly meetings being conducted in IRTSA RWF, where local problems are addressed. They said that Drawing Engineers should also be included in the incentive scheme. They also urged for early redressal of higher Pay Level for Junior Engineers than Senior Technicians. IRTSA RWF Zone donated Rs.10,000 for Northern Railway Zone for hosting 54<sup>th</sup> All India Conference & CGB.

K.Gobinath Zonal Secretary ICF said that local issues are being addressed with the guidance of Central President. He explained about the proceedings of the Incentive Committee and effective argument placed from staff side. Even though Railway Board's initial proposal for revision of incentive rates was very less, finally it was agreed for new incentive rates 2.25 times of the existing rates and 15% of 7<sup>th</sup> CPC basic pay as incentive for SSE. He also thanked GS/NFIR &

GS/AIRF for giving him the opportunity to participate in the committee.

N.V.Ramanamurthy Zonal Secretary S.C.Rly briefed about regular office bearers meeting being held at Secundrabad & other places of S.C.Rly. M.Bhatnagar Zonal Secretary RCF appreciated the efforts of dedicated team of RCF members. He said that RCF Zone is able to solve all the genuine local demands by effective persuasion. He said that 100 days action plan of Railways is going to be a biggest challenge for IRTSA and all unions. Vetrivel Secretary BBQ/SR said that open line Engineers of Southern Railway are having confidence on IRTSA and urged for persuasion of open line Engineers' demands with more vigor. R.B.Singh Zonal Secretary W.Rly briefed about meetings conducted in the sub units of WR & CR during the visit of GS & Sr.JGS IRTSA. He appealed to office bearers of IRTSA & to organised Federations not to disheartened by luck-warm response from some section of Railwaymen. He also said the organized labour should give space for IRTSA to work.

Ashok Chowdhery Zonal Secretary CLW, briefed about the meeting conducted at CLW during the visit of GS/IRTSA and said that communication with the younger generation needs to be improved substantially to reduce the gap between younger and older lot. He asked the zones to rise up themselves instead of looking forward to central leadership for all issues. E.Ramesh highlighted mass transfer order issued in the mechanical department of ICF and representation made by IRTSA against it. He also told about the growing work load for Technical Supervisors due to abnormal increase in out sourcing. Baldev Raj of RCF highlighted the need for ‘online booking’ of Railway Holiday homes as done by CPWD Holiday Homes.

Resolution on main demands of IRTSA proposed by K.V.Ramesh Sr.JGS was adopted by the CEC IRTSA. He said that Court cases are become inevitable at times, particularly on the demand of justified Pay Level for Technical Supervisors. He appealed to all the office bearers to actively collect annual contribution for “Voice of Rail Engineers”. The meeting ended with vote of thanks proposed by DharsanLal.

Please visit [www.irtsa](http://www.irtsa) for GS report presented to the CEC IRTSA & Resolution on main demands of IRTSA adopted by the CEC IRTSA

## **IRTSA CONDOLES DEMISE OF R.ANBARASU EX.M.P**



R.Anbarasu Ex.MP breathed his last on 8<sup>th</sup> August 2019 due to illness. Two times MP and one time MLA enjoyed the confidence of then former Prime Ministers Indira Gandhi and Rajiv Gandhi. He played a key role in getting the designation of Junior Engineer, Section Engineer and Senior Section Engineer for

Technical Supervisors working in Indian Railways. He argued main demands of Technical Supervisors to then Railway Minister C.K.Jaffer Sharief along with IRTSA delegation. An outspoken politician, Anbarasu persuaded the interest of Southern Railway, particularly of Tamil Nadu with the Ministry of Railways.



## HIGHLIGHTS OF REJOINDER

### STATEMENT SUBMITTED BY IRTSA TO CAT CHENNAI IN O.A.1568/2017 FOR HIGHER GP/PAY LEVEL FOR JE & SSE

1. Senior Section Engineers (SSEs) & Junior Engineers (JEs) on the Railways have been unjustly placed in the Grade Pay of Rs.4600 and Rs.4200 respectively which are the same as those of the employees working under them, which violates the basic principle of law of natural justice - upheld by various Court including by the Hon'ble Supreme Court of India that –
  - a. *"An equal cannot be over an equal"*
  - b. *'Promotion' implies advancement to a higher grade; &*
  - c. *Supervisor should be in a scale higher than Supervised.*
2. 3<sup>rd</sup> CPC kept the pay scale of Master Crafts Man (now Senior Technician) Rs.425-640 below than JE Pay scale of Rs. 425-700.
3. 5<sup>th</sup> CPC accepted that the identical pay scales of Master craftsman, Mistry and Chargeman (now JE) have resulted in a large number of court cases.
4. Based on ruling of Principal Bench of CAT New Delhi in OA No. 1527/1990 (IRTSA Vs UOI), 5<sup>th</sup> CPC specifically dealt with the problem of supervisor and supervised being placed in the same scale of pay and removed the anomaly by recommending the pay scale of Rs.4500-7000 to Master Craftsman and Rs. 5000-8000 for Technical Supervisors / Chargeman-B (since re-designated as Junior Engineer-II). But later Government / Railways upgraded the scale of Master Craftsman without corresponding upgrading of the scale of JE – in contravention of the principle of natural justice thereby disturbing the vertical relativity recommended by 5<sup>th</sup> CPC.
5. 6<sup>th</sup> CPC (in Para, 2.2.11 of its Report) - recommended that – "Grade pay will determine the status of a post with a senior post being given higher grade pay. Grade pay being progressively higher for successive higher posts, the employees on promotion will get monetary benefit on promotion in the form of the increased Grade Pay apart from the benefit of one additional increment".
6. 6<sup>th</sup> CPC recommended that promotion & feeder cadres being placed in identical pay scale is anomalous and recommended that employees on promotion will get monetary benefit on promotion in the form of the increased grade pay apart from the benefit of one additional increment.
7. 6<sup>th</sup> CPC recommended Grade Pay of Rs.4200 for JE I & II (merged together) vide para 7.36.77 and placed Senior Technician below JE by recommending the Grade Pay of Rs.2800 vide para 7.36.71 & 3.8.27. By upgrading the Grade Pay of Senior Technician to Rs.4200 on par with JEs, Basic recommendation of 6<sup>th</sup> CPC that "Seniority of a post will depend on the grade pay drawn. This will invariably be more for a higher level post" got violated, by placing the Grade Pay of both junior post (Sr. Technician) and Grade Pay of promotional post (JE) as Rs.4200.
8. Senior Technicians placed in the Grade Pay of Rs.4200 made the situation that JE I (Pre-revised scale of Rs.5500-9000) two grades above Senior Technician, have since been placed in the same Grade Pay of Senior Technician.
9. Have no grouse over upgrading the grade pay of Sr. Technicians to Rs.4200. It is only refusal act of Government to place the Junior Engineers above the Sr. Technician aggrieved Technical Supervisors.
10. Railway Board's impracticable preposition that the work of Senior Technicians in grade Rs.5000-8000 will be supervised by JE grade-I in the scale Rs.5500-9000 instead of JE-II in the scale Rs.5000-8000 (letter No. E[NG]/I/99/PM7/3 (RBE No.31/2005), dated 22-2-2005) is also violated after modification done in 6<sup>th</sup> CPC recommendations.
11. Many categories who were in the pay scale Rs.425-700 on par with JE-II are now placed in pay level-7 of 7<sup>th</sup> CPC Pay matrix, whereas JE-I pay which was Rs.550-750 above all these categories is placed only pay level-6 of 7<sup>th</sup> CPC Pay matrix.
12. Many points pertaining to Technical Supervisors discussed by Railways in their O.M. dated 13.04.2015 submitted to 7<sup>th</sup> CPC were not based on actual facts which are refuted by the IRTSA.
13. 7<sup>th</sup> CPC in Para 5.1.23 recommended that *"when the employee receives a promotion or non-functional upgrade, he/she progress one level ahead on the horizontal range"*
14. 7<sup>th</sup> CPC in para 1.27 also recommended that anomalies that were created after 6<sup>th</sup> CPC could not be rectified till date. Also suggested that an appropriate body may be created to look into anomalies, if any arising out of the implementation of the recommendations of the Seventh CPC.
15. In para 22.3 & 22.6 of the Judgement Hon'ble CAT Chandigarh in OA 060/00211/2014, it has been held that Railways is a multi-disciplinary operational system governed by separate pay rules and DAR rules and it is not governed by CCS & CCS classification, control & appeal rules. Railway servants specifically excluded from CCS rules 2008 as per explanatory memorandum. Due to unique nature, Railways stands in different footing than other Ministries of Central or State Governments.
16. Railways consciously made the decision vide its O.M dated 11.06.2010 to upgrade the Grade Pay of JE from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on functional justifications, etc.
17. Railways made a decision to place 29,721 posts of SSE in Grade Pay Rs.4800, based on the recommendations of 7<sup>th</sup> Pay Commission in para 11.40.113 pertaining to Technical Supervisors of its report, recommending that Ministry of Railways should consider enhancing the number of posts in the next higher level.
18. Railways' claim for establishing parity between accounts & non-accounts officer cadres and between accounts & non-accounts senior supervisory cadres of all departments is different from that of plea of IRTSA claiming higher Grade Pay / Pay Level for Technical Supervisors based on the recommendations of pay commissions and based on the settled law.
19. **Prayer**
  - i) To issue direction to the Government to enhance the Grade Pay / Pay Level of Junior Engineers on Railways to at least higher than those of the Senior Technicians working under them; And
  - ii) To enhance the Grade Pay of Senior Section Engineers on Railways to adequately above the

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## RAILWAY BOARD'S ORDERS

**No.E(W)2016/PS5- 1/8, dated 26.07.2019**

**Sub: Revised pay limits for entitlement of Passes/PTOs.**

Consequent to implementation of 7<sup>th</sup> Central Pay Commission's recommendations and notification of Railway Services (Revised Pay) Rules, 2016, the "Grade Pay" component has been dispensed with and "Pay Level in Pay Matrix" (PLPM) has been introduced in the pay structure of railway servants. Hence, switching over to 7<sup>th</sup> CPC based PLPM to determine pay limits for entitlement of Passes/PTOs has been under consideration.

2. The Competent Authority has now accorded his approval for amending the extant provisions of Railway Servants (Pass) Rules-1986 (Second Edition-1993) (RSPR-1986) to switch over to "Status (i.e. Gazetted/Non-gazetted) cum PLPM" basis to determine the entitlement of Passes/PTOs, as indicated in the enclosed Advance Correction Slip No.81.

3. The extant provisions of RSPR-1986 and other administrative instructions issued from time to time shall continue to apply in all other respects.

4. If a railway servant, who is presently entitled to First Class Pass becomes ineligible to First Class Pass on the basis of revised criteria, the First Class Pass may be allowed as personal to the employee.

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

**RBE No.- 130/2019, No. E(P&A)I-2019/RT-21, dated 08.08.2019**

**Sub: Reiteration of salient points regarding strengthening of administration by periodic review under Rule 1802(a)/ 1803(a)/ 1804(a) – R.11,1987 Edition.**

Ministry of Railways has issued instructions from time to time regarding improving of efficiency and strengthening of administrative machinery at all levels by the Govt. by exercising of its powers under Rule 1802(a)/ 1803(a)/ 1804(a) – R.II, 1987 read with Rule 66(b) of RSPR, 1993 to retire a Railway servant in public interest before the normal date of his retirement subject to fulfillment of conditions laid down in the instructions. The salient points of the various instructions on the subject have been consolidated with a view to improving clarity and understanding and are enclosed for reference. This summary, however, must be read with all the relevant instructions on the subject.

**Highlights of Premature Retirement of Railway Servants: Periodic review Salient Points**

Railway employee in public interest shall be made to retire, before his normal date of retirement, on attaining a specified age or on completing a specific length of service on the grounds of (i) inefficiency/ ineffectiveness, or (ii) doubtful integrity, or (iii) for conduct unbecoming of a Railway Servant.

**Criteria for review of Services:**

**a) Age and Service rendered:**

- 1) Group A and B: After attaining 50 years (if entered service before age 35);
- 2) Group A and B: After attaining 55 years (if entered service after age 35);
- 3) Group C: After attaining 55 years of age;
- 4) Group C: After completion of 30 years of service, if not governed by any pension rules, under Rule 1804(a).

5) Group D: In pensionable cases, can be done after completion of 30 years of pensionable service.

6) Any employee, irrespective of age, can be retired prematurely by giving him three months' notice after he has completed 30 years of qualifying service.

**b) Service Records:**

The entire service records should be considered in every review by the 'Review Committee'. 'Service records' would take into account the following:

- 1) ACR/APAR dossiers;
- 2) Personal file;
- 3) Work and performance of the officer to be assessed by looking into the files dealt with by him or in any papers or reports prepared and submitted by him;
- 4) Un-communicated remarks in ACRs/A PARs may be taken into consideration;
- 5) If the officer was promoted during the last 5 years (on the basis of seniority-cum-fitness and not on the basis of merit), the previous entries in the ACRs may be taken into account.

**c) Ground of Ineffectiveness vis-a-vis Doubtful Integrity:**

1) No employee should ordinarily be retired on grounds of ineffectiveness if his service during the preceding 5 years or where he has been promoted to a higher post during that 5 year period, his service in the highest post, has been found satisfactory.

2) There is no such stipulation if the employee is to be retired on grounds of doubtful integrity.

3) No employee should be ordinarily retired on ground of ineffectiveness, if in any event, he would be retiring on superannuation within a period of one year from the date of consideration of his case.

**d) Integrity**

Actions or decision taken by the employee which do not appear to be above board, complaints received against him or suspicious property transactions, for which there may not be sufficient evidence to initiate departmental proceedings.

**e) Conduct unbecoming of a Government Servant as basis for Compulsory Retirement:**

If conduct of a government employee becomes unbecoming to the public interest or obstructs the efficiency in public services.

**Procedure and Guidelines:**

a) Cases of Railway Servants to be reviewed 6 months before attaining the age of 50/55 years or on completion of 30 years of service/ 30 years of qualifying service, whichever occurs earlier.

b) No show-cause notice need be issued to any government servant before a notice of retirement is issued to him under these rules.

**No.E(NG)1-2015/TR/20, dated. 23.4.2019**

**Sub: Minimum service condition for Inter-Railway request transfer**

Attention is invited to para (xi) of Board's letter No. E(O)/11/ 2014/PL/05 dated 30.08.2015, vide which it was stipulated that in case of non-Gazetted Railway employees, no inter-Railway transfer request will be considered till completion of five (05) years of joining Railway. Some of the Zonal Railways have sought clarifications as to (i) whether training period may be counted for reckoning of five years and (ii) whether, in addition to the four categories of employees who have been exempted from the 5-years restriction vide Board's letter of even number dated 10.02.2017,

... Continued on page-10

**RAILWAY BOARD'S ORDERS .... continued from page-9**

an additional category of those suffering from chronic illnesses could be added for this exemption.

The matter has been considered carefully in Board's office, It is clarified that training period, wherever prescribed, would also be counted while reckoning five years; service in the Railway for becoming eligible for consideration towards inter-Railway request transfer. As regards inclusion of additional category of employees for the purpose of exemption from the 5-years minimum completion rule, this has not been agreed to.

**RBE NO.58/2019, No.2014/AC-II/21/6 Vol.I, dated 22.07.2019**

**Sub: Setting up of NPS oversight mechanism**

Timely credit of deduction made from the salary of Central Government employees towards their contribution to NPS along with the Government contribution is of paramount importance for availability of due and timely returns thereon towards generation of pension corpus. Department of Expenditure vide their letter no. 1(24)/EV/2016 dated 02.07.2019 has desired setting up of an oversight mechanism to ensure oversight over the NPS contributions crediting. Accordingly, Board has decided that monitoring Committees, comprising of the following officers may be formed on each Railway/Unit:

1. FA&CAO in charge of NPS - Convener
2. Dy. CPO in charge of Bills & Settlement - Member
3. Dy. FA&CAO in charge of NPS - Member
4. The Committee shall be responsible for the following actions:

i. Ensuring that the contributions of employees and the Government are credited without delay to the NPS financial architecture both in case of existing employees and employees newly recruited from time to time and the existing system and procedure being followed for the purpose shall be monitored effectively to ensure that no delay in credit of the contributions takes place.

ii. Ensuring that in case any grievance by any employee is received in regard to delay in credit of contribution, either directly from the employee or through PFRDA, the same has been looked into and disposed of in a manner to the satisfaction of the concerned employees.

iii. Any other matter as having a bearing on the issue of crediting/remittance of NPS contributions.

iv. The Committee shall devise its own mechanism as also appropriate checks and balances to ensure that NPS contributions are credited on time in respect of all employees under NPS system.

v. The Committee shall meet at least once in 3 months to review the progress and in case any slippages are noticed, it shall take immediate corrective action. However, the concerned Principal FA and Pr. CPO shall keep a watch over the progress on a regular basis.

The Committee shall oversee implementation of the NPS system as per action points brought out above and send status report on quarterly basis by 5th of the month following each quarter (i.e.. 5th April, 5th July, 5th October and 5th January) highlighting the result of the monitoring with concluding remarks whether the NPS contributions are being credited on time and in case of any slippages, the details of action taken for the same.

The names of the officers nominated in the Committee may be advised to Railway Board along with their mobile no. and email id. latest by 25th July, 2019.

**No. E(W)2019/FU-1/6, New Delhi, dated 27.06.2019**

**Sub: Scheme for providing immediate relief to the families of Railway Servants who die while in service**

Ref: Board's letter No.E(W) 1998/WE-6/6 dated 05.08.1999 Board's letter No. E(W) 2004/WE-6/9 dated 04.12.2009 Sanction of the President is hereby communicated to the following modification to the Ministry of Railways letter No.E(W)72/WE-6/15 dated. 21.04.1973 on the above subject as amended from time to time:-

**“In Para-I (ii) of the letter ibid, substitute the figure of Rs.15,000/- by the figure Rs.25,000/-“.**

2. This amendment takes effect from the date of issue of this letter.

**No.E(NG)1-2015/TR/20, New Delhi, dated. 23.4.2019**

**Sub: Minimum service condition for Inter-Railway request transfer**

Attention is invited to para (xi) of Board's letter No. E(O)/11/ 2014/PL/05 dated 30.08.2015, vide which it was stipulated that in case of non-Gazetted Railway employees, no inter-Railway transfer request will be considered till completion of five (05) years of joining Railway. Some of the Zonal Railways have sought clarifications as to (i) whether training period may be counted for reckoning of five years and (ii) whether, in addition to the four categories of employees who have been exempted from the 5-years restriction vide Board's letter of even number of even number dated 10.02.2017, an additional category of those suffering from chronic illnesses could be added for this exemption.

The matter has been considered carefully in Board's office, It is clarified that training period, wherever prescribed, would also be counted while reckoning five years; service in the Railway for becoming eligible for consideration towards inter-Railway request transfer. As regards inclusion of additional category of employees for the purpose of exemption from the 5-years minimum completion rule, this has not been agreed to.

**RBA No. 72 /2019, No. 2014/AC-II/21/11/SCOVA, 23rd August, 2019**

**Sub:-Simplification of Procedure for grant of Family Pension in some Railways/Workshops.**

The 31st SCOVA meeting is scheduled to be held on 06.09.2019 under the Chairmanship of Hon'ble MOS(PP). In the agenda of the meeting, an issue regarding non acceptance of the revised dependency criteria for sanction of family pension by some Railway divisions & Workshops has been raised. Another issue regarding non-acceptance of self declaration of income by claimant in case of private employment has also been raised.

2. In this regard, it is stated that in terms of the extant provisions contained in the Railway Services (Pension) Rules, 1993 and instructions issued thereunder, the dependency criteria for the purpose of family pension shall be the minimum pension along with dearness relief thereon. In pursuance of Government's decision on the recommendation of the 7th CPC, minimum family pension with effect from 1.1.2016 is Rs. 9000/- per month. **Therefore, dependency criteria for the purpose of family pension shall be Rs. 9000/- and dearness relief thereon.**

3. Further, Railway Board's letter No. F(E)III/98/PN1/4 dated 9.9.1999 (RBE 229/99), vide which DOPPW's O.M dated 21.7.1999 has been forwarded, para (ii) stipulates that income certificate as stipulated is required to be insisted

**... Continued on page-11**



## HIGHLIGHTS OF REJOINDER STATEMENT TO CAT CHENNAI ... Continued from page-8

Grade Pay / Pay Level of Junior Engineers and the Chief Office Superintendents & others working under them.

iii) To pass any other order or direction deemed fit and proper in the facts and circumstances of the case; and thus render justice.

### Railway Board orders .... continued from page-10

upon before authorizing Family Pension to eligible sons and daughters (including widowed/divorced daughters) and dependent parents. In case these beneficiaries are self-employed or in receipt of income from sources other than employment, Income Certificates furnished by the concerned beneficiaries themselves may be accepted' for the purpose.

The aforesaid rules may strictly be adhered to, so as to see that no inconvenience is faced by the family pensioners.

### IRTSA PRESS MEET

IRTSA conducted press meet at various places across India explaining the ill effects of Corporatization of Production units (PUs) of Rolling Stock and Private passenger train operators to provide Passenger service. Press meet was addressed by Central President M.Shanmugam along with office bearers of IRTSA at Chennai and Trichy.



### Tribute to family members of General Secretary AIRF

Smt. Prabhawati Mishra, Sri. Gaurav Mishra and Baby Iresh wife, son and granddaughter of General Secretary AIRF S.G.Mishra lost their life in a horrible road accident took place on 11<sup>th</sup> June 2019 near Bhopal.

IRTSA condoles this unfortunate disastrous event and pray the God for the departed soul to rest in peace, also to give enough strength to bereaved family.

**Units! Strengthen IRTSA, Send Central Quota & Struggle Fund - Through Bank Draft in favour of "INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION"**

To: Central Treasurer IRTSA, Er O. N. Purohit,  
106 A, Suraj Nagar, Jodhpur-342008 (M: 09828024476)

## IRTSA MEETING AT GOLDEN ROCK WORKSHOP, SOUTHERN RLY.



On 27<sup>th</sup> August, IRTSA Golden Rock workshops, Southern Railway conducted meeting to discuss about the prevailing conditions in Railways particularly on Corporatization of Production units (PUs) of Rolling Stock and Private passenger train operators to provide Passenger service. M.Shanmugam Central President presided over the meeting. Er. Thirumaran President IRTSA/GOC, Er. Zaher Hussain Secretary IRTSA/GOC addressed the meeting.

### BENCH MARK FOR PROMOTION SHALL APPLY TO MACPS

**JE having 7 marks out of 15 marks in last three years ACRs will be eligible for financial upgradation from GP Rs.4200 to GP Rs.4600**

Railway Board in an answer to RTI question raised by IRTSA said that, instructions issued on 2010 & 2013, "When MACPS happen in promotional grade and benchmark for promotion is lower than the benchmark for granting benefits under MACPS, the benchmark for promotion shall apply to MACPS also" is still holds good.

**RTI Question asked:** Is clarification issued by Railway Board vide RBE No.08/2013 dated 31/01/2013, on the subject Modified MACP Scheme for Railway Employees is applicable now.

**Reply given by Board:** Instructions contained in Board's letter no. PC-V/2009/ACP/2 dated 31.01.2013 (RBE No. 08/2013) still hold good.

**RBE No. 08/2013 dated 31.01.2013 para 2 (ii). Benchmark for MACP Scheme:**

Para 17 of Annexure-1 of Railway Board's letter dt. 10-06-2009 provide that financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of Grade Pay within the PB-1. Thereafter for upgradation under the MACPS, the benchmark of 'Good' would be applicable till the Grade Pay of Rs. 6600 in PB-3. The benchmark will be 'Very Good' for financial upgradation to the Grade Pay of Rs. 7600 and above. Railway Board's letter of even number dated 28-12-2010 provides that where the financial upgradation under the MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under the MACPS as mentioned in Para 7 ibid, the benchmark for promotion shall apply to MACPS also. It is now further clarified that wherever promotions are given on non-selection basis (ie, on seniority-cum-fitness basis), the prescribed benchmark as mentioned in Para 17 of Annexure-1 to Board's letter dt. 10-06-2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme.

**TECHNICAL SUPERVISORS!  
BE ACTIVE MEMBER OF IRTSA &  
VISIT [www.irtsa.net](http://www.irtsa.net)  
for latest updates**

## NOTICE FOR CGB & CEC MEETINGS & 54<sup>TH</sup> ANNUAL CONFERENCE OF IRTSA TO BE HELD AT LUCKNOW, NORTHERN RAILWAY ON 21<sup>ST</sup> & 22<sup>ND</sup> OCTOBER, 2019

- i) 54<sup>th</sup> All India Annual Conference & Central General Body Meeting of Indian Railways Technical Supervisors Association shall be held at Lucknow, Northern Railway on 21<sup>st</sup> & 22<sup>nd</sup> October, 2019.
- ii) CEC Meeting of IRTSA shall also be held in conjunction thereof, as per following programme.
- iii) All the Members of CGB & CEC Members and all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with other active members and Subunit Secretaries of their Zone.

iv) **AGENDA:**

1. Inauguration	8. a) Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Diesel & Electric Loco / EMU Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.
2. Address by President IRTSA	b) Resolutions of Demands
3. a) Report of General Secretary IRTSA b) Report on Account by Treasurer IRTSA.	c) Resolution on Line of Action for realization of Demands
4. Report by Zonal Secretaries & CEC Members.	9. Election of CEC, IRTSA.
5. Amendments in Constitution of IRTSA, if any.	10. Any other point with the permission of the Chair.
6. Seminar / Open session	
7. Update on Court Case for higher Grade Pay of JEs& SSEs& related issues.	

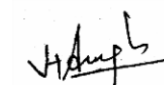
### DETAILED PROGRAMME

1	DATE & TIMINGS	i) a) CGB Meeting:	10 AM on 21 <sup>st</sup> to 2 PM on 22 <sup>nd</sup> October, 2019
		b) Open Session& Tea	4-30 to 6-30 PM on 21 <sup>st</sup> October, 2019
		c) Technical Seminar (Followed by Dinner)	6-30 PM 21 <sup>st</sup> October, 2019
		ii) CEC Meeting:	9-30 PM on- 21 <sup>st</sup> & 8-30 AM on 22 <sup>nd</sup> Oct, 2019
2	VENUE	CHARBAGH RAILWAY CLUB (Earlier called European club), (Behind STS), Charbagh, Lucknow.	
3	ACCOMMODATION	APPRENTICE ENGINEER HOSTEL, (Behind S.T.S.), Charbagh, Lucknow	
4	DELEGATION FEE	Rs. 500 per Delegate (To be paid at the entry to the Venue)	
5	CHAIRMAN CONF. COMM.	Er. PK Shukla Mob. No. 9415157971, 7007099749 Email: shukla37pradeep@gmail.com	
6	Co-CONVENERS CONFERENCE COMMITTEE	i) Er. Akhilesh Vishwakarma Mob: 9794830638, 9781384380 Email: ak01lesh@gmail.com ii) Er. Vivek S hukla. Mob No. 8400334081 Email: vivekshukla4741@gmail.com	
7	TREASURER CONF. COM.	Er. Anilkumar Verma & Mob No-9794830441	
8.	POSTER	Sample Poster will be sent by GSIRTSA with next notice. Units should get adequate number of copies of Poster printed for wide display & publicity.	
9	TRANSPORTATION (From Station to Venue / Res.	Will be arranged, if possible, on prior intimation one week before the Conf. Details Will be informed in subsequent Notice	
10	RECEPTION COUNTER(S) At Lucknow Station & Venue	1. Er. Ravi Pandey Mob no-9794830569 2. Er. Arvind Pandey Mob no-8400334237 3. Er. Santosh Dixit Mob no-8400334544 4. Er. Vishnu Prakash Mishra Mob no-8400334504	

Copy for information & necessary action to:

All CEC & CGB Members, Zonal / Unit & Sub-Unit Secretaries. They are requested to:

- i) Please attend positively with other Active Members en-mass
- ii) Please advise all delegates to get their both sides' Train Reservations done in advance at the earliest.
- iii) Please complete Membership Drive of IRTSA at the earliest
- iv) Send the Central Quota (@ 50% of Subs. Collected) by DD, only in favor of "Indian Railways Technical Supervisors Association", to:  
Central Treasurer IRTSA, Er. ON Purohit,  
106 A, Suraj Nagar, Jodhpur – 342008 (Mob: 09828024476).



(Harchandan Singh)  
General Secretary, IRTSA