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IR TSA GIVES IMPRESSIVE ORAL EVIDENCE BEFORE THE COMMITTEE FOR EXAMINING CLASSIFICATION OF POSTS IN GROUP 'B' ON RAILWAYS

Posts of SSE, CDMS, SE/IT & CMS need to be classified in Group 'B' Gazetted for greater efficiency, higher productivity and safety on Railways

IR TSA delegates led by Harchandan Singh General Secretary IR TSA, K.V.Ramesh, Sr.JGS IR TSA and K.Gobinath VP IR TSA presented the case of Technical Supervisors before the Committee to examine classification of posts in Group 'B' on Railway on 5th July 2018. Delegation of IR TSA was the first one to be called in to present the case and only one to get a patient hearing.

In an impressive presentation to the Committee General Secretary IR TSA explained about the recommendations of previous Pay Commissions and DoPT gazette notifications published thereafter, in which Pay Scales / Grade Pay have all along been the only criteria for classification of Civil Posts under the Central Government except on the Railways. Similarly placed employees in Ordinance Factory were placed in Group 'B' Gazetted long back, the committee was informed with supporting documents. Various committees on Railways including Railway Accident Inquiry Committees (RAIC) & Railway Reforms Committee (RRC) had recommended for upgrading of Senior Supervisors to group 'B' Gazetted. He further added that denial of Group 'B' Gazetted status - is adversely affecting the efficiency of the Railways. He also explained extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers remains a huge demotivating factor and strongly pleaded that Grant of Group 'B' Gazetted status to Rail Engineers will improve efficiency, safety & discipline on Railways

Further adding to the justifications, K.V.Ramesh Sr.JGS explained that the demand is for classifying the posts of senior Technical Supervisors / Rail Engineers whose strength is around 32,000, not 3 lakhs as being assumed. It was explained to the committee that, percentage of Group 'A' & Group 'B' Posts vis-à-vis Group 'C' is the lowest on the Railways as compared to all other Central Government Departments.

He further briefed about the decision taken by Railway Board long back in classification of senior supervisor as Group 'B' Gazetted and said that Financial Commissioner Railway Board in the year 2007 given concurrence for the

proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre. He bring to the notice of the committee about the minutes of Board meeting that, the expenditure on supervision outsourcing through PMC (Project Management Consultancy) will be to the tune of almost Rs.287 crores, with these Junior Management officers in place, the expenditure on PMC will substantially reduce. In his noting, Member Staff (MS) Railway Board had agreed that the demand is justified as in addition to large scale stagnation in the highest grade in the maximum of the grade, there is a massive upgradation of technology, updation of management and IT practices in IR and further noted that reclassification from Group-C to Group-B has been very marginal and is needed for enlarging the management category. Extreme stagnation and absolute lack of promotions for Technical Supervisors/Rail Engineers, particularly for Graduate Engineers was also highlighted.

The committee gave a patient hearing and interacted on positive note with the IR TSA delegates and said that they have already gone through well drafted memorandum submitted by IR TSA.

IR TSA DELEGATES MEET CONVENER INCENTIVE COMMITTEE

Principal of determining the incentive rates & higher incentive for SSEs highlighted

On 4th July 2018 delegation of IR TSA led by Harchandan Singh General Secretary IR TSA, K.V.Ramesh, Sr.JGS IR TSA and K.Gobinath VP IR TSA met Mrs. Kalyani Chadda, Executive Director / ME(W), Convener, Committee for revision of hourly rate of Incentive Bonus.

GS/IR TSA explained the justifications for revising the incentive rates based on minimum of respective Pay Levels in the 7th CPC Pay Matrix divided by 208, monthly standard working hours. Even though this principle is followed in the incentive revision done in the year 1999, in the revision done in the year 2009 this principle was not followed and incentive rates were revised by two times of then existing rates. Hence revising the incentive rates based on the present incentive rates will be erroneous.

General Secretary also explained advantages of incentive system including productivity improvement, increased availability of rolling stock, etc. He also briefed about the extension of incentive scheme to left out areas in Production Units & Workshops and introduction of

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial**REVISION OF INCENTIVE RATES IN RAILWAY WORKSHOPS & PUs URGENTLY REQUIRED TO IMPROVE PRODUCTIVITY****COVERING SHEDS & OPEN-LINE DEPOTS UNDER GROUP INCENTIVE ESSENTIAL TO MEET WITH EVER RISING WORKLOAD****Proposed revision of Incentive Rates will cost only 1.28 % in terms of cost of man power but will substantially improve motivation**

Railway Employees including Technical Supervisors are eagerly awaiting for revision of Incentive Rates based on 7th CPC Pay Matrix. The demand is to calculate the Incentive Rates based on minimum basic pay of respective Pay Level divided by 208 (standard monthly hours per month) and to bring SSE under direct incentive or to be given incentive bonus at the rate of 30% of basic pay.

Demand to cover other left out technical Staff of Sheds and Open-line Depots to be brought under Group Incentive Scheme also needs to be conceded to meet with additional workload in these areas due to introduction of more trains.

As a result of improved productivity after the introduction of incentive system 35,000 to 40,000 men were able to be re-deployed in additional lines of production & maintenance. Utilisation of same infrastructure was nearly doubled by introducing night shifts in some Workshops to step up production.

After introduction of Incentive scheme, efficiency of Railway Workshops & Production Units increased from 80% to 133%. Railways had estimated saving of Rs.650 crores per annum in 1960-61 as a result of introduction of Incentive Scheme in Railway Workshops on the then prevailing average wage rates of Rs.1550 per month for direct workers which have increased many folds over the years.

There were uncountable further savings by method study, process modification, etc resulting in reduction of Allowed Time of jobs due to the introduction of efficient processes and other related factors under incentive norms.

Continuous monitoring and improvement in manufacturing / maintenance processes made possible. Identification, monitoring & elimination of deficiencies and bottlenecks in production / maintenance lines are being done more effectively and efficiently.

Another incalculable saving was on account of reduced holding of Rolling Stock for P.O.H. in the Workshops and higher and quicker availability of new Rolling Stock from Production Units.

Accountability for quality for safety issues can be done under Incentive system. Efficiency of man power, machine and other infrastructure utilisations are now comparable among various PUs & Workshops on realistic terms.

Indiscriminate down Sizing

Indian Railways resorted to indiscriminate downsizing of man power in its workshops & PUs on account of revision of incentive rates besides other reasons. Between the year 1989 and 2017 the strength of workshop Group C & D staff was reduced by 1,77,313 (33.5%), from 5,29,093 to 3,51,780.

During the incentive revision done in the year 1999, 12% time reduction was done by reducing the allowances. But, actual additional expenditure on the account of

revised incentive rates in the year 1999 was estimated to be Rs.70.75 crores. Reduction in staff cost for 12% reduction in the staff strength was Rs. 554.15 crores.

Thus Railways had a net saving of Rs.483.4 crores in staff cost. Saving in terms of number of staff was equal to 52,774, @ average per capita staff cost for Group 'C' work shop staff Rs.1,00,725 and average per capita staff cost for Group 'D' work shop staff Rs.74,120.

But between the year 1999 and 2009 staff strength in work shop Group C & D categories were reduced by 88,815 ie.17.7%.

During the incentive revision done in the year 2009, 5% time reduction was done in the allowed time. But, actual additional expenditure on the account of revised incentive rates in the year 2009 was estimated to be Rs.77.23 crores. Reduction in staff cost for 5% reduction in the staff strength was Rs. 559.89 crores.

Thus Railways had a net saving of Rs.482.66 crores in staff cost. Saving in terms of number of staff was equal to 17,709, @ average per capita staff cost for Group 'C' work shop staff Rs.3,01,753 and average per capita staff cost for Group 'D' work shop staff Rs.2,04,129.

But between the year 2009 and 2017 staff strength in work shop Group C & D categories were reduced by 61,987 ie.15%.

It is clearly evident that revision of incentive rates are done primarily used for drastic reduction of man power in PUs & workshops, benefit of manpower reductions are transferred to outsourcing.

Proposed revision of Incentive Rates is estimated to cost 1.28 percent in terms of man power.

There are 2,38,546 workshop Group 'C' & 'D' staff (2,19,682 Group 'C' & 18,864 Group 'D') of Mechanical, Electrical and S&T covered under incentive scheme as on 31.03.2017.

Average annual wage per employee for Group 'C' Workshop and artisan staff including pay, all allowances, PLB, pension & gratuity is Rs. 7,09,494.

Average annual wage per employee for Group 'D' Workshop staff including pay, all allowances, PLB, pension & gratuity is Rs. 5,66,147.

If incentive rates are revised based on minimum of respective Pay Level divided by 208, additional expenditure is estimated to be Rs.214.09 crore.

In terms of equivalent man power it will be 3,061 Group 'C' & 'D' workshop staff (2,847 men in Group 'C' and 213 in Group 'D').

This will be 1.28% of 2,19,682 strength of Group 'C' & 'D' workshop staff available in Indian Railways as on 31.03.2017.

Considering the additional workload due to introduction of new trains, increased outturn from Railway Production units, maintenance of more number of rolling stocks by workshops, no reduction in allowed time / man power may be proposed for implementation of revised incentive rates, since the estimated additional cost equal to 1.28% man power will be compensated by additional work load due to the addition of rolling stocks & new trains.

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IRTSA DELEGATES MEET CONVENER INCENTIVE COMMITTEE

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incentive scheme for open line staff and Sheds & Depots, etc.

During the interaction K.V.Ramesh Sr.JGS explained the continuous productivity improvement achieved in Production Units & Workshops by method study, process improvement, design changes, etc. He said that continuous improvements of productivity is possible since time standards are available for all activities of manufacturing and POH. Practical example of reduction of Jig holding hours in the manufacturing of under frame in ICF, one of the key factors for improving the annual outturn of ICF substantially was explained.

He further said that, with 67% of Technical Supervisors placed in the apex grade of SSE, the post of SSE has become direct working post and they are very much part and partial of incentive system. RITES also recommended for including SSEs under direct incentive in Group Incentive Scheme. Moreover on promotion from JE to SSE take home pay of Technical Supervisors are getting reduced in the form of less incentive. Hence the convener was requested either to include SSE under direct incentive rates & bonus factor or to increase the incentive bonus for SSE to 30%.

Convener incentive committee heard the arguments of IRTSA patiently and interacted on positive note.

General Body meeting of IRSAJTJ/SR

General Body meeting of Jolarpet sub unit of IRTSA Southern Railway was held on 17th May 2018. After the welcome address by Er. Nachimuthu, the meeting began with introduction of members. Er.Haridoss, SSE/Signal said that he has been stagnated for 28 years. Er. Rajendran SSE/OHE said that he has spend more than 30 years after joining as JE and have no chance to get promoted to Group 'B'. Er. Poomanan SSE/P.Way expressed his deep concern about the strenuous work of P.Way Engineers they are not able to take weekly rest. He also said that there should be distinct difference between the pay of JE and Senior Technician. Er. M. Annadurai SSE/ROH & Er. Mohan Kumar asked for periodical meeting of IRTSA, preferably every three months. Er.Vivek SSE/C&W said that, he is in the grade of SSE since 2009 joining the Railways as Graduate Engineer. Er.Gangaraju JE/P.Way said that, 24/7 work pattern, no proper weekly rest, no compensation rest, etc doesn't allow even minimum family life for P.Way JE & SSE.

K.V.Ramesh Sr.JGS/IRTSA & V.P.Abdul Salam Zonal Secretary S.Rly explained activities of IRTSA at Zonal & central level and status position of various demands of IRTSA.

New Office bearers of IRSAJTJ/SR

President - Er. Haridoss, SSE/Signal
 Vice President - Er. Gangaraju, SSE/P.Way
 Secretary - Er. Krishna Babu, SSE/C&W
 Joint Secy - Er. Nachimuthu, SSE/C&W
 Asst. Secy - Er. Alageshan, SSE/OHE
 Asst. Secy - Er. Veliangiri, SSE/Ele
 Asst. Secy - Er. Poomanan, SSE/P.Way
 Asst. Secy - Er. Amarnath, SSE/ROH
 Treasurer - Er. Sivakumar, SSE/ART
 Asst. Treasurer - Er. Mohan Kumar JE/C&W

Advisors: Er. Rajendran, SSE/OHE, Er. Santhaseelan, SSE/Signal & Er.Suresh, SSE/P.Way

GS IRTSA BRIEFED THE DEMANDS OF IRTSA ON GROUP 'B' & REVISION OF INCENTIVE RATES TO FEDERATION GENERAL SECRETARIES

New Delhi, 4th & 5th July: Harchandan Singh General Secretary IRTSA met Dr.M.Raghaviah GS/NFIR and Com.S.G.Mishra GS/AIRF along with K.V.Ramesh Sr.JGS IRTSA and K.Gobinath VP IRTSA. In separate meetings held with GS/NFIR & GS/AIRF, General Secretary IRTSA discussed in depth the issue of grant of Group 'B' Gazetted status to all SSE, CDMS, CMS & SE(IT) and justifications to be presented to the committee for classification of posts in Group 'B' in Railways. He urged both the General Secretaries that, the demand of Group 'B' is haunting Technical Supervisors for so many years and no further delay can happen on realisation of this demand.

On revision of Incentive Rates for CLW patten & Bonus factors for GIS, GS/IRTSA impressed upon the principle of revising the Incentive Rates based on minimum of respective Pay Level in 7th CPC Pay Matrix divided by 208, standard monthly working hours per month. GS/IRTSA highlighted the loss in take home pay for Technical Supervisors while getting promoted from JE to SSE in the form of reduced Incentive Bonus and pleaded that SSEs should either brought in direct incentive or they may paid 30% of incentive bonus. He also said that Incentive Rates shall be revised from 1.1.2016 and no reduction in allowed time / man power may be done.

IRTSA meeting with GSNFIR

GSNFIR, Dr.M.Raghaviah addressed office bearers of IRTSA at Hotel Balaji Bhavan, Anna Nagar, Chennai on 15.05.2018 and at Unity house, Perambur, Chennai on 19.06.2018. On both the occasion Er. K.Gobinath Zonal Secretary ICF welcomed the gathering and he also thanked GSNFIR for nominating him for the Incentive Committee on behalf of NFIR. Er.M.Shanmugam President IRTSA highlighted main demands of IRTSA like higher Pay Level, grant of Group 'B' Gazetted status, revision of Incentive rates in 7th CPC Pay Matrix, 30% incentive bonus for SSE, etc. Er.Nageswaran briefed about the anomaly in granting financial upgradation under MACPS for Engineering Graduate entrant in Design wing of ICF. Er.Meghalan briefed about the problems of IT cadre and grant of GP Rs.4600 to JE/IT & Rs.4800 to SE/IT

In his address GS/NFIR elaborated the efforts being taken on the issues of Technical Supervisors / Rail Engineers in general and particularly on the issue classification of senior supervisors as Group 'B' Gazetted, upgrading 75% of SSE to GP Rs.4800, anomalies of MACPS, revision of rates of incentive, etc.

IRTSA meeting at BBQ/SR

IRTSA interaction meeting was held at Basin Bridge Depot, Southern Railway on 2nd May 2018. Er. Nirmal Chandran Divisional Secretary welcomed the gathering and briefed about the activities of IRTSA Chennai Division. Er. V.P.Abdul Salam Zonal Secretary IRTSA S.Rly & Er. K.V.Ramesh Sr.JGS IRTSA briefed about the demands of IRTSA and efforts being made by IRTSA for the realization of the same. A small get together was also arranged for the distribution of mementoes to members of cricket team of BBQ/IRTSA played in the IRTSA cricket tournament. Er.Vetri proposed vote of thanks.

MINUTES OF CEC IRTSA MEETING HELD AT DR. AMBEDKAR BHAVAN, CHANDIGARH ON 12.06.2018.

1. Meeting of CEC IRTSA was held at Dr.Ambedkar Bhavan Chandigarh on 12th June 2018.

2. The meeting was presided over by Er.M.Shanmugam Central President IRTSA. 65 CEC Members participated in the meeting.

3. Er. Harchandan Singh General Secretary / IRTSA welcomed all the participants.

4. Address by Central President: In his opening address Er. M. Shanmugam said that for the last 15 years there was no major change / improvement happened for the category, except 7th CPC which brought only heart burning and no steps were taken by the Government so far to remove the anomalies. While speaking about the demands on revision of incentive, he expressed satisfaction that out of four members nominated from Staff Side to the Committee on Incentive Review, three were Technical Supervisors. He appealed for an intensive drive for membership subscription. He advised for more use of Whatts App & Face book for effective communication among members throughout Indian Railways.

5. Opening Address by General Secretary: In his opening address GS/IRTSA Er. Harchandan Singh emphasised the need to strengthen IRTSA at grass root level. Mobilizing and organizing takes skill, time and energy for which we need to identify and effectively involve the younger generation who have the fire within to create change.

He advised to CEC members that in order to make sub-units working actively, every CEC member has to visit sub-units of their region regularly, so that sub units can work vibrantly. He impressed upon the members for observing all the CEC directives at sub-unit level including the Line of Action for observing “Demands Day, Mass Fast etc. as decided from time to time. He demanded that revision of incentive rates should not be less than minimum of 7th CPC pay divided by 208. Pending acceptance of Main demands of IRTSA, GS/IRTSA urged the Finance Ministry for early acceptance Railway Board’s proposals to upgrade posts of JEs from GP Rs.4200 to GP Rs.4600 & SSE from GP Rs.4600 to Rs.4800 and approval for a cadre restructuring of Technical Supervisors with 33% posts as JE in GP Rs.4200, 17% of posts as SSE in GP Rs.4600 & 50% of posts in GP Rs.4800.

6. General Secretary’s Report: Er. K.V.Ramesh, Sr.JGS read out the General Secretary’s Report (*as per copy attached*). The report briefed about position of Court case, OA 1568/2017 in CAT Chennai pleading for higher pay level for JE & SSE, Classification of posts on Railways, Change of eligibility criteria for financial upgradation under MACPS. The report also stressed the need for introduction of posts of Principal SSE on the analogy of PHODs and to have better administrative control & promotional avenue. Report also urged all the Zones & sub units to complete the membership drive @ Rs.200 PA and annual subscription of Rs.100 for “Voice of Rail Engineers”.

7. Er. L.N. Pathak and Er. K.Gobinath who represented the two Federations in the Committee on Incentive Review along with the General Secretaries of AIRF & NFIR respectively, briefed about the meeting recently held with Railway Board. Er.K.Gobinath said that Railway Board’s attitude was not in favour of offering a fare new incentive

rates as per scientific norms. He said that Railway Board has highlighted cost effectiveness, economics, etc. He also said about specific mention about incentive for SSEs. Er. L.N. Pathak said that this was the first time Railway Board formed its own committee for incentive without taking federations into confidence. He said that Railway Board’s Committee is not aware of basic principles of CLW pattern of incentive scheme and Railway Board appears to be having the opinion to revise the incentive rates between 1.2 times and 1.5 times of the existing rates as per financial conditions of Indian Railways in Board’s point of view. He said that there should not be any unwanted meetings and no further meeting is required if incentive rates are revised by 2.57 times of the existing rates.



8. Zonal Secretaries Report: Zonal Secretaries & CEC members briefed about the activities in their respective zone. Er. K.Gobinath Zonal Secretary ICF briefed about memorandum submitted to CRB, MS and MRS during their visit to ICF. He also briefed about the meeting held with GSNFIR. He also explained about the friendly cricket tournament organised within members of ICF & Southern Railway.

Er. Ashok Chowdery Zonal Secretary CLW briefed about the efforts being made to bring in new entrants - JEs & SSEs - in to IRTSA fold.

Er. Dayananda Rao, RWF briefed about memorandum submitted to CRB during his visit to Bangalore. He said that besides activities related to demands, IRTSA/RWF Zone is regularly conducting felicitation function to all retiring Technical Supervisors. Er. Gopi, SR made a demand for inclusion of incentive for open line Engineers in the terms of reference of incentive committee.

Er. R.B. Singh Zonal Secretary, WR briefed about conducting regular meetings in Mumbai.

Er. Akilash Vishwakarama of NR told about memorandum submitted to GM & PCME and holding of regular meetings with the cadre. He said that New Year get together was organised at Lucknow in a grand manner. He also volunteered to conduct 54th CGB of IRTSA in the year 2019 at Lucknow.

Er. O.N. Purohit Zonal Secretary NWR briefed about initiative taken to involve youngsters in IRTSA activities. He also said about retirement function held in honour of Er.Pandey Auditor IRTSA on his superannuation from Railway service.

Er. Sanjeev Kohli of NR expressed the sufferings of Technical Supervisors without promotion. He further added that ISO certification for Indian Railways workshops are only incurring additional expenditure and also wasting precious man power. Since Indian Railway workshops are not selling any products or services for open market certifications like ISO, EMS, Greenco, etc are not required, infact Indian Railway workshops are having good system which are time tested.

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MINUTES OF CEC IRTSA MEETING*Continued from page – 4*

Er. Bhatnagar Zonal Secretary RCF told about memorandum submitted to CRB during his visit to RCF and briefed about celebration of IRTSA foundation day & other programmes. He said that delay in incentive revision is causing heavy loss to Technical Supervisors.

9. Er. Darshan Lal Working President IRTSA in the concluding address briefed about achievements of IRTSA and the service rendered by Er. Harchandan Singh to the category as a father figure. He recalled the difficult days in the year 2005 & 2011, from which he and IRTSARCF Zone was able to recover because of unity shown by members of RCF & solidarity shown by IRTSA central leadership.

10. Resolutions of demands (as per copy attached) were read out and proposed by Er. K.V. Ramesh Sr.JGS/IRTSA. The resolutions were adopted by the CEC unanimously.

11. **RESOLUTION ON LINE OF ACTION:** Following Resolution on line of action was proposed by Er. Akhilesh Viswakarma of NR, and unanimously adopted by CEC/IRTSA Central Executive Committee (CEC) IRTSA resolved to observe All India Demands Day on 8th August, 2018 to once again highlight the Main Demands of Technical Supervisors on Indian Railways and to again urge upon the Ministry of Railways, Ministry of Finance (DOE) & Government of India to accept these genuine Demands.

Central Executive Committee (CEC) IRTSA called upon all the Units & Sub-Units of IRTSA to observe All India Demands Day on 8th August, 2018 by holding Gate Meetings / Processions & Mass Meetings at local or Zonal Level (as per local conditions); adopt the Resolutions of Demands and to submit the same to all concerned. (A brief Report of action taken by each Unit & subunit shall be sent to the GS&ZSIRTSA).

12. On behalf of Rail Wheel Factory Zone of IRTSA, Er. Dayananda Rao invited all members of IRTSA from all the zones for the 53rd CGB & Annual Conference of IRTSA to be hosted by RWF Zone on 25th & 26th of October 2018 at Bangalore.

13. CEC meeting was concluded with the vote of thanks by General Secretary.

**Readers, Zones, Divisions & Sub-units IRTSA
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Summary of IRTSA demands on revision of incentive rates under CRJ pattern & bonus factors under GIS

1 Revised rates of Incentive Bonus be fixed as per revised Pay Levels of 7th CPC on the basis of minimum of pay scales divided by 208 standard hours in a month in Railway Workshops & Production Units;

2. Revised Bonus Factor under GIS be fixed at Minimum of 7th CPC Pay Levels.

3. Revised Hourly Rates of Incentive Bonus and Revised Bonus Factor under GIS as per Pay Levels of 7th CPC from the date of effect of 7th CPC (w.e.f. 01.01.2016);

4. Raising of existing rate of Incentive & Bonus Factor of SSE to 30% of Pay (instead of 15%)

5. (or) SSE may be brought under direct incentive

6. No reduction of allowed time & staff on account of revision of incentive rates in view of heavy reductions of Allowed Timings already affected at all levels much beyond the proposed reduction of staff in the last two revisions and multiple times thereafter.

Senior Section Engineers (SSEs) be brought directly under Incentive or paid @ 30% of basic pay to eliminate loss of take-home-pay from JE to SSE

a) Senior Section Engineers (SSEs) are part and parcel of incentive system but are paid only 15% of the Basic Pay as Incentive Bonus which is much below than the staff working under them are getting. After the last Cadre Restructuring, the strength of SSEs is 67% of cadre of Technical Supervisors. The SSEs are all frustrated due to heavy financial loss of take-home pay on promotion from JE.

b) As mentioned by the Railway Board itself in its letter on Cadre Restructuring, the SSE continue to shoulder additional responsibilities of JEs along with higher grade responsibilities after Cadre Restructuring due to upgrading of posts of JEs to SSEs. But they get much less take-home-pay due to lesser Incentive which is fixed at 15% for SSEs instead of hourly rates of Incentive to JEs & other Staff.

c) SSEs are directly responsible for optimizing the productivity under Incentive Scheme. But they get less take-home Pay than their juniors working under them as Senior Technicians & even as Technicians I who are two Grades / 2 Levels below them.

Existing & Proposed Hourly Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor in GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay in Pay Level/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of Basic Pay		216	44900
Junior Engineer	Pay Level-6	35400	49.65	13440	170	35400
Sr. Technician	Pay level-6	35400	49.65	13440	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician. Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Helpers	Pay Level-1	18000	25.45	6760	87	18000

Highlights of memorandum submitted by IRTSA to the Committee to Examine Classification of Posts in Group 'B' on Railways

1. Third, Fourth, Fifth & Sixth Pay Commissions had recommended that the Central Civil posts carrying the pay scale / Grade Pay of Technical Supervisors be classified in Group 'B'
2. Pay scales / Grade Pay have all along been the only criteria for classification of Civil Posts under the Central Government except on the Railways which deviated from this criteria after every pay commissions only on the plea that the conditions on the Railways were different than other Departments
3. All the Departments had implemented the orders of the DoP&T regarding the Classification of posts except the Railways; and they had classified the posts in the Grade Pay of Rs.4600 in Group B Gazetted and the Posts in Grade Pay of Rs.4200 in Group B (Non-Gazetted) as in the case of Ministry of Defence and CPWD etc where Junior Engineers (JE) in Grade Pay of Rs.4200 have been classified in Group B (Non-Gazetted).
4. Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and had agreed to the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways whereas it is 5.6% for All India Central Government Employees and the same needed to be rationalized"*.
5. In the meeting convened by Member Staff (MS) Railway Board on 19.07.2007, it was agreed that there was need to upgrade the management cadre to develop and monitor the advanced technology, increased staff productivities and fast changing operation, on Railways. The meeting also took note of stagnation, resulting from non-implementation of up-gradation from Group-C to Group-B.
6. Member Staff had mentioned in the meeting on 25.05.2007 that the demand of classification as Group 'B' was justified as there was large scale stagnation in the highest grades at maximum of the grade.
7. Financial Commissioner Railway Board had long back given concurrence for the proposal of the other Board Members to upgrade Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed by Railway Board.
8. In their reply to FC's remark on possible financial savings, Advisor Staff & EDPC had mentioned that there will be a savings of Rs.287 crore rupees upgradation of Group 'C' posts to Group 'B' posts.
9. FC concurred the proposal and recorded that, if at all there is any marginal financial implications, that would be more than off-set by the possible savings from outsourcing the supervisory man power through project management and consultancies for supervisions.
10. Percentage of Group 'A' & Group 'B' Posts vis-à-vis Group 'C' is the lowest on the Railways as compared to all other Central Government Departments. This has resulted in a lower level of management personnel i.e. Railway Engineers who are all working in Group 'C' (as SSE, CMS, CDMS & SE/IT) even though modernization, higher speeds and sophisticated technology require more intensive management to ensure effective quality control, productivity and safety on the Railways.

11. In Railways Groups 'A' & 'B' constitute 1.2% of the total strength, while Group 'C' and 'D' account for 92.6% and 6.2% respectively. Whereas in all India Government services Groups 'A' & 'B' constitute 10.26% and Group 'C' accounts for 89.74%.

12. All the Railway Accident Inquiry Committees (RAICs) had recommended for upgrading of Senior Technical Supervisors (SSEs) to Group-'B' Gazetted so as to have the status and powers to ensure Safety and discipline on the Railways. But this had not been implemented, thereby, adversely affecting the safety on the Railways.

13. RRC (Railway Reforms Committee) had recommended that a Diploma Holder (joining as Junior Engineer) should be able to get promoted to Junior Administrative (JA) Grade in their service within span of 30 years – with 5 years to spare at the highest level.

14. Railway Engineers working as SSE, CMS, CDMS and SE/IT are classified in Group 'C' even though they have to manage a large strength of workforce of Technicians, Senior Technicians and other staff working under them in various Departments of Indian Railways. The denial of Gazetted status to them, is adversely affecting the efficiency of this junior management cadre on the Railways.

15. Lack of Gazetted status deprives the Technical Supervisors / Railway Engineers, of the powers to get the work executed or to ensure discipline among the staff under them.

16. Grant of Group 'B' status to Railway Engineers will improve the efficiency and productivity on the Railways and will also ensure better discipline among over 8 lakh staff working under them and ensure safety of train services through improved quality of products and services – as had been held by various "Railway Accident Inquiry Committees" (RAICs).

17. There is virtually no career planning and hardly any avenues of promotion till retirement even for Graduate Engineers – recruited as SSE, CMS & CDMS on the Railways. They are frustrated and disgruntled. This is adversely affecting safety and efficiency on the Railways.

18. 7th CPC recommended for elimination of stagnation at the Level of SSE, In para 11.40.113 for the recommendations for Technical Supervisors, 7th CPC said that *"Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is stagnation at the GP 4600 stage. Accordingly, it is suggested that Railway Board should consider enhancing the number of posts in the next higher level,"*

19. Railway Board had already made a decision to place JE in GP Rs.4600 & SSE in GP Rs.4800, which are Group 'B' (Gaz) posts in all other departments

20. Hence it is demanded that

a) The posts of Senior Section Engineers (SSEs), Chief Depot Material Superintendents (CDMS), Senior Engineer/IT (SE/IT) and Chemical & Metallurgical Superintendents (CMS) may please be classified in Group 'B' Gazetted for greater efficiency, higher productivity and safety on the Railways.

b) The posts of Junior Engineers (JEs), Depot Material Superintendents (DMS), Junior Engineer/IT and Chemical & Metallurgical Assistants (CMA) may please be classified in Group 'B' Non-Gazetted for greater efficiency, higher productivity and safety on the Railways.

RAILWAY BOARD ORDERS**No.E(MPP)/20 18/3/5, Dated: 19.06.2018****Sub: Committee for selection of Instructors/Trainers in training institutions**

In the Principal Chief Personnel Officers' conference held on 03.02.2018, it was recommended to decentralize selection of Instructors/Trainers of Training Institute to Divisions.

The recommendation has been accepted by the Board.

Accordingly, in partial modification of Board's letter No. E(MPP)/2001 / 19/3-Comm.37 dated 29.06.2001 (RBE No.127/2001), following changes are hereby made : –

i) For Zonal Training Institutes – Selection committee of 3 JAG officers will be constituted with the approval of PCPO concerned. Head of the Training Centre will also be co-opted as fourth member.

ii) For Divisional Training Institutes level – Selection Committee of 3 Sr Scale Officers will be constituted with the approval of DRM/ ADRM concerned. Head of the Training Centre will also be co-opted as fourth member.

**PC-V/2017/A/OTA/1 (RBE No .77/2018) dated 01-06-18
CORRIGENDUM**

Sub:- Grant of Overtime Allowance (OTA) to Railway employees consequent upon revision of pay scales and allowances – date of effect.

Please refer this office letter of even number dt. 20.03.2018 (RBE No. 41/2018) on the above subject. In partial modification to the letter dt. 20.03.2018 ibid, it is advised that the second sentence of the said letter may be read as under:-

“This issue of revising the date of effect of OTA w.e.f. 01-01-2016 was taken up by the Federations (NFIR&IRF), and was also raised in PNM forum by NFIR as item No. 06/2018. The issue has been considered and it has been decided that the basic pay and DA element for the purpose of OTA may be antedated to 01-01-2016 and other elements constituting emoluments for the purpose of OTA viz. HRA and Transport allowance etc. shall be taken into account at revised rates w.e.f. 01-7-2017 as per the 7th CPC recommendations.”

No.2017/H-1/2/10/R.C.F, dated 18.06.2018

Sub: Removal of age limit of 25 years of medical facilities for dependent children of serving Railway employees and pensioners.

Ref: Board's letters no.2008/H-1/2/15 dated 16.02.2009 and 22.02.2018.

The matter of providing medical facilities to son of Railway employees/pensioners after being unemployed has been under consideration of this Ministry due to various representations received from different forums. Similar representations have also been received on the issue of providing medical facilities to divorced or widower son. Ministry of Railways has decided not to provide the medical facilities, once a son gets employed/married though he becomes unemployed or divorced or becomes widower later on, as the case may be.

RB letter No. 2017/H/28/1/RELHS/Pt.1, dated-21.06.2018

Sub:- Subscription rates of RELHS — regarding.

Ref:- Railway Board's letter No.2017/H/28/1/dated 23.02.2017.

Vide Board's letter cited under reference, the subscription rate to join RELHS was revised with effect from 23.02.17. Thus, the current rate of subscription to join RELHS for retiring railway employees is last month's basic pay drawn or the amount enumerated in the table below for different pay levels (as per 7th CPC), whichever is lower :-

S.NO.	LEVEL IN THE PAY MATRIX AS PER 7 TH CPC	SUBSCRIPTION RATE TO JOIN RELHS (IN RUPEES)
1	Level : 1 to 5	30,000/-
2	Level : 6	54,000/-
3	Level : 7 to 11	78,000/-
4	Level : 12 and above	1,20,000/-

Various representations have been received for implementation of the above letter w.e.f. 01.01.2016 (the date of implementation of 7th CPC) in place of 23.02.2017.

After careful consideration in the matter, it is now being decided that the revised rate of subscription for joining RELHS would be effective from 01.01.2016 in place of 23.02.2017. The excess amount, if any, deducted from the railway employees / family pensioners who retired / sanctioned pension from 01.01.2016 to 22.02.2017 (both dates are inclusive), may be refunded. It will be incumbent upon the department/branch, which paid the settlement dues to the retired employees/ family pensioner, between 01.01.2016 to 22.02.2017 (both dates are inclusive), to credit the excess amount recovered, if any, in one go in the bank account of the employee / family pensioner in which the settlement dues was credited. The due amount shall be initiated by the bill preparing authority for the retired employee and shall be passed by the Accounts Department after due internal check. This would be done without any application from the employee / family pensioner.

OM.No. I-17011/11(4)/2016-H.III, dated : 29.06.2018

Ministry of Housing & Urban Affairs Housing-III Section Nirman Bhawan, New Delhi

Subject: Interest bearing advances/ Seventh Central Pay commission recommendation on House Building Advance – enhancement in past cases regarding.

The undersigned is directed to invite attention to this Ministry's OM No. I- 17011/11(4)/2016-H.III dated 09.11.2017 on the above-mentioned subject and to say that it has been decided in consultation with Ministry of Finance to make the aforesaid orders applicable with effect from 1st January, 2016. Accordingly, it has been decided that an enhancement of House Building Advance, if applied for, would be granted to government employee for an amount equivalent to the difference between the previously sanctioned amount and new eligible amount determined on the basis of basic pay as per 7th CPC, in past cases, where HBA was sanctioned on or after 01.01.2016 but before 09.11.2017 subject to complying to conditions.

STATUS OF COURT CASE

OA NO - 1568/2017

**Indian Railways Technical Supervisors
Association - Vs - Government of India
FOR HIGHER PAY LEVEL FOR
JE & SSE WORKING IN RAILWAYS
Next listing date 01.08.2018**

Units! Strengthen IRTSA.

Intensify Membership Drive

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)**

LETTER FROM GS IRTSA TO ALL UNITS
REG: OBSERVANCE OF ALL INDIA
DEMANDS DAY BY IRTSA ON 8TH AUGUST &
OTHER RELATED ISSUES

Dear Brother Engineers,

1. I would like to inform you that there are positive indications on some of major issues concerning us which were hanging fire since long. Some of the main demands of IRTSA like classification as Group 'B', higher Pay Level, revision of incentive rates & Bonus Factor for GIS, etc. are under active consideration of the Railway Board.

2. Delegations of IRTSA (lead by Central President & General Secretary IRTSA along with other CEC Members) had a series of meetings in the last couple of months, with officers of the Railway Board at various levels and very positive discussions were there with them. Discussions with Members of the high level Committees were intense and purposeful with indication of early positive results.

3. Committees were formed by the Board to consider Classification of Posts from Group C to Group B on Railways as per orders of DOP, Revision of Rates of Incentive Bonus etc. The discussions were exhaustive Memorandums in continuation of the earlier ones have also been submitted to the CRB, Member Staff and others concerned about grant of higher Pay levels to Technical Supervisors, Modifications in MACPS regarding counting of training period for the same and adoption of 'Good' as criteria for grant of the same & withdrawal of NPS etc.

4. This is high time to show our solidarity at grassroots level on our common demands by effective agitating at the Zonal / Unit and Sub-unit levels

5. Central Executive Committee (CEC) IRTSA has resolved to observe All India Demands Day on 8th August, 2018 to highlight the Main Demands of Technical Supervisors on Indian Railways and to again urge upon the Ministry of Railways, Ministry of Finance (DOE) & the Government of India to accept these genuine Demands.

As per the decision taken by Central Executive Committee (CEC) IRTSA all the Units & Sub-Units of IRTSA are urged to observe All India Demands Day on 8th August, 2018 by holding Gate Meetings / Processions & Mass Meetings at local or Zonal Level (as per local conditions); Adopt Resolutions of Demands (as per copy to be sent herewith) and to submit the same to the local administration with copies to all concerned (as endorsed on the Resolution - with a brief Report of action taken to the GS&ZDIRTSA)

Yours sincerely,
Harchandan Singh,
General Secretary, IRTSA

RAILWAY ENGINEERS
OBSERVE
ALL INDIA DEMANDS DAY
ON 8TH AUGUST, 2018
TO HIGHLIGHT MAIN DEMANDS &
ROLE OF TECHNICAL SUPERVISORS
ON RAILWAYS
MAIN DEMANDS

1. RECOGNITION OF IRTSA
2. A) PAY LEVEL 8 TO JE / CMA / DMS / JE (IT) &
B) PAY LEVEL 10 FOR SSE/CMS/CDMS/SR.ER(IT)
3. CLASSIFICATION OF SSE, CMS, CDMS& SR. SE/IT IN GROUP 'B' (GAZ.)
4. ACCEPTANCE OF PROPOSAL OF RAILWAY BOARD BY MOF (DOE) FOR UPGRADING & CADRE RESTRUCTURING OF TECHNICAL SUPERVISORS.
5. A) REVISION OF INCENTIVE RATES & BONUS FACTOR FROM 1-1-2016 AS PER 7TH CPC PAY LEVELS BASED ON MINIMUM OF PAY LEVELS OF 7TH CPC PAY MATRIX DIVIDED BY 208.
B) RAISING OF EXISTING RATE OF INCENTIVE& BONUS FACTOR OF SSE TO 30% OF PAY OR SSE MAY BE BROUGHT UNDER DIRECT INCENTIVE
C) RESTORATION OF 7.5% PCO ALLOWANCE TO SSE & 15% TO JES.
D) EXTENSION OF GROUP INCENTIVE SCHEME IN DIESEL & ELECTRIC LOCO SHEDS, C&W DEPOTS, S&T DEPOTS, P-WAY, WORKS& BRIDGES.
E) PCO ALLOWANCE TO CMT LAB, STORES, DESIGN / DRAWING OFFICES
F) EXTENSION OF INCENTIVE SCHEME TO LEFT OUT SECTIONS IN WORKSHOPS.
6. COUNTING OF TRAINING PERIOD FOR MACPS & REMOVAL OF BENCHMARK OF "VERY GOOD" & RESTORATION OF "GOOD" FOR MACPS.
7. REVISION OF BREAKDOWN ALLOWANCE WITH OTA THEREON
8. NATIONAL HOLIDAY ALLOWANCE @ TWICE THE WAGES.
9. TEACHING ALLOWANCE @ 30% OF BASIC PAY.
10. HARDSHIP ALLOWANCE TO JES& SSES IN SHEDS & OPEN-LINE DEPOTS.
11. WITHDRAWAL OF NPS & RESTORATION OF OLD PENSION SCHEME
12. REASONABLE CONTRIBUTION FOR GIS.
13. RAISING OF EXEMPTION LIMIT FOR INCOME TAX TO RS.5 LAKHS
14. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX.

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