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**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

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## **RAILWAY MINISTRY AGAIN ASKS FOR APPROVAL OF FINANCE MINISTRY FOR HIGHER GRADE PAY OF TECHNICAL SUPERVISORS**

### **Rs 4600 GP for JEs & Rs 4800 for SE/SSE proposed**

Higher Recruitment qualifications, one and half year of initial training, multifarious duties and responsibilities to ensure out-turn targets, optimum productivity, effective quality control, safety, material management, optimum utilization of man power, machinery, equipment, rolling stock and other resources by the Technical Supervisors were accepted by Railway's Departmental Anomaly Committee - which has recommended Grade Pay of Rs 4600 for JEs & Rs 4800 for SE/SSE & CMT Staff. Railway Board has asked for approval of the Ministry of Finance for the same.

## **IRTSA CONDUCTS HIGHLY SUCCESSFUL INTERACTIVE SEMINAR ON IR'S VISION-2020 Issues of Technical Supervisors pay enhancement, career advancement, etc are discussed intensively.**

A very useful and interesting Seminar on Automation of Rolling-in Inspection of Incoming trains was organized by IRTSA at International Youth Centre, NewDelhi on 25th May. Use of latest technology was explained by the experts.

Functioning and advantages of the latest products under introduction on Indian Railways, such as "Wheel Impact Load Detector" (WILD), "Acoustic Bearing Detector", "On Board Diagnostics" (OBD), "Load Box Test System for Loco Engines", "Track Side Bogie Monitoring System" (TBMS), "Hot Axle Hot Wheel Detector", "Versatile Data Acquisition System" (VDAS) and "Remote Health Monitoring of Bridges" were discussed and explained.

Sri.P.K.Sharma, Additional Member/Staff appreciated the leadership of IRTSA, particularly M.Shanmugam & Harchandan Singh in organizing seminars in the larger interest of the Railways. He answered the questions raised by the members on the issues pertaining to Pay Commission anomalies and particular issues of Technical Supervisors.

Earlier Sri.M.Raghavaiah, GS/NFIR and Sri.Shiv Gopal Mishra, GS/AIRF, addressed and inter-acted with the Members and assured them of their full support on the burning issues of the Engineers on the Railways. Er.L. N. Pathak, Jt. Secy, AIRF & NRMU and Ex-Vice President IRTSA, was felicitated in the seminar on his superannuation from the Railway service.

## **CEC MEETING - IRTSA AT NEW DELHI AUTHORISES CP & GS TO DECIDE LINE OF ACTION**

CEC meeting of IRTSA was held at International Youth Centre, New Delhi on 25th May. 2010 Er. M. Shanmugam highlighted the achievements of the Association as well as the major tasks ahead – for the realization of the due status of the Engineers on the Indian Railways.

Er. Harchandan Singh, General Secretary IRTSA, narrated various activities since the last Meetings of the CGB & CEC held at Jamalpur in December, 2009. Protest Week was observed in April, 2010 in which thousands of Engineers participated all over the Indian Railways by holding Demonstrations, Dharnas, Gate Meetings and wearing Black Badges against the injustice done by the Sixth Pay Commission and non-acceptance of demands of Rail Engineers. He also apprised the CEC about the position of various demands and the numerous representations made by IRTSA regarding each one of the demands at various levels - including the MS, MM, AMS and Advisor (IR), Advisor (HRD), Executive Directors, Directors etc. in the Railway Board. A number of Memorandums were submitted to Railway Board, DOP, MOF, National Anomalies Committee & DAC etc. All the vital issues were personally discussed with the concerned officers in the Railway Board by Central President, General Secretary and other CEC Members. But the struggle shall have to continue for early decision thereon.

CEC authorised the Central President & General Secretary IRTSA to decide the further Line of Action.

## **Rally, Seminar & CEC Meeting of IRTSA at Delhi, on 17 August, 2010**

A Rally at Jantar Mantar in the morning followed by a Seminar & CEC Meeting of IRTSA at Birla Mandir Dharamshala New Delhi, shall be held on 17 August, 2010.

All CEC Members & Engineers & Active Members of IRTSA are requested attend the Programme positive.

### **MAIN DEMANDS**

- 1. Recognition of IRTSA**
- 2. a) Grade Pay of Rs 4800 to JEs, CMA & DMS;  
b) Grade Pay of Rs 5400 to SE, SSE, CMS, DMS, CDMS**
- 3. Early decision on Revised Designations,**
- 4. Upgrading of Posts in GP Rs 4600 to Group 'B' (Gaz.)**
- 5. Promotion to Group 'B' by Seniority-cum-suitability**
- 6. 2 AC Pass to all in Grade Pay of Rs 4200 & above**
- 7. Revision of Rates of Incentive Bonus – w.e.f 1.1.2006 in Workshops & Production Units.**
- 8. PCO Allowance to C & M Labs, Drawing, Design,**
- 9. Incentive Scheme in Sheds & Open Line Depots.**
- 10. Proper & adequate Infrastructure & Staff in all Sheds & Open Line Depots as per Benchmarks**
- 11. Removal of drawbacks in Modified ACP Scheme.**
- 12. Exemption of all Allowances from Income Tax**

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**"SUCCESS COMES TO THOSE WHO BELIEVE"**



**EDITORIAL****DIRECT TAXES CODE (DTC) -****IR TSA SEEKS EXEMPTION OF ALLOWANCES & PENSION FROM INCOME TAX****ASKS FOR LINKING EXEMPTION LIMITS FOR INCOME TAX WITH INFLATION OR PRICE INDEX**

It is heartening that the government agreed to maintain the existing provisions so as not tax the withdrawal from the Provident Funds and other Retirement Benefits in the Direct Taxes Code (as per Revised Discussion Paper on DTC).

However, we make an earnest appeal to the Government to consider the following points while finalizing the proposed Direct Taxes Bill:

Allowances like Dearness Allowance, House Rent Allowance, City Compensatory Allowance and the Transport Allowance (last two of which have now been merged as TA) are all of compensatory nature paid to check erosion of real income on account of inflation and continuous rise in cost of living index.

Taxing all these Allowances is most unjustified as it defeats the very purpose for which these Allowances are granted.

Honorable Supreme Court of India in its historical Judgement in *D. S. Nakras' case Vs Union of India*, (Petition No.5939-41/1980) had held as under:

*"Pension is not a bounty nor a matter of grace depending upon the sweet will of the employer. It is not an Ex-Gratia payment, but a payment for past services rendered. It is a Social Welfare measure, rendering Socio-Economic Justice to those who in the hey days of their life, ceaselessly toiled for their employers on an assurance that, in their old age they would not be left in the lurch"*

**Fifth Pay Commission recommended as under:-**

Para 167.7: "If such Allowances are taxed, then either the Basic Salary gets eroded in its real value from Year to Year or the partial Reimbursement of Expenditure incurred on certain items becomes less and less with the passage of time. In both the cases, the objective of giving Allowances is partially nullified".

Para 167.8: "We have observed that Ministry of External Affairs pays 'Net of Tax' Salaries to its Employees on Foreign Posting. Provision for paying Net of Tax Salary already exists under Sec.195A of the Income Tax Act. Under the Section Employees do not have to pay Income Tax on the Salaries received by them and it is the liability of the Employer to Pay the same to the Income Tax Department".

PARA 167.9: "The solution to the problem of Central Government Employees in General lies in the application of this legal provision".

"Para 95 of Summary of Recommendations:- The Commission has felt that the Salaries and Pensions Recommended by it are not really adequate if they are to be fully taxed. Accordingly, it has recommended that all Allowances and Pensions should be paid Net of Taxes".

Unfortunately, the Government had not accepted this recommendation and as such, Government Employees continue to suffer serious erosion of their real income.

As such the Pension and all Compensatory Allowances including DA & DR (Dearness Allowance / Dearness Relief), HRA (House Rent Allowance), CCA (City Compensatory Allowance and TA (Transport Allowance) should be Exempted from the Income Tax to avoid erosion of Real Wages. The Tax thereon should be paid by the respective Departments to the Income Tax Department - with appropriate amendments in Section 195 A of the Income Tax Act - as is done in case of employees on their postings abroad.

Decision of Exemption Limits for Income Tax has been the most arbitrary element of our system - totally devoid of any logic or methodology. This arbitrariness coupled with Taxation of Compensatory Allowances results in instability and erosion of real income of the working Class - causing much hardship and at times indebtedness - especially in case of middle class salary earners.

Exemption limits for Income Tax should therefore be linked with Inflation or Price Index; and it should be raised every year in proportion thereof.

The Retirement Age (or the Age of Superannuation) for the Government Employees is 60 years. There is a substantial loss of income immediately on retirement - due to differential in Pay & Pension as well as stopping of all allowances forthwith - (except DA). Due to rising trend of late marriages and need for higher education of the children, most of the liabilities of are still pending by the time one retires. Age also impairs health thus calling for dependency on medicines. Taxation further erodes the reduced income after retirement - with much depleted income.

Age Limit for Tax Exemption for Senior Citizens should therefore be reduced from 65 to 60 years.

Penultimate lines of Para 3.1 of Chapter II the Revised Discussion Paper on DTC), read as under:

*"Investments made, before the date of commencement of the DTC, in instruments which enjoy EEE method of taxation under the current law, would continue to be eligible for EEE method of tax treatment for the full duration of the financial instrument."*

This leaves out the future Investments in long term savings (made after the date of commencement of DTC). Taxing the future investments will also not be fair or justified as the very purpose of promoting long term savings would fail if these are not exempt from the Tax - under EEE (Exemption, Exemption, Exemption) mode.

As such the EEE mode should be applied - both for existing as well as the future Investments in Long Term Savings (like Provident Funds, approved Superannuation Funds, Life Insurance and New Pension Scheme etc).

(All these issues formed part of a memorandum submitted by IRTSA to Shri Pranab Mukherjee, Hon Minister for Finance - with copy to Secretary Revenue, MoF).

- Harchandan Singh, Editor-in-Chief VRE & GS IRTSA

## CENTRAL PRESIDENT INTENSIVELY DISCUSS THE ANOMALIES OF MACPS WITH GS / NFIR.

On May 26th & 27th Er.M.Shanmugam, CP/IRTSA and Er.K.V.Ramesh, ACT/IRTSA held intensive discussion with Sri.M.Ragahavaiah GS/NFIR about the anomalies of MACPS. Both the general anomalies arisen out of MACPS and anomalies particular to the Rail Engineers / Technical Supervisors were discussed in length. GS/NFIR gave the assurance to resolve the points raised by the IRTSA delegates through MACPS Anomaly Committee and through negotiation with Railway Board.

Issues discussed with GS/NFIR on MACPS anomalies.

### GENERAL ANOMALIES ARISING OUT OF MACPS

1. Date of effect of MACP Scheme w.e.f.1.1.2006
2. Stepping up of pay for difference in pay under old ACPS & MACPS
3. Grade pays on promotion & on Financial up-gradation under MACPS should be the same
4. Benchmarking should be abolished and those who don't have any departmental action or punishment or an adverse CR should be eligible for the financial up-gradation
5. Unilateral transfer - MACP should be awarded from the lower scale post to which employee got unilateral transfer.
6. Parity between Defence & Civilian Personnel
7. Consolidated clarifications: Some parts of the orders on old ACP Scheme issued vide Office memorandum of DOPT No. 35034/1/97-Estt(D) dated August 9, 1999, and many of nearly 65 clarifications issued there of, are still relevant. Instead of clarifying the same points individually after getting fresh queries from the Departments.

### ISSUES RELATING TO TECHNICAL SUPERVISORS

1. Counting of training period of Junior Engineers (JEs) for MACP:
2. Promotion through LDCE & GDCE be considered as entry grade.
3. Entitlement of First Class Pass on Financial Up-gradation under MACPS.
4. Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Workshop cadre.
5. MACP to Drawing Office Cadre recruited in the abolished grade of Rs.4000-6000 scales of IV CPC

### MEMBER MECHANICAL APPRISED OF THE PROBLEMS OF TECHNICAL SUPERVISORS

Sh Sanjiv Handa, Member Mechanical visited RCF on 27/05/10, Sh.Darshan Lal, Zonal President IRTSA/RCF met him along with office bearers. They highlighted the following main issues:

1. Grade Pay of Rs 5400/- to SSEs/SEs and 4800/ to JEs
2. First Class pass to all in the Grade Pay of Rs 4200/-
3. PCO/incentive to left out departments of RCF and Incentive to SSEs/SEs under the group incentive scheme recommended by RITES.

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## BOARD'S ORDERS ON FILLING UP OF REGULAR VACANCIES ARISEN ON OR AFTER 1.9.2009

**Sub: Implementation of recommendations of 6th CPC-Merger of Grades-Revised classification and mode of filling up of non-gazetted posts - Scheme for filling up of regular vacancies arisen on or after 01.09.2009.**

Reference this Ministry's letter of even number dated 03.09.2009 wherein it was indicated that scheme for filling up of vacancies arisen on or after 01.09.2009 will be issued in due course. It has been decided that following methodology may be adopted for filling up of promotional vacancies as may arise till 31.12.2011 :-

2. As indicated in the letter of even no. dated 03.09.2009, the bench mark for promotion to the posts carrying the Grade Pay Rs.4200 on seniority-cum-suitability basis was prescribed as 6 marks while for posts with Grade Pay Rs.4600 & above, the benchmark was 7 marks. This was permitted as a one time relaxation in order to fill up the vacancies arisen upto 31.08.2009, after merger of grades due to implementation of 6th CPC recommendations,

2.1 Now it has been decided that the above mentioned benchmarks for filling up the vacancies arising upto 31.12.2011 will be 6 and 8 marks out of 15 for-posts in Grade Pay Rs.4200 and Rs.4600 & above respectively wherever promotion is to be done on the basis of 'Seniority-cum-suitability'.

2.2 All other conditions as indicated in letter dt.03.09.2009 shall remain unchanged.

### NEW OFFICE BEARERS - IRTSA SUB UNITS OF SC.RIY

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**Gist of IRTSA Memorandum on MACPS Anomalies**

**Subject:** MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) – a) General Anomalies; b) Anomalies relating to Technical Supervisors on Railways  
**Reference:** i) DOP&T OM No. 35034/3/2008-Estt. (D) Dated 19th May, 2009 & ii) MoR (Railway Board)'s OM RBE No 101 dated 10.6.2009

We draw the kind attention of the Committee towards following General or Common Anomalies pertaining to MACPS and the specific Anomalies relating to the Technical Supervisors on Railways - arising out of MACPS.

**PART A: GENERAL ANOMALIES PERTAINING TO MACPS**

1. Date of effect of MACP Scheme from 1.1.2006
2. Stepping up of pay for difference in pay under old ACPs & MACPS.
3. Grade pay on promotion & on up-gradation under MACPS should be the same.

4. **Benchmarking:** Those who don't have any departmental action or punishment or an adverse CR should be eligible for the financial up-gradation.

5. **Grant of 3rd Financial Up-Gradation for the employees who have completed 20 years of service after getting their 1st promotion.** An employee absorbed as JE-II (equivalent GP Rs.4200) say w.e.f. 06.08.1982 got his regular promotion as Section Engineer (equivalent GP Rs.4600) w.e.f 20/09/1989. He has been given the second Financial up gradation in the GP Rs.4800 w.e.f. 1.9.2008 ie, the date of implementation orders cited above. But by then he had completed the service of 19 years after receiving his first regular promotion.

The request for his third financial up gradation w.e.f 21.09.2009 as shown in the table below (20 years from the date of first regular promotion) has been turned down by misinterpreting the para 28(A) (i) & (ii):

To implement the true spirit of the para in the illustration - "3rd ACP on completion of further 10 years in the same Grade Pay (i.e. 18+10 yrs = 28 years)" the service rendered by the employee in the same Grade even before the implementation of MACPS (i.e. before 1/9/2008) should also be counted for the purpose of granting financial up gradation.

6. **Unilateral transfer:** In case an employee after getting promotion / ACP seeks unilateral transfer to a lower post or lower scale, - under the MACPS he will be entitled only for second and third financial up-gradations on completion of 20 / 30 years of regular service, as the case may be, from the date of his initial appointment to the post in the new organization (as per Annexure-1 point 24 of MACPS). This is totally unjustified & needs to be rectified.

7. **Parity between Defence & Civilian Personnel:** Defence personnel will get 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. It is, requested that Discrimination between the Defence & Civilian employees should be removed - both to meet with 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.

8. **Consolidated clarifications:** Some parts of the orders on old ACP Scheme issued vide Office memorandum of DOPT No. 35034/1/97-Estt(D) dated August 9, 1999, and many of nearly 65 clarifications issued there of, are still relevant and as such may please be reiterated.

**PART B:****ISSUES RELATING TO TECHNICAL SUPERVISORS**

1. Counting of training period of Junior Engineers (JEs) & Section Engineers (SE) for MACP:

Training imparted to those recruited through the Railway Recruitment Boards and later absorbed as Junior Engineers (JEs) & Section Engineers (SE) on Railways is not pre-appointment training in nature (as that of the Apprentices recruited under the Apprentices Act).

The Stipend paid during the training period to them is from the Revenue account and due to this very reason the Department of Personnel & Training (DOPT) had decided earlier that the training period shall be counted for pensionary benefits, for issue of passes and drawl of increments.

2. Promotion through LDCE & GDCE be considered as entry grade:

(i) Technicians on Railways who are promoted through LDCE as Intermediate JEs are given one & a half year training like the direct recruit JEs who are recruited through RRB. No other category goes through such a training equal to that of direct recruited JEs or the Intermediate JEs on Railways.

(ii) Serving employees who have Diploma in Engineering can appear for selection through GDCE. The selection is not limited to the employees of the Zone or PU where the vacancy occurs. This is an open selection process for filling up 50% of the Direct Recruitment Quota (25% of the whole cadre), where any person from any Railway can apply. Even those who are not working as a Technician, but have the requisite Diploma, can apply for GDCE. The examination is conducted by RRB and the candidates go through the same stringent selection process as fresh candidates. Those selected through GDCE also undergo training similar to Direct Recruit JEs and are paid stipend. Hence, even if these people have joined Railways in a lower Direct Entry Grade and served the Railways, their service for the purpose of MACPS should be counted from the date of their selection as JE.

3. **Entitlement of First Class Pass on Financial Up-gradation under MACPS** - clarification on MACP Scheme order may please be issued for entitlement of First Class Pass to the employees who are given financial up-grading to the Grade pay of Rs.4600

4. **Considering entry grade pay as Rs.4600** for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Workshop cadre.

5. **MACP to Drawing Office Cadre recruited in the abolished grade of Rs.4000-6000 scales of IV CPC.**

(For detailed Memorandum please visit [www.irtsa.net](http://www.irtsa.net))

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**In favour of "IRTSA" only - to:**

**Central Treasurer IRTSA,**

**Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008**

**(Ph: 09828024476 & 02912713123)**

**RAILWAY BOARD ORDERS****1. Sub: Revised Training Module for Supervisors of Signal & Telecom Department.**

Ref : RBE No.225/2009, No.E(MPP)/2009/3/12, Dated 21.12.2009

The Report of the Task Force under Human Resource Reforms Committee constituted to review the Training Modules for S&T Department has since been received. The Board (ML & MS) have approved the training modules recommended by the Committee. Accordingly, the revised training module for Supervisors of Signal & Telecom Department are circulated herewith. The details and sequence of the training programme is annexed at Annexure-I and the training module is annexed at Annexure-II.

2. For better management of training, the following decisions/inputs are also communicated:

(i) Institutional training programme for Supervisors of S&T Department be continued to be held at IRISSET. However, to improve the field training component of induction programme, it has been decided that the same should be controlled by the respective training managers viz. CSE for Signaling Supervisors and CCE for Telecom Supervisors on the respective Railways.

(ii) A 52 weeks induction programme with Institutional Training at IRISSET in 2 phases has been approved for all categories of directly recruited Supervisors which includes 12 weeks of attachment without giving them independent charge, for gaining on-the job experience.

(iii) During the period of on-the-job attachment, the Trainee Supervisors should be attached with senior officials at the workplace, who would act as their mentors and guide them to learn how they are expected to discharge their official duties, when they are put on a working post. During this period, the Trainee Supervisors are not required to work independently or take decisions at their level, instead they would assist the officials with whom they are attached in discharge of their official duties. However, as the working in Telecom Branch does not have safety implications of the nature of Signal Branch, in the last phase of their training, the Telecom Branch Supervisors can be detailed on working post under the supervision of a senior official.

(iv) Refresher course and promotion course for Signal and Telecom Supervisors have been merged in a single course of four weeks duration. This would be held at IRISSET, as at present. The supervisors are required to undergo this course once in four years. In between this period, modular courses of duration of three days to a week should be developed to enable the Supervisors to update their knowledge on technical as well as general subjects such as quality circles, organizational behaviour, leadership, industrial relations and labour laws etc. These modular courses should be delivered at S&T Training Centres on Zonal Railways preferably or any other institutes as may be decided by the respective Zonal Railways.

(v) The Course Content for General and Subsidiary Rules should be developed by IRISSET, in consultation with the Railways and ZRTIs. This standardized course should be for 3 Weeks period to be conducted by respective ZRTI's of the Railways in between the spells

of field Training on the job attachment.

(vi) The detailed course contents and lesson plans would be prepared by IRISES, as at present.

S.No.	Module	JE (Signal) & JE (tele)	SE (Signal) & SE (tele)
1	Joining Formalities	1	1
2	Phase I at IRISSET	14	12
3	Field Training	6	6
4	Phase II at IRISSET	14	13
5	G&SR (ZRTI)	3	3
6	Attachment on a working post without independent charge	12	12
7	Special course on Managerial/Executive skills	-	2
8	Presentation/Project Work	1	2
9	Posting Exam	1	1

**2. Sub :- Revised Training Module for Supervisors of Electrical Department.**

RBE No.11/2009, No.E(MPP)/2009/3/16, dated 15 -01-2010.

The Report of the Task Force under Human Resource Reforms Committee constituted to review the Training Modules for Electrical Department has since been received. The Board (ML & MS) have approved the training modules recommended by the Committee. Accordingly, the revised training module for Supervisors of Electrical Department is circulated herewith. The details and sequence of the training programme is annexed at Annexure -I and the training module is annexed at Annexure-II.

2. For better management of training, the following decisions/inputs are also communicated:-

(i) The institutional training for electrical supervisors would be shifted from Centralised Electrical Training Institute, Thakurli to Indian Railway Institute of Electrical Engineering, Nasik in due course. However for the present Centralised Engineering Training Institute, Thakurli would continue to meet specialized and need based training requirements of Zonal Railways.

(ii) A 52 week induction programme with institutional training in two phases training has been approved for all categories of directly recruited Supervisors. The induction programme includes 8 weeks of field training and 14 weeks of Attachment/on the job experience. The details and sequence of the training under induction programme are given in Annexure-I.

(iii) Between the two phases of institutional training, the trainee Supervisors would be sent for field training/field visits wherein they should be given exposure to practical work at various field units where these candidates are likely to be posted on completion of their training programme. The detailed programme of field training should be given to the candidates before completion of the first phase of institutional training. Each Zonal Railway would nominate a SAG officer as nodal training manager in Headquarters Office who shall monitor the programme of induction training for Supervisors.

*Continued in next page....*

**Railway Board's orders continued from previous page**

(iv) The course content for General and Subsidiary Rules training for Electrical Supervisors would be developed by respective ZRTIs. This course shall be conducted before sending trainee Supervisors for Attachment/on the job experience.

(v) Final phase of training shall comprise of on the job attachment wherein after completion of institutional and field training, the trainee supervisors shall be posted in the field units allocated to them by the concerned Railways. During this Period, the trainees would perform like a Supervisor working on an active assignment but would not be given independent charge. The programme for this attachment/on the job experience would be framed by the Officer in charge of the Division/extra Divisional Field Units where these Supervisors are to be finally posted.

(vi) The refresher course and promotional course for Electrical Supervisors shall stand merged and shall be delivered as a refresher course once in three years. This refresher course shall be delivered in an e-learning module which would include a component of institutional training for one week at the respective Zonal Electrical Training Schools. The details for e-learning module shall be worked out by Indian Railways Institute of Electrical Engineering (IRIEEN), Nasik in consultation with Zonal Railways.

The details of composite training module for institutional training of all categories of Electrical Supervisors have been indicated in Annexure-II. The lesson plans for the course content given in composite training module shall be developed by IRIEEN, Nasik/Centralised Electrical Training Institute, Thakurli.

S.No.	Module	JE (Electrical)	SSE (Electrical)
1	Joining Formalities	1	1
2	Phase I of Institutional Training	12	12
3	Field Training	8	8
4	Phase II of Institutional Training	12	12
5	General and Subsidiary Rules (ZRTI)	3	3
6	Attachment/on-the-job experience	14	14
7	Presentation/Project Work	1	1
9	Posting Exam		
	Total	52 weeks	52 weeks

**3. Sub: Implementation of recommendations of 6th CPC-Merger of Grades-Revised classification and mode of filling up of non-gazetted posts -Scheme for filling up of regular vacancies arisen on or after 01.09.2009.**

Ref: RB/Estt. No. 81/2010, No.E(NG)I-2008/PM1/15 Vol-II, dated 07.06.2010

Reference this Ministry's letter of even number dated 03.09.2009 wherein it was indicated that scheme for filling up of vacancies arisen on or after 01.09.2009 will be issued in due course. It has been decided that following methodology may be adopted for filling up of promotional vacancies as may arise till 31.12.2011 :-

2. As indicated in the letter of even no. dated

03.09.2009, the bench mark for promotion to the posts carrying the Grade Pay Rs.4200 on seniority-cum-suitability basis was prescribed as 6 marks while for posts with Grade Pay Rs.4600 & above, the benchmark was 7 marks. This was permitted as a one time relaxation in order to fill up the vacancies arisen upto 31.08.2009, after merger of grades due to implementation of 6<sup>th</sup> CPC recommendations.

2.1. Now it has been decided that the above mentioned benchmarks for filling up the vacancies arising upto 31.12.2011 will be 6 and 8 marks out of 15 for posts in Grade Pay Rs.4200 and Rs.4600 & above respectively wherever promotion is to be done on the basis of 'Seniority-cum-suitability'.

2.2. All other conditions as indicated in letter dt.03.09.2009 shall remain unchanged.

**4. Subject:- Grant of Overtime Allowance to Railway employees consequent upon revision of pay scales and allowances.**

RBE No. 29 / 2010, S.No. PC-VI/189, No. PC- /2008/ A/ O /3(OTA), dated 17.02.2010

Pursuant to the recommendations of the Sixth Pay Commission, the issue of revision of Over Time Allowance has been under consideration and in partial modification of the Board's earlier orders on the subject, it has been decided by the Board that the Railway employees who are governed by the Statutory Acts like the Factories Act, Hours of Employment Regulations or those covered under rules for Departmental Overtime and who have opted for the revised scales of pay in terms of Railway Services (Revised Pay) Rules, 2008, may be granted overtime allowance, on the basis of their emoluments in the revised scales of pay.

2. The emoluments, for the purpose of computation of rates of OTA will comprise the following:

- a) Railway employees governed by Factories Act
- Basic Pay (Pay in Pay Band + Grade Pay)
  - Dearness Allowance
  - House Rent Allowance
  - Transport Allowance
  - Cash equivalent of the advantage accruing through the concessional sale to workers of food grains and other articles, as the worker is for the time being entitled to (excluding wages for Overtime work or Bonus)
- b) Railway employees governed by HOER
- All the items as shown in (a) above except House Rent Allowance
- c) Railway employees governed by rules Under Departmental Overtime

(i) Employees working in Loco Sheds and C & W Depot

- All the items as shown in (a) above except House Rent Allowance

(ii) Other Railway employees governed under Departmental Orders

- Basic Pay (Pay in Pay Band + Grade Pay)
- Dearness Allowance

3. The revised rates of Overtime Allowance shall be effective from 01-9-2008.

4. With a view to minimize instances of OTA, General Managers may take following measures:-

- (i) Prepare an action plan for systematic and efficient utilization of manpower covering various aspects viz.

*Continued in next page....*

**Railway Board's orders continued from previous page**

filling up of vacancies, especially in Running staff and operational categories, proper management of sanction of leave and rational deployment of staff.

(ii) Conduct a fresh job analysis of the duties of Motor Car Drivers who are presently classified as 'Continuous' to determine their actual period of working requiring sustained attention.

(iii) Prefer hiring of vehicles for official use, if necessary.

(iv) Allow compensatory off to the staff booked on holidays due to exigencies.

(v) Direct all the RRBs to follow a uniform pattern by giving compensatory off to their staff instead of OTA.

(vi) Review payment of OTA to supervisors in the Pay Band-2 except to those who are earmarked for breakdown duties, to minimize the incidence of OTA.

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

**5. Sub:- Selection Procedure for promotion to General Selection Posts – Placement of names on panel – instructions regarding.**

**RB/Estt. No. 113/2009, No.E(NG)1-2008/PM7/4 SLP, Dated 19.06.2009**

As the Railways are aware, in pursuance of Hon'ble Apex Court's judgement dt.15.03,1996, in M. Ramjayram Vs. General Manager, South Central Railway and others, 1996 (1) SC SLJ 536, it was held that it is illegal to award marks for Seniority, for promotion to General Posts, i.e., those outside the normal channel of promotion, for which eligible volunteers are called from different categories whether in the same department, or, from different departments, Board vide their letter No,E(NG)I-98/PM1/11, dt.16.11.1998, had modified the Selection Procedure to such General posts. These instructions are contained in pars 219(j) of Indian Railway Establishment Manual(IREM), Vol.I, 1989, as amended from time to time. In terms of instructions contained in clause (iii) below para 219( j ), final panel in such cases, is required to be drawn up in the order of seniority from amongst those who secure a minimum of 60% marks in professional ability and 60% marks in the aggregate, provided that those securing a total of 80%, or, more marks, are classed as 'Outstanding' and placed at the top of the panel, in the order of seniority. Besides above provisions, separate instructions prescribing different methods for placement of names on panel, in a few categories, viz., LDCE quota in the category of Sr.Clerks (Rs.4500-7000), Commercial / Traffic Apprentices (Rs.5500-9000), for induction of Intermediate Apprentices for eventual absorption as JE-11 (Rs.5000-8000) in various technical departments, qualified staff quota in the category of Skilled Artisans Gr.III(Rs.3050-4590) in various engineering departments, LDCE quota in the categories of Office Superintendent Gr.II(Rs.5500-9000) and Staff & Welfare Inspectors Gr.I(Rs.6500-10500) etc., have also been issued.

2. The instructions regarding formation of panel in the order of seniority have been under challenge before various Courts/tribunals for granting relief in terms of placement of names on panel in the order of merit based on the marks obtained in such General Selections. The provision of placement of names on final panel in the order of seniority, as indicated above, has been struck down by High Court/Punjab & Haryana, in Writ Petition No.4746/2002 vide judgement dt.09.04.2008. High Court have, inter-alia, held that, since in such General Selections, candidates are not from the same seniority

units and there is no common seniority list on the basis of which their names can be placed in the order of seniority, therefore, promotion to such posts should be made only on the basis of merit, uninfluenced by seniority of the candidates. The Hon'ble High Court have accordingly declared the provision of arranging the names on final panel in the order of seniority in General Selections as wholly illegal and arbitrary and set aside the same. The Special Leave Petition No. 16774/2008 filed before the Hon'ble Supreme Court against the High Court's above-mentioned judgement, has also been dismissed on 05.01.2009,

The matter has, accordingly been carefully considered by the Board and it has been decided that in cases of promotion to General Posts in which candidates are called from different categories, whether in the same department or from different departments and where zone of consideration, is not confined to three times the number of staff to be empanelled, panels should be strictly prepared as per merit, with reference to marks obtained by the candidates in 'Professional ability' and 'Record of Service'. Subject to usual relaxation for SC/ST staff, wherever permissible, those-securing less than 60% in 'Professional ability' and 60% in aggregate, will not be considered eligible for inclusion in the panel. Further, the service records of only those candidates who secure a minimum of 60% marks in 'Professional ability', shall be assessed. Since the final panel has to be drawn on the basis of merit, there Will be no scope for erstwhile provision of placement of candidates who secure 80% or more marks, classified as 'Outstanding', on the top of the panel,

3.1. These instructions will supersede all previous instructions, as far as the same relate to the provision of arranging names on the final panel in the order of seniority, for promotion to General Posts. However, all other conditions, as contained-in the specific instructions for a particular category, shall continue to hold good.

3.2. These instructions shall be applicable with immediate effect, i.e., from the date of issue of these orders, to all panels for promotion to General Posts. Any previous selection panel drawn up otherwise, before issue of this letter, need not be reopened,

4. Accordingly, the Indian Railway Establishment Manual, Volume 1, 1989 is also amended, as per ACS No.209 enclosed.

**IR ESTABLISHMENT MANUAL, VOL-1(1989 EDITION)**  
**ADVANCE CORRECTION SLIP No.209.**

Chapter II, Section 'B'– Rules governing the promotion of Group 'C' staff.

I. Substitute the following for the opening sentence of existing sub-pars of Para 219:-

**"(j) For general posts, i.e., those outside the normal channel of promotion for which candidates are called from different categories whether in the same department or from different departments and where zone of consideration is not confined to three times the number of staff to be empanelled, the selection procedure should be as under:-"**

.II. Substitute the following for the existing clause (iii) below sub-para ( j ) of Para 219:-

**"The final panel should be drawn up in the order of merit based on aggregate marks of 'Professional ability' and 'Record of service'. However, a candidate must secure a minimum of 60% marks in 'Professional ability' and 60% marks in the aggregate, for being placed on the panel. There will be no classification of candidates as 'Outstanding'."**

**Memorandum on MACPS clarifications**

**Subject:- Anomalies of MACPS & Clarifications required for MACPS – as per clarifications issued for the ACPS**

**Ref: i) DOPT OM No. 35034/3/2008-Estt. (D) dated 19/05/2009  
ii) RBE No.101/2009, No.PC-V/2009/ACP/2, dated 10.06.2009**

In continuation of our Memorandum regarding Anomalies in MACPS, we submit as under for the kind consideration of the Committee on Anomalies of MACPS:

i) Nearly 63 Clarifications were issued over the years, by the DOPT (and by the Railway Board) after issue of orders regarding ACP - issued vide DOPT OM No. 35034/1/97-Estt(D) dated 09/08/1999 & RBE No. 233/1999, NO.PC-V/99/1/1, dated 01/10/1999.

ii) MACP "Scheme is in supersession of previous ACP Scheme and clarifications issued there under" – (as mentioned vide Para 3 of DOPT OM No. 35034/3/2008-Estt. (D) dated 19/05/2009 & RBE No.101/2009, No.PC-V/2009/ACP/2, dated 10.06.2009).

iii) But many Clarifications - issued by the DOPT & the Railway Board for the old ACP scheme - are still relevant in the new MACPS.

iv) It is therefore requested that new set of Clarifications may please be issued for the subjects mentioned below which are still relevant:

1. Promotions earned in merged scales
2. MACPS benefit for Ex-servicemen
3. Promotion norms need not to be followed
4. Pay Fixation benefit should be allowed during the time of regular promotion.
5. Promotions earned from Group-D to Group-C post should not be counted for the purpose of granting financial up-gradation under MACPS.
6. Entitlement of pass facilities under ACPS.
7. Financial Up-gradation under the ACP Scheme - clarifications regarding service rendered as casual labour.
8. Financial Up-gradation under the ACP Scheme - clarifications regarding induction training imparted to those recruited through RRB and later absorbed as JE & SE.
9. Financial Up-gradation under the ACP Scheme - clarifications regarding medically decategorised employees.
10. Financial Up-gradation under the ACP Scheme - clarifications regarding procedure in respect of selection posts.
11. Financial Up-gradation under the ACP Scheme - clarifications regarding Employees appointed against an ex-cadre post.
12. Promotions earned in posts placed in higher scale of pay with or without change in the designation. (For the Tracers/Asst. Draftsman and Engineering Graduate Entrants in the Design cadre & Workshop cadre)
13. MACPS for employees appointed to a lower grade as a result of unilateral transfer on personal request.
14. MACPS for employees declared surplus and re-deployed in lower scale.
15. MACPS for work charge staff.
16. MACPS for employees availed EOL without medical certificate.
17. Financial Up-gradation under the ACP Scheme – clarifications regarding temporary service of substitutes followed by regularization without break.

**(For detailed memorandum please visit [www.irtsa.net](http://www.irtsa.net))**

**Memorandum on Incentive Bonus**

**Sub: REVISION OF RATES OF INCENTIVE BONUS OF SEs & SSE(s) IN WORKSHOPS & PRODUCTION UNITS.**

**Ref: RBE No.194/2009, Dated 29.10.2009.**

1. We seek your kind intervention in respect of discriminations created by the above mentioned Railway Board letter on revision of hourly rates of incentive bonus and bonus factor.

2. New pay scales and DA based on the Sixth Pay Commission recommendations were implemented on 1.09.2008 w.e.f. 1.1.2006. All other allowances in respect of revised pay scales were implemented w.e.f. 1.09.2008.

3. Revision of hourly rates of incentive bonus and bonus factor based on the revised pay scales were effected from 1.06.2009 (vide Railway Board order cited above). It had also been decided to revise the incentive bonus for SE/SSE(s) from 1.06.2009 - in the Grade Pay Rs.4600 working on the shop floor based on the revised pay.

4. After the implementation of new pay scales of SCPC, calculations of hourly rates of incentive bonus were further diluted and no scientific methods were applied to arrive at the new incentive rates. Implementation date was also done arbitrarily by revising the rates only from 1.06.2009. Incentive rate of 15% was paid to SE/SSE(s) in the pre-revised pay scale up to 31.05.2009 and it is being paid in the revised pay scale from 1.06.2009. This is discriminatory since the incentive paid to the SE/SSE(s) at the flat rate of 15% of the basic pay should be actually effective from 1.1.2006 like the new pay scales.

5. With new pay scales physically coming into effect from 1.9.2008 and the 15% incentive in the revised pay scales implemented from 1.06.2009, incentive amount equal to 15% of the pre-revised pay received by SE/SSE(s) in the month of August 2008 was paid between the months of September 2008 and May 2009 with out even considering the increments earned during these 9 months.

6. More over for the fresh entrant SE/SSE(s) who are all recruited in the period between 1.09.2008 and 1.06.2009 (who are all borne only in the Sixth Pay Commission scale) incentive bonus can not be paid based on the pre-revised scale – thus creating a serious anomaly & discrimination – within the same cadre.

**It is therefore requested that the incentive bonus @ 15% of Revised basic Pay may please be paid to all SEs & SSEs at least w.e.f 1.9.2008 - to eliminate the above mentioned anomaly & discrimination – within the same cadre.**

**Sub: REVISION OF RATES OF INCENTIVE BONUS OF JES**

The hourly rates of Incentive Bonus of all other categories have been revised at least two times the existing rates (vide Board's orders cited above). But the new rate of Incentive Bonus for JE-I is only @ Rs49.65, which is less than 2 times of the existing rates of Rs 26.45. Hourly Incentive rates of Junior Engineers should be revised as Rs. 52.90 in proportion to the revision done in case of other categories.

It is, therefore, requested that:

- a) Rates of Incentive may please be revised wef 1.1.2006 or at least from 1.9.2008 (i.e. the date from which all the Allowances were revised) to eliminate the discriminations.
- b) Hourly rates of Incentive Bonus of all staff be revised at 2.26 times the existing rates in proportion to the increase of wages after Sixth CPC (i.e.  $BP \times 1.86 + 40\%$ ); OR
- c) At least the Hourly Incentive rates of Junior Engineers may please be revised to Rs. 52.90 (at twice the existing rates) in proportion to the revision done in case of other categories (i.e. Technicians & Senior Technicians etc.)

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