

Voice of Rail Engineers

Official Organ of

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

Vol. – 2 Issue – 3

May- June, 2009

Price: Rs.10

Annual Subscription: Rs.50

HEARTY WELCOME & BEST WISHES TO DR. MANMOHAN SINGH, KM. MAMATA BANERJEE, E. AHAMED, & K.H. MUNIYAPPA & OTHERS ON FORMING NEW GOVERNMENT

IRTSA enthusiastically welcomes Dr. Manmohan Singh, who assumed the office of Prime Minister of India for the second term. IRTSA wishes the country a good economic growth, communal harmony, good governance, peaceful law & order and empowerment of the common man under his intelligent and able leadership.

IRTSA welcomes very warmly Km. Mamata Banerjee for her second innings as Minister of Railways. IRTSA wishes that under her leadership Indian Railways will continue its string of successful performances to reach the new high.

IRTSA hopes that long pending genuine demands of Railway men in general and Supervising Engineers in particular will come to reality during her tenure. IRTSA also welcomes whole heartedly Shri. E. Ahamed & Shri. K. H. Muniyappa on their assuming charge as Ministers of State for Railways.

SEMINAR ON THE DEMANDS OF RAIL ENGINEERS & CEC MEETING ON JULY, 7 SUPERVISING ENGINEERS INVITED EN-MASS

Venue: Garhwal Bhavan

Panchkuiyan Link Road, New Delhi.

A Seminar is being organized by IRTSA on 7.7.2009 at New Delhi to highlight the main demands of Grade Pay and up-gradation to Supervising Engineers & problems of Workshops, Drawing Design, CMT, Stores & Open Line Engineers. Priority Committee Members, Railway Board Officials and Federation leaders have been invited to attend the seminar. All the CEC members, Zonal / Divisional / Sub-unit office bearers and members of IRTSA are requested attend the meeting en-mass. On the same day evening CEC meeting will be held.

AGENDA

1. Presentation on demand of Grade Pay Rs.4800 to JE/CMA/DMS & Grade Pay Rs.5400 to SSE/CMS/CDMS.
2. Presentations on problems of Open Line & Shed Staff, CMT Staff, Drawing & Design Office Staff, PCO Staff.
3. Review of position of Demands
4. Decision on Line of Action for pursuance of Demands.
5. Review of Organisational Position, Membership Drive & Struggle Fund Collections.
6. Review of Unity of Engineers on Railways.
7. Programme for Special Conference(s) of Open Line & Shed Staff, CMT Staff, Drawing & Design Office Staff, PCO Staff / PCO Optees etc.
8. Programme for CGB Meeting & Annual Conference
9. Any other Point with the permission of the chair.

GRADE PAY OF Rs. 4800 TO JE, CMA & DMS, Rs. 5400 TO SSE, CMS & CDMS DEMANDED PRESIDENT IRTSA PURSUES RAILWAY BOARD FOR CORE DEMANDS

On 25th and 26th May 2009, Er.M.Shanmugam, Central President/IRTSA camped at New Delhi to pursue the core demand of the category Rs.4800 Grade Pay to JE, CMA & DMS and Rs.5400 Grade Pay to SSE, CMS, & CDMS. President was accompanied by Er.K.V.Ramesh, Zonal Secretary/ICF&ACT, Er.Shanmugavel, Advisor, Er.Sriram, Joint GS and Md.Ahmad Shariff, Advisor.

During their visit the team led by President met Member Mechanical, Additional Member/Finance, Advisor/IR and Convener & Members of Priority Committee and handed over memorandum on the core & burning demands of IRTSA. Memorandums were also handed over to Honourable Minister for Railways, Chairman Railway Board, all Railway Board Members, JCM and Federation leaders.

Sri.PRAVEEN KUMAR, Member Mechanical gave a patient hearing to Er.Shanmugam. Central President explained the heart burning issues of Supervising Engineers that needs to be addressed immediately regarding pay structure. President had explained the demands to Dr.S.Rammohan, Additional Member Finance. In his representation to Sri.Nigam, Advisor/IR, apart from Grade Pay issue, the humiliation being faced by JEs for not granting them with First class travel eligibility was also explained to him.

In the hectic schedule Central President also met Convener and three members of Priority Committee and explained them in length the justification to upgrade the Grade pay of JE, CMA & DMS from Rs.4200 to 4800 and the Grade Pay of SSE, CMS & CDMS from Rs.4600 to Rs.5400.

ORDERS ON MODIFIED ACP SCHEME ISSUED BY DOPT & RAILWAYS

After waiting for well over 9 months of Government decision on Sixth CPC Report, DOP has finally delivered & so has the Railway Board and issued the orders on the Modified ACP Scheme – providing for 3 financial upgrading during a service span after 10, 20 and 30 years to each and every employee – but with a rider to fulfill the “Benchmark” of “Good” working in the last 3 ACRs

(See copies of Orders, Editorial & Highlights Inside)

Previously Published as “THE RAIL SUPERVISOR”

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**ADVANTAGES & PITFALLS OF MODIFIED ACP SCHEME**

One of the major improvements brought in by the Fifth Pay Commission was the ACP Scheme – which to some extent provided relief to the stagnating employee – even though to a limited extent.

Modified Assured Career Progression Scheme (MACP) notified recently is not only an improvement over the existing ACP Scheme but even over the Sixth Pay Commission recommendations – especially in respect of the number of financial upgradings – which have been increased from 2 in life time (after 12 & 24 years of service – as existing & proposed by Sixth CPC) to 3 in the career i.e after 10, 20 & 30 years of service.

There are, however many pitfalls in the scheme which need to be removed forthwith:

i) MACP only partially meets the demand of Time Bound Promotions. IRTSA has always demanded a promotion & improved status after every 4 to 5 years – for which struggle shall have to continue.

ii) Discrimination between the Defence & Civilian employees will continue. While the Defence personnel will now get a financial upgrading under the MACP after 8, 16 & 24 years while their civilian counterparts will get the same after 10, 20 & 30 years of service. This discrimination should be removed forthwith both to meet the ends of natural justice as well as to provide the requisite motivation to the civilian employees – whose contribution to the nation building is equally vital.

iii) MACP scheme is operational w.e.f. 01.09.2008. Since MACPS is related with pay not with allowances, the implementation date should also be 1.1.2006.

iv) No past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial up-gradation under the old ACP Scheme (of August 1999) and under the MACP Scheme within the same cadre shall not be construed as an anomaly. This is unjust. Employees should be given the chance to rectify the difference in pay scales on account of old ACP and MACPS.

v) Technicians who get their promotion through Limited Departmental Competitive Examination (LDCE) to Intermediate JE are qualifying only after the successful completion of one and half year training as like for the direct recruit JEs who are recruited through RRB. No other category in Railways goes through such a training equal to that of direct recruits. As such, it should be considered as entry grade for the purpose of financial up-gradation through MACPS and they should be given three financial up-gradations after the promotion to JE.

vi) The MACPS envisages merely placement in the immediate next higher grade pay in the recommended revised pay bands and grade pay as given Revised Pay Rules, 2008. Thus, the grade pay at the time of financial up-gradation in certain cases where regular promotion is not between two successive grades, can be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the concerned cadre will be given only at the time of regular promotion. This is anomalous. Financial up-gradation should be the Grade Pay as available in the cadre.

vii) Grade pay of Rs. 5400 is now in two pay bands

viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of up-gradations.

viii) Graduate Engineers in Railways who are recruited in GP-4600 PB-2 on their regular promotion will be placed in GP-4800 after their first promotion, then GP-5400 after their second promotion and then GP 6600 after their third promotion. But in MACPS on third financial up-gradation they will be placed only in the GP- Rs. 5400 PB-3, which is against the basic recommendations of SCPC. Grade pays of feeder grade and promotion grade or (financial up-gradation) should be the same. Both on promotion and financial up-gradation the employees should be placed in the next Grade pay in the cadre.

ix) To avoid victimization benchmarking should be dispensed with. Those who don't have any departmental action or punishment should be made eligible for the financial up-gradation.

x) In case of an employee after getting promotion / ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial up-gradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.

MACP should be awarded afresh from the lower scale post to which employee got unilateral transfer.

xi) Some parts of the orders on old ACP Scheme issued vide Office memorandum No.35034/1/97-Estt(D), DOPT, August9, 1999 and many of nearly 65 clarifications issued there of are still relevant.

Instead of clarifying the same points individually after getting the fresh queries from the Departments, DOPT should issue fresh consolidated clarifications based on old points in a single order whether the old clarifications are applicable or modified or irrelevant.

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RAILWAY BOARD'S LETTERS

1. Sub: Modified Assured Career Progression (MACPS) for Railway Employees.

Railway Board order No: RBE No. 101/2009, Dated 10.06.2009.

The Sixth Pay Commission in para 6.1.15 of its report, has recommended Modified Assured Career Progression (MACPS). As per the recommendations, financial up-gradation will be available in the next higher grade pay whenever an employee has completed 12 years continuous service in the same grade. However, not more than two financial up-gradations shall be given in the entire career, as provided in the previous scheme. The scheme will be available to all posts belonging to Group-A whether isolated or not. However, organized Group-A service will not be covered under the scheme.

2. The Government has considered the recommendations of Sixth Pay Commission for introduction of a MACPS and has accepted the same with future modification to grant three financial up-gradation under the MACPS at intervals of 10,20 and 30 years of continuous regular service.

3. The scheme would be known as Modified Assured Career Progression (MACPS) for Railway employees. This Scheme is in supersession of previous ACP Scheme and clarifications issued there under and shall be applicable to all regularly appointed Group "A", "B", and "C" Central Government Civilian Employees except officers of the Organised Group "A" Service. The status of Group "D" employees would cease on their completion of prescribed training, as recommended by the Sixth Central Pay Commission and would be treated as Group "C" employees. Casual employees, including those granted 'temporary status' and employees appointed in the Government only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme. The details of the MACP Scheme and conditions for grant of the financial upgradation under the Scheme are given in Annexure.

4. An Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a Chairperson and two members. The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below the rank of Under Secretary equivalent in the Government. The Chairperson should generally be a grade above the members of the Committee.

5. The recommendations of the screening committee shall be placed before Railway Board (MS) in case where the committee is constituted in the Railway Board/Ministry or before the head of the organization / competent authority in other case for approval.

6. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a time-schedule and meet twice in a financial year – preferably in the first week of January and first week of July of a year for advance processing of the cases maturing in that half. Accordingly, cases maturing during the first-half (April-September) of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening

Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half (October-March) of the same financial year.

7. However, to make the MACP Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee within a month from the date of issue of these instructions to consider the cases maturing upto 30th June, 2009 for grant of benefits under the MACPS.

8. The scheme would be operational w.e.f. 1.09.2008. In other words, financial up-gradations as per the provisions of the earlier ACP Scheme (of August, 1999) would be granted till 31.08.2008.

9. No stepping up of pay in the pay band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

10. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial up-gradation under the old ACP Scheme (of August 1999) and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

(For Annexure please visit irtsanet. See Highlights on page 5)

2. Sub: Disclosure of marks secured by candidates in the written test held for selection /LDCEs for promotion to Group-B post.

Railway Board's letter no. E(GP)2008/2/27 DATED 24.3.09
Ref: Board's letter No. E(GP)2008/2/27 DATED 24.3.09
(RBE No. 92/2008)

In continuation of Board's letter of even number dated 5.8.2008, it is clarified that in selections / LDCEs for promotion to Group-'B' posts, the total marks secured by all the candidates who had appeared for vivo-voce after qualifying in the written examination, and the marks secured in written test in the case of the remaining candidates, may be notified after finalization of the Group "B" panel.

Periodical transfer of Railway Employees.

Railway Board's letter no. E(NG)I/2007/TR/27 Dated 1.4.09

As the Railway administrations are aware, a comprehensive list of sensitive posts for the purpose of periodical transfer was drawn by the Ministry of Railways and circulated under their letter No. E(NG)I-87 /TR / 34 ? NFIR / JCM / DC / Dated 27.0.89. The Ministry of Railways have since decided that the posts of JE / SE / SSE (work & P.Way) in charge of stores / dealing with contractors / accepting supply of stores should also be included in the list of sensitive posts for the purpose of periodical transfer. Accordingly item No. 1 of Annexure to Railway Board's letter ibdi under civil Engineering Department may be modified as under:-

"1.JE/SE/SSE (works & P.Way) in charge of stores / dealing with contractors / accepting supply of stores.

3. Grant of Advance-Sixth Central Pay Commission Recommendation.

Railway board's letter No. F(E) Spl.2008/ADV.2/4 Dated 26.2.2009.

Consequent upon introduction of pay bands and revised scales of pay based on the recommendations of the Sixth Central Pay Commission, the Ministry of Finance have amended the eligibility criteria in the existing provisions relating to the grant of advances for purchase of Motor car, Computer and Motor cycle/Scooter/Moped.

(Continued on next page)

Railway Board letters
MACPS for Railway Employee

(Continued from last Page)

Accordingly, the existing provisions relating to Railway Servants are hereby amended as per the Advance Correction Slip No.207 to the Chapter XI of the Indian Railway Establishment Manual, Volume-I, Revised Edition, 1989, enclosed as annexure.

The revised provisions are effective from the date of issue of these orders.

The other terms and conditions governing the grant of above advances shall remain unchanged.

Indian Railways Establishment Manual, Volume-I (revised Edition-1989)

Advance correction Slip No.207.

The following amendments may be carried out in the chapter XI of IREM-Vol.1 (Revised Edition-1989)

Motor car and Motor Cycle/Scooter/Moped Advance.

In Para 1104(5) - In clause (i) relating to the conditions of eligibility for Motor Car advance, for the words and figures "whose basic pay and dearness pay taken together is Rs.15750 (Rupees fifteen thousand seven hundred fifty) per month or more", the words and figures "having pay of Rs.19350 or more, excluding grade pay, per month in the pay band", shall be substituted.

In clause (ii) relating to the conditions of eligibility for Motor Cycle/Scooter/Moped advance, for the words and figures "whose basic pay and dearness pay taken together is Rs.6900 (Rupees Six thousand nine hundred) per month or more", the words and figures "having pay of Rs.8560 or more, excluding grade pay, per month in the pay band", shall be substituted.

Grant of Advance for purchase of Computer,

Para 1105(b) - In clause (b), for the words and figures "basic pay plus dearness pay is not less than Rs.6900/-", the words and figures "pay is Rs.8560/- or more excluding grade pay, per month in the pay band shall be substituted.

Grant of Advance for purchase of Moped,

Para 1106(4) - In sub-para (4), for the words and figures "having basic pay plus dearness pay is not less than Rs.6900/- per month", the words and figures "pay is Rs.8560/- or more excluding grade pay, per month in the pay band shall be substituted.

4. Encashment of Leave on Average Pay (LAP) while availing Railway Passes/PTOs (without taking leave).

Railway Board no. PC VI No 112, RBE No 104/2009 Dated 11.06.2009.

The Department of Personal & Training (DOP&T), in consultation with the Ministry of Finance after examining reference received from various Ministry/departments citing practical problems faced by them as the facility of LTC is also admissible while availing casual leave, have issued instructions permitting Government servants encashment of earned leave upto 10 days at the time of availing LTC without any linkage to the number of days and the nature of leave availed while proceeding on LTC.

2. The matter has been considered by the Board and in partial modification of the earlier instructions contained in letters of even number dated 29.10.08 & 03.12.08, **it has been decided to permit Railway servants encashment of LAP upto 10 days without any linkage to the number of days and nature of leave availed at the time of availing Passes/PTOs.**

3. These orders shall be effective from the date of issue of this letter.

5. Representation regarding Revised Pension.

Railway Boards; order no RBE No.82/2009, dated 18.05.2009

The undersigned is directed to say that in accordance with the instructions contained in this Department's O.M.No.38/37/08-P&PW(A) dated 2.9.2008 as classified vide O.M dated 11.12.2008, those Government servants, will be eligible for full pension (i.e. 50% of emoluments (pay last drawn) or 50% of average emoluments received during the last 10 months, whichever is more beneficial to the retiring employee) and the pension of those Government servants, who retired before 2.9.2008 with qualifying service of less than 33 years, will continue to be proportionate to the full pension based on their actual qualifying service.

2. A large number of representations/references are being received in this Department mentioning that the above provisions are not in accordance with the law laid down by the Apex Court and are in violation of Article 14 of the constitution. It has been suggested in these representation that the provision regarding payment of full pension on completion of 20 years qualifying service may be made applicable to the Government employees who retired before 2.9.2008 also.

3. These representations/references have been examined in consultation with Ministry of Finance and Ministry of Law. The instructions/clarifications issued in this regard are in consonance with the decision of the Government on the recommendations of the Sixth Central Pay commission took a policy decision to implement them from different dates. The Government decided to implement the above recommendations regarding pension from 2.9.2008 without dividing a single homogenous class of pensioners into two groups and subjecting them to different treatment. In view of the above and also in light of the various decisions of the Hon'ble Supreme Court allowing the employer to fix a cut off date for introducing any new pension/retirement scheme or for discontinuance of any existing scheme, the decision of the Government in para 1 above is in accordance with the law laid down by the Apex Court and there is no violation of Article 14 of the Constitution.

4. In view of the above, no change is required to be made in the instructions already issued in this regard.

6. Sub: National Holiday Allowance – Recommendation of SCPC Revision of rates.

Railway Board's letter No: E(P&A)-2008/HL/2, dated : 16.05.2009.

The employees Federations raised certain issues to National Holiday Allowance with reference to Board's letter even number dated 1.12.08. The matter has been accordingly been re-examined and it has been decided to revise the last pay range slab i.e. Rs.9701-23730 appearing at S.No. 3 of the table contained in Railway Board's letter dated 1.12.08 (RBE no.190/08) as rs.9701-26170. the revised pay range slabs will now be as under:-

S.N	Pay in the Pay Band + GP as per SCPC structure	Revised rates of NHA
(1)	(2)	(3)
1	Upto 7260	170
2	7261-9700	212
3	9701-26170	280

This issues with the concurrence of the Finance Directorates of the Ministry of Railways.

Continued in page-8

HIGHLIGHTS OF "MODIFIED ASSURED CAREER PROGRESSION SCHEME" (MACPS) ORDER BY RLYS & DOPT

Compiled by: Er K. V. Ramesh, Zonal Secretary, ICF & ACT, IRTSA

Railway Board order No: RBE No. 101/2009, Dated 10.06.2009, & No.35034/3/2008-Estt. (D), Ministry of Personnel, Public Grievances and Pension, 19th May, 2009

1. Scheme would be known as "MODIFIED ASSURED CAREER PROGRESSION SCHEME" (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES.
2. The Scheme comes into effect from 1.9.2008 & is in supersession of previous ACP Scheme.
3. Three financial up-gradations shall be given from the direct entry grade on completion of 10, 20 and 30 years service respectively.
4. Financial up-gradation will be given in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay, not as per the hierarchy available in the cadre.
5. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial up-gradation under the Scheme. (3% increment plus difference in the Grade pay)
6. Promotions earned / up-gradation granted under ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales / up-gradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting up-gradations under Modified ACPs.
7. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of up-gradations under MACP Scheme.
8. 'Regular service' for the purposes of the MACPS shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment.
 - a) Screening will be done for grant financial up-gradation under MACP.
 - b) **Benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3.**
 - c) Screening Committees shall be formed by the respective departments / Cadre Controlling authority.
 - d) Screening Committee will take up in first week of January the financial up-gradation cases maturing during the first-half (April- September). Similarly the Screening committee will take up in first week of July the financial up-gradation cases maturing during the second-half (October- March)
 - e) Cadre Controlling Authorities shall constitute the first Screening committee within a month from the date of issue of these instructions to consider the cases maturing up-to 30th June, 2009 for grant of benefits under the MACPS.
9. Financial up-gradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for up-gradation under the MACPS the benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3.

10. Illustration 1. Recruitment in Rs. 4200 GP – with no promotion for 10 years

- ❖ 1st Financial up-gradation after 10 years with GP - Rs. 4600.
- ❖ 2nd Financial up-gradation after (10+10) 20 years with GP - Rs. 4800.
- ❖ 3rd Financial up-gradation after (10+10+10) 30 years with GP - Rs. 5400.

11. Illustration 2. Recruitment in Rs. 4200 GP – with 1st promotion in 5 years with GP - Rs. 4600.

- ❖ 2nd Financial up-gradation after (5+10) 15 years with GP - Rs. 4800.
- ❖ 3rd Financial up-gradation after (5+10+10) 25 years with GP - Rs. 5400.

12. Illustration 3. Recruitment in Rs.4200 GP - 1st promotion in 5 years with GP - Rs. 4600.

- ❖ 2nd promotion after 8 years, (5+8=13 years) GP, Rs.4800.
- ❖ 3rd Financial up-gradation after (5+8+10) 23 years, GP, Rs.5400.

Delegation of IRTSA meets CRB at RCF

Delegation of IRTSA, under the leadership of SH DARSHAN LAL, Zonal President & Central Vice President, IRTSA, met CRB and apprised him of the burning issues of the category of Engineers on the Railways, when CRB SH S.S. KHURANA visited RCF on 6.05.2009.

The following points were discussed :-

1. Grant of Grade Pay of Rs 4800 & Rs 5400 to JEs & SSEs on Railways - as Grade pay of JEs & SSE had unjustly been placed at a lower level than the nurses, teachers & accounts staff - who were earlier placed in scales below JEs & SSEs before 6th pay commission. It was also submitted by the delegation that the job requirement, training & recruitment qualifications - (of Diploma & Degree in Engineering of JEs & SSEs) - were higher than those of Nurses & Accounts Staff.
 2. Grant of Group B GAZ. status to SE & SSE as per notification of D.O.P. dated 09.04.2009
 3. First class pass to JEs, CMA & DMS-III
 4. a) Revision of Rates of Incentive Bonus
b) Grant of Incentive to Drawing / Design, CMT & DMS-III.
- CRB assured that a high power committee & Railway Board is looking into these matters and justice will be done to the technical category.

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GS IRTSA Visits RCF & Amritsar Calls on young Engineers to lead the Struggle ahead

IRTSA will continue its "struggle for justice for Engineers on Railways" - GS/IRTSA calls on all Engineers to strengthen the Association

Er. Harchandan Singh, General Secretary of IRTSA, visited RCF Kapurthala and Amritsar Workshop on June 10 & 11, 2009 and assured the Engineers that IRTSA will continue its "struggle for justice for Engineers on Railways."

Addressing General Body Meeting of IRTSA RCF UNIT at Supervisor Club on 10-06-2009, attended by more than 500 Engineers of RCF, Er. Harchandan Singh called upon the fraternity of technical Supervisors / Engineers to be united and fight for their very genuine demands like granting 1st Class Pass & Grade Pay of 4800 to Junior Engineers, Grade Pay of 5400 to SSEs & CMS/CMS and PCO Allowance to Engineers working in Design, Civil & Electrical Maintenance, Stores, MRS, IT & Mechanical Lab etc, because they are also part and parcel of productive process and played an important part in improving the productivity of Workshops & Production Units.

On this occasion Office Bearers & representatives of various unions & sister organisations of RCF also participated & addressed the gathering. Sh. Mukesh Sharma General Secretary RCF Engineers Association, Sh. P. K. Luthra, Sh. Daljit Singh Bajwa & Sh. Jagdish Singh of Engineers Association, Jt. Secretary of Staff Council S. Sarabjit Singh, S. Daljit Singh Thind & Mr Manjit Nanda, Member Staff Council, S. Rajinder Singh GS RCFMU, S. Barjinder Singh. President RCFMU & S. Niranjan Singh of RCF Men's Union, Sh. Puran Singh of SC/ST Association, Sh. Samir Ranjan of OBC Association and Sh. P.K Kaushal, National President of TEAR, also addressed the gathering appreciating the positive role of IRTSA.

Later the Election for Unit Executive Committee of IRTSA/RCF Unit was held. During election process Sh Darshan Lal was unanimously elected as Zonal President IRTSA RCF Unit, Sh Mayank Bhatnagar as Zonal Secy, S. Gurjit Singh & S. G.P.S Chouhan, Sr Vice President, Sh Surjit Singh, Treasurer and S.Harinder Singh, S. Darshan Singh, S. Tarlochan Singh, S. Jagtar Singh, Sh. Baldev Raj, S. Paramjit Singh, Sh. Ram Parkash, S. Jagtar Singh, S. Chamkaur Singh, S. Surjit Singh, Sh. Rajesh Jatana, Sh. Rajesh Taneja, Sh. Jatinder Kumar, S. Sukhdeep Singh, Sh. Khem Chand Meena, Sh. Mukesh Meena, Sh. Nand Lal, Sh. Parveen Kumar, Sh. Kamal Sharma, Sh. Gaurav Kanojia, Sh Jagmohan Singh, Sh Rajinder Kumar, Sh Baldev Singh, Sh Sukhwinder Bhatti, Sh Jaswinder Singh, S. Sarabjit Singh and Sh. S R Bharti all were also elected as office bearers of IRTSA RCF Unit unanimously.

Young Engineers called upon to lead

General Secretary IRTSA Er. Harchandan Singh while addressing a largely attended 'Lunch Hour' meeting at Amritsar Workshop, made a fervent appeal especially to the younger generation of Engineers to come forward & lead the struggle just as he did since 1965 when he was only a third year Apprentice and continues to do so even

nearly 9 years after his retirement.

"The continuous struggle was necessary not only for getting due status & justice but even for the very survival of the category," said Er Singh. "We must contribute our mite for this struggle for justice and survival." A cheque of Rs 5000 was presented to the General Secretary by the Technical Supervisors of Amritsar Workshop as a token of their contribution to the Struggle Fund.

IRTSA-CLW UNIT ELECTS ITS NEW OFFICE BEAREERS

IRTSA, CLW Unit held it's General Body Meeting on 24.05.2009 from 0900 hrs near S. P. North Community Hall, Chittaranjan. The meeting was presided over by Er. Darshan Lal, Sr. Vice President, CEC, IRTSA. Apart from the local members, a number of delegates from Liluah and RCF Unit was present as guests in the meeting. Notable absentee was Jamalpur Sub Unit, in spite of several requests sent to them.

The inaugural speech was delivered by Er. Darshan Lal. Leadership of the other Trade Unions and Associations working in CLW and representatives of recognized Federations also addressed the strong delegation of around 450 Technical Supervisors of CLW.

After the inaugural session, Unit Secretary's report was read out and vote-on-account was placed by the Treasurer for approval of the Unit body. After positive discussion on the report and the accounts, the accounts was passed.

The previous Executive body was then dissolved and new Executive Committee was selected, with Er. V. K. Nimayar as President, Er. Kalyan Kumar Bandyopadhyay as Working President and Er. Goutam Maji as Unit Secretary.

In the evening session, a seminar was organized on 'Technological Upgradation in CLW'. Sri P. K. Mondal, Chief Mechanical Engineer/SF presided over the evening session and provided some very valuable inputs on the subject. Members also actively took part in the discussion. Then the outgoing President thanked everybody present for patiently participating in the daylong programme.

The day's programme ended with a lively cultural programme and dinner.

New Executive Committee, CLW

President : Sri V. K. Nimaiyar, SSE/21
Working President : Sri Kalyan Bandyopadhyay, SSE/04
V. President (Mech) : Sri B. K. Prasad, SSE/09
Vice President (Elect) : Sri R. R. Mukherjee, SSE/PLO
Vice President (SF) : Sri Pravat Das, SSE/S
Vice President (Civil) : Sri Sujit Bandyopadhyay, SSE/Col-II
Unit Secretary : Sri Goutam Maji, JE/Insp/60(M)
Treasurer : Sri Jyotirmay Koner, JE/20
Joint Secy (Mech) : Sri Goutam Ghosh, JE/08
Joint Secy (Elect & TTC) : Sri Debasish Chowdhury, SE/60/E
Joint Secy (SF) : Sri Sanjeev Kumar Suman, SE/HTS(SF)
Joint Secy (Civil) : Sri Tapan Roychowdhury, JE/WS-II
Joint Secy (Drg) : Sri Sanjoy Das, JE/Drg.
Org Secy (Mech) : Sri Chandrashekhar Banerjee, SE/08
Org Secy (Elect) : Sri Brindaban Das Adhikary, SE/21
Org Secy (SF) : Md. Mojidoor Rahman, SSE/SF
Org Secy (Civil) : Sri Bikash Saha, SSE(W)/WP-I
Org Secy (Drg) : Sri Ujjal Som, SE(Drg)/Jig & Tool
Org Secy (VRE) : Sri Kanchan Kanti Roy, JE/07
Auditor : Sri B. K. Bhaduri, SSE/20

CALL FROM CEC - IRTSA

SUPERVISING ENGINEERS! WAKEUP TO GET YOUR LEGITIMATE RIGHTS

AFTER PRESENTATION OF MEMORANDUM TO SCPC & INTERACTION WITH EXPERT COMMITTEE

IRTSA is a pioneering organization at every stage.

First phase of struggle & persuasive activities through Representation & Seminars are over.

WHAT IS THE RESULT?

- ❖ SCPC submitted its report within 18 months of its formation.
- ❖ A new approach was displayed by SCPC after our analytical presentation to Experts Committee.
- ❖ In future no one in service will suffer stagnation.
- ❖ Increment by percentage of pay – our long pending demand conceded.
- ❖ Performance Related Incentive System proposed.
- ❖ Reduction of four grade supervision to two.
- ❖ Up-gradation of JEs to pre-revised scale of Rs.6500-10500 & Up-gradation of SEs to pre-revised scale of Rs.7450-11500.
- ❖ Introduction of Modified Assured Career Progression Scheme (MACPS), by which JE appointed in the GP of Rs.4200 will get the financial up-gradation to the GP Rs.5400 in 30 years irrespective of promotion opportunity in the cadre.
- ❖ Encashment of 60 days leave in addition while on service in addition to the encashment of 300 days leave during the superannuation.
- ❖ Every Supervising Engineers is proud of this platform for the above achievements.

COLOSSAL DAMAGE TO TECHNICAL CATEGORY

- ❖ Though a little satisfaction is felt due to the said benefits, it is regrettable to note that the **vital technical category of Engineers has again been pushed to the back seat ignoring their incomparable role in Government service.**

SECOND PHASE OF AGITATION BY IRTSA AGAINST SCPC

- ❖ We are the first to recover from shock after SCPC report was released.
- ❖ We are the first to analyse the pros and cons of SCPC recommendations and reacted instantaneously.
- ❖ IRTSA conducted chain of action programmes like Midnight candle light agitation, Procession, demonstration etc from January to April 2008 which made the Government to realize and look into the discrepancies in the SCPC recommendations.
- ❖ Government constituted **High Power Committee** to restudy the SCPC recommendations.
- ❖ Our effective representation to **High Power Committee** resulted in some favourable results.
- ❖ The multiplication factor was increased from 1.74 to 1.86 resulting in increases in take home pay to the tune of Rs.500 minimum every month.
- ❖ Percentage of increment increased from 2.5% to 3%.
- ❖ Again, all these efforts only fetched common benefits applicable to all Government employees.
- ❖ Hence, after the release of High Power Committee Report IRTSA again raised its voice about the injustice done to the Technical Category

- ❖ 3-time personal interaction with the then Honourable Minister for Railways, MOSR, more than 10 times interaction with CRB, MS, MM and several meetings with other Board officials and JCM President & Secretary Staff Side made the Railway Board to constitute **PRIORITY COMMITTEE** to study and recommend on Grade Pays.
- ❖ The above Committee is expected to submit its report in the month of October 2009, before the exercise of anomaly committee begins.

WHAT ARE WE GOING TO DO?

- ❖ The eight member priority committee should be made to understand the genuineness of our demands.
- ❖ The Federations should be equipped with complete justification, statistics & arguments.
- ❖ Even if we were able to get the positive recommendations from the **PRIORITY COMMITTEE** on our Grade Pay demand, we have to make Railway Ministry & the Government to accept its report.

WHAT ARE THE MAJOR DEMANDS & CHRONIC ISSUES TO BE REPRESENTED.

- ❖ Grant of Grade Pay Rs 4800 to JE, CMA & DMS & Grade Pay Rs. 5400 in PB-3 to SSE, CMS & CDMS.
- ❖ Eligibility of First class/ 2 AC pass to all JEs / CMAs.
- ❖ Group B (Gazetted) status to all Rail Engineers.
- ❖ All the C&W, Loco and open line staff & Engineers in Mechanical, Electrical, Civil and S&T be brought into a suitable Group Incentive Scheme or **Performance Related Incentive Scheme (PRIS) recommended by SCPC** for the excessive and work they perform.
- ❖ Design & Drawing Engineers be treated as Technical Supervisors with same percentage distribution of posts as well as other benefits attached to PCO organization.
- ❖ CMT Engineers be recognized in accordance with their role & qualifications. CMT Engineers (CMA & CMS) be brought under inspection group & paid PCO Allowance.
- ❖ Engineers working in progress wing as PCO cadre employees be treated at par with their colleagues working as Ex-cadre in the same department, performing same duties and responsibilities. They be paid PCO allowance on par with other PCO Staff – on the principle of “equal pay for equal work”.
- ❖ Cadre Restructuring of Engineers as per revised Pay Bands & Grade Pay & removal of discriminations therein vis-a-vis other Inspectorial Staff.
- ❖ Removal of “pitfalls” in MACP Scheme

ACTIONS WE HAVE TO CARRY OUT IMMEDIATELY?

- ❖ Anything and everything should be carried out in such an effective manner within a period of 3 to 6 month, so that some fruitful results can be obtained from the Priority Committee.
- ❖ Our demands on Grade Pay will be highlighted to Railway Board Members, **PRIORITY COMMITTEE** Members and Federation leaders on 07.07.2009 at Railways and MOSR on 6th and 7th July.
- ❖ All India agitation / Procession will be held on last week of August, 2009.
- ❖ Engineers should be ready for more intensive agitations like work to rule if fruitful results are not obtained by the above programmes and agitations.

(Continued on Page 8)

CALL FROM CEC – IRTSA (Continued from last Page)**WHAT IRTSA EXPECTS FROM ITS MEMBERS AND OTHER ENGINEERS?**

- ❖ Members must understand, realize & be convinced about the seriousness of our demands.
- ❖ Their physical **participation and contribution in all the activities are critically essential for the cause.**
- ❖ **Conviction & commitment are vital for the struggle to succeed.**
- ❖ Contributions to Struggle Fund in the recent years have been totally spent up on the struggle in & up to 2008.
- ❖ No one can deny that IRTSA's efforts have brought financial benefits to all - much more than what any one had contributed in any shape over the years.
- ❖ The benefits achieved so far are recurring in nature and hence no one should feel aggrieved or tired of the struggle or subscribing to the organization.
- ❖ **I therefore appeal to all of you to strengthen IRTSA & contribute liberally to the Struggle Fund (at least @ Rs 300 per head immediately) to effectively carry on our struggle ahead.**
- ❖ Please understand - only your spontaneous & dedicated response will bring the desired results.
- ❖ **IRTSA calls upon everyone to rise up to the call and stand behind the organization with conviction and willpower.**
- ❖ Our united efforts will undoubtedly bring results.

LONG LIVE IRTSA

M.SHANMUGAM
Central President, IRTSA

Railway Board's Letters*Continued from Page-4***7. Sub: extension of Holiday Home facilities to retired Railway employees.**

Railway Board letter No: E(W)2008WE-2/8, Dated-13.8.09 Instructions were issued vide Board's letter no.E(W)80WE2-7 dated 19-3-1982 that the retired non-gazetted Railway employees may be permitted to occupy Railway holiday homes on the same terms and conditions as laid down in respect of Railway officers vide Board's letter no.E(W)74WE2-7 dated 5-3-1976 (copies enclosed).

2. A question has been raised whether the benefit of above-mentioned instructions is available to the officers/employees who resign technically from Railway service for the purpose of permanent absorption in Public Sector Undertakings/Autonomous Bodies.

3. The matter has been considered by the Board and it is clarified that the facility of holiday homes as extended to retired Railway employees vide Board's letters dated 5-3-1976 and 19-3-1982 will also be available to the employees who resign technically from railway service for the purpose of permanent absorption in Public Sector Undertakings/Autonomous Bodies and are entitled to Post- Retirement Complimentary Passes.

This issues in consultation with the Finance Directorate of the Ministry of Railways.

Railway Board's Letters (Continued)**Distribution & per capita annual contribution to Staff Benefit Fund substantially raised***Railway Board's letter No.E(W)2007/FU-1/1, dated 18.4.2007***Sub: Staff Benefit Fund**

In pursuance of discussions held in the DC-JCM, Ministry of Railways have decided to modify the distribution of modify per capita annual contribution of Rs.35/- under Staff Benefit Fund sanctioned vide Board's letter under reference above as follows. Sanction is also communicated for additional ad hoc contribution to Staff Benefit Fund @ Rs.315/- per capita for the year 2008-09 to be allocated as per column - 3 below.

(1)	Annual allotment of Rs. 35	Annual Allotment of Rs.315/-
(1)	(2)	(3)
(i) General activities		
(a) Education	4.75	70
(b) Recreation other than sports	2.25	35
(C) Promotion of Cultural Activities	0.50	10
(d) Relief of distress, sickness, etc.	10.50	60
(e) Women empowerment activities	0.50	10
(f) Miscellaneous	0.50	20
(ii) Sports activities	5.00	30
(iii) Scouts activities	3.50	10
(iv) Indigenous system of medicine including Homoeopathy	2.50	20
(v) Immediate relief in times of crisis arising out of natural calamities	3.00	25
(vi) Training for developing occupational skills of physically/mentally challenged wards especially girls of Railway employees	2.00	25
	35.00	315

However, re-appropriation of funds amongst the activities under SBF is permitted with the GMs' personal approval taking into account the local conditions insofar as additional allotment is concerned. The annual allotment shall continue to be subject to re-appropriation conditions advised vide Board's letter No. E(W)97/FU-1/2 dated 8-8-1997.

ENGINEERS!

MAKE IRTSA STRONG
FOR YOUR OWN BETTERMENT, THAT OF YOUR FAMILY & FUTURE GENERATIONS OF ENGINEERS

Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of
Indian Railways Technical Supervisors Association
From 4, 6th Street, TVS Nagar, Padi, Chennai – 600050.

Printed by him at Four Yes Offset Press, 11/A – 40, Karthiyan Salai, Periyar Nagar, Chennai – 600082. Editor: M.Selvaraj