

Voice of Rail Engineers

Official Organ of

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

Vol. – 1 Issue– 11 & 12 November- December, 2008 Price: Rs.10 Annual Subscription: Rs.50

HIGHLY SUCCESSFUL 43RD ANNUAL CONFERENCE & CGB OF IRTSA AT NEW DELHI

Meeting appalled at apathetic attitude of Railways towards Supervising Engineers

Rail Engineers may go on Work-to-Rule if demands are not met by mid-09

Annual conference and the Central General Body of IRTSA, held on 18TH & 19TH November, 2008 at New Delhi unanimously resolved that the Rail Engineers may go for Work to Rule in mid-2009 if their main demands were not met by then.

Delegates from all over Indian Railways attended the meeting. The conference was declared open by Central President Er.M.Shanmugam. Er.Rehman, Zonal Secretary, IRTSA/NR welcomed the delegates. In his presidential address Er.M.Shanmugam explained the activities of IRTSA in the past one year and also outlined the line of actions to be carried out in the coming crucial months. Er. Harchandan Singh presented his General Secretary's report. Financial balance sheet for IRTSA and Voice of Rail Engineers presented by Er. O.N. Purohit and Er. K.V.Ramesh respectively were passed unanimously.

Zonal Secretaries presented their reports highlighting the activities in their respective zones. The office bearers spoke on the occasion including Er.Kalyan Banerjee, ZS/CLW, Er.Krishna Rao, ZS/SCR, Er. Antony Lazarado, ZS/SWR, Er. Abdul Salam, ZS/SR, Er.Gouthum Mukarjee, ZS/ER, Er. K.V.Ramesh, ZT/ICF, Er. Darshan Lal, ZP/RCF, Er. Kushalakumar, ZS/RWF, Er.P.K. Shukla, Secy/Lucknow, Er. Mohanti, Secy/Jamapur. Activities of the Association and developments on various fronts – including efforts put in for pursuing the demands were intensively discussed and reviewed. Launching of the new website <http://www.irtsa.net>, which

was very informative and had become very popular in a very short time, was appreciated by members.

Report of Sixth CPC was strongly condemned especially in respect of the shabby treatment meted out to the Railway Engineers – worst off amongst them being the SSEs who have been offered lesser grades than even the non-technical staff like Nurses, Teachers and Accounts.

A special Seminar was held on "Role of Engineers in Running of Trains", in all technical departments of Indian Railways. Er.M.Shanmugam, Er.K.V.Ramesh, Er.Sujith Kumar, Er. Ravisharma and Er.B.V.Prasad made highly appreciated Power Point Presentations.

General Secretary, AIRF, Er S.G.Mishra and General Secretary, NFIR, Shri.M.Ragavaiah addressed the Conference and assured their full support for the Demands of Engineers especially for enhancement of Grade Pay of SSE to Rs 5400, Grade pay of JE to Rs.4600, upgrading of SE & SSE to Group B and First Class Pass to JEs etc.

Resolutions of Demands & Line of Action – including observance of Work to Rule by mid-2009 were adopted by the CGB.

See inside - Report of General Secretary, IRTSA Resolution of Demands, CEC Elected by CGB & Orders of Railway Board on Revised Allowances

*We wish A Very Happy New Year
to all our Readers & Members*

Editorial Board VRE & CEC IRTSA

NOTICE - CEC MEETING & SOUTH ZONE CONFERENCE

It is hereby notified that the CEC meeting & South Zone Conference of IRTSA shall be held at Chennai, on 12th to 14th January, 2009 to decide the strategy for line of action.

Venue PARRAS GUEST HOUSE,

141-Perambur Barracks Road, Purasawalkam, Chennai

All CEC Members are requested to attend the CEC Meeting & South Zone Conference positively. All Zonal Office bearers & UGB Members of South are requested to attend the South Zone Conference along with other active Brother Engineers of the South Zone.

AGENDA

1. Review of position of demands.
2. a) Strategy for realization of demands & line of action
b) Preparations for Work-to-Rule.
3. Review of process of Unity & steps for expediting the same.
4. Review of organisational position & steps for strengthening it
5. a) Finalization of programme for Zonal Conferences.
b) Programme for next Annual Conference / CGB Meeting.
6. South Zone Conference & Open Session.
7. Any other Point with the permission of the Chair.

Harchandan Singh, GS/IRTSA

Previously Published as **"THE RAIL SUPERVISOR"**

Editor-in Chief, Er. Harchandan Singh, GS/IRTSA, Editor: M.Selvaraj

Central Head Quarter 32, Phase-6, Mohali, Chandigarh – 160055

Email gsirtsa@yahoo.com Multifarious Website www.irtsa.net

Chairman Editorial Board, Er.M. Shanmugam, President / IRTSA

Manager: K. V. Ramesh, G3 – Likit Homes, 3, Lakshmanan Nagar, West Street,

Peravallur, Chennai – 600082. Email: rameshirtsa@yahoo.co.in.

"SUCCESS COMES TO THOSE WHO BELIEVE"



Double Standards vis-à-vis PSUs

It is an irony of fate, that in our country, not only the Government but even the high powered Committees and Commissions, adopt double standards while dealing with vital issues which are even otherwise well defined under the laws of natural justice, in our Constitution as well as settled by the Apex court from time to time. Article 39 of the Constitution of India clearly lays down the Directive Principles of the State of “*equal pay for equal work*” application of which has been upheld by the Supreme court of India several times for comparison of wages between various Government enterprises, Undertakings and Departments.

Various Pay Commissions – starting from “Islington Commission” (1912-16), “Lee Commission” (1923-24) to all the Central Pay Commissions (since 1946 to date)– upheld the principle of “Fair Comparison” of wages with not only the Public Sector but even with the Private Sector but when it came to the actual application of the “Principles for Wage Fixation” defined by them they dithered for one reason or the other – including “Lack of time” or “Lack of requisite data” and “Lack of uniformity” for drawing out the comparative wage structures.

Fourth Pay Commission concluded that “the pay structure of the employees of such a vast and complex organization like the Central Government cannot be based on a simple comparison of the pay scales of posts at the lowest level in the Public Sector Undertakings. --- The nature of work and conditions of service were different.”

The Fifth CPC conceded making a “fair comparison” and suggested certain measures for bringing about a change in the relativities vis-à-vis employees in PSUs in order to improve the conditions of Central Government employees.

Sixth CPC observed “the issue of comparison with the public sector has necessarily to be examined in the context of PSUs being commercial undertakings which are required to function in a competitive environment and have the commercial objective as the predominant objective. A comparison of salaries between the public sector and the Government may not be appropriate as it would not be a comparison between similarly placed entities.”

Sixth CPC further observed “The examination of inputs received has revealed that while the pay scales of executives and non-unionized supervisory staff are generally comparable across PSUs owing to the fact that salary revision is carried out based on the recommendations of the Committee set up by DPE and not by individual PSUs, considerable variation in the pay scales of workers across PSUs exists due to the practice of separate wage negotiations by individual PSUs. Therefore, even among PSUs, a comparison cannot be made.” --- “As already mentioned, the Commission is of the view that an equal comparison with the public sector cannot really be made.”

However the **Second Pay Revision Committee for Central PSUs** (whose report was released and approved by the Government, recently), had adopted a completely different approach and have mentioned as under:

- **CPSEs are not a better career option for Young talented Engineers.**
- Compensation levels in CPSEs are far inferior to those available in private sector and MNCs.
- In an expanding job market, job security offered by CPSEs is no more relevant to bright individuals, who are hopping from job to job looking for better prospects.
- **With changing social values jobs in civil services & CPSEs no more enjoy the prestige they used to enjoy in the yore.**
- The Committee recommends that the compensation package for executives of CPSEs should be decided independent of what is proposed for the government servants.
- **Progressively executive compensations in CPSEs should be aligned with their counter parts in the Private Sector.**
- **Committee recommended for an increase of over 100 to 460% of total wages for Executives in PSUs.**

Thus the counter parts of JEs on Railways, designated as Executives in PSUs in the E-0 Grade in Pre-revised scale of Rs 6550-200-11350 and getting an annual wages at min. Rs 2.17 lakhs (including perks) PA to 3.6 lakhs at max. of scale as on 1st January, 2007 , shall now be getting annual wages of Rs 4.51 lakhs to 7.66 lakhs (including perks) in the E-0 Grade wef 1st January, 2007.

In comparison, Government employees have been given a rise of only about 40% of Pay. Junior Engineers (JEs) on the Railways, who were getting an initial wages of Rs 1.42 lakhs PA (including all perks) even in an A-1 Class city were given only Rs.2.3 lakhs PA (including all perks) in-spite of the so called upgrading from the pre-revised scale of Rs 5000-8000 to Rs 6500-10500 w.e.f. 1st January, 2006.

Even if one ignores the figures in absolute terms (although there is no reason why one should), but the percentage rise of wages should have been at least comparable, if not better, to maintain the relativity if not remove it to the extent possible rather than substantially increasing it. The Government jobs should not only be made more attractive to recruit and retain the talented Engineers but also to maintain them at an adequate level of dignity and comfort so as to avoid brain drain, job hoping as well as erosion of commitment, efficiency and motivation.

REPORT OF THE GENERAL SECRETARY, IRTSA, 2007-08
PRESENTED TO CENTRAL GENERAL BODY & 43rd ANNUAL CONFERENCE – IRTSA
HELD AT NEW DELHI ON 18th & 19th NOVEMBER, 2008

0.1 I heartily welcome you all to this meeting of Central General Body & 43rd All India Annual Conference of IRTSA, being held at New Delhi – the capital city of the country.

0.2 The CGB last met in December, 2007 at RWF, Bangalore. The CEC met in-between, at Delhi, in April, 2008, to take stock of the Sixth Pay Commission Report and decide on a line of action thereon. This was followed by Joint Dharnas by IRTSA & AIREF - at Delhi in the third week of April, 2008 and another one in the third week of August, 2008 against the retrograde report of Sixth CPC. In between there was a Joint Conference of IRTSA & AIREF at Kolkata in the last week of July, 2008, to draw out further strategy for unity and joint struggle on common demands. CEC again met at Delhi on 21st October, to further review the progress & draw out line of action. I shall deal with all in detail in later part of my report.

0.3 I, now, place before you my report as the General Secretary of the Association, as required vide clause 8(c) V of the Constitution.

1. ON NATIONAL FRONT

1.1 Economic Scenario & its impact on the Salaried Class:- The unprecedented developments on the economic front have given a big jolt to the economies the world over. The fast pace of growth over the last ten to fifteen years since the globalization, has received serious set back due to a sudden collapse of world economies during the last couple of months. This has had an adverse impact on Indian economy as well. Economy had collapsed the world over. Many established Industries & financial institutions are badly hit and over all growth rates have slowed down. Large scale lay offs & shrinking of job opportunities are inevitable – unless adequate and effective measures are taken by all concerned to effectively boost the economy – both at national and international levels. Some measures have of late been taken by the Government(s) to pump in more funds in the economy to sustain the rate of growth. But it will take a long time to show the results in real terms and to put back the economy on the track.

Meanwhile, the common man is badly hit. The inflation and unchecked price rise have badly affected especially the fixed income group and the salaried class. Big rise of oil prices has not been brought down in spite of substantial fall in the oil prices the world over.

Effective steps should be taken by the Government to restore the pace of development and to check the inflation. To start with, the prices of Petroleum products must be reduced in proportion to the fall of oil price in the International Market. The salaried class must be protected against price rise, lay-offs & erosion of real wages.

1.2.1 Sixth CPC Report:- Sixth Central Pay Commission, belatedly, submitted its report to the Government in the last week of March, 2008. It was the worst of the report submitted so far by any Pay commission – not only in terms of relief(s) provided by it,

but also in terms of logic. Firstly, it failed to draw out parity either with the Public, Private or Corporate Sectors. Secondly it failed to follow any of the norms set forth by the previous Pay Commissions. Even the logical formula adopted by the Fifth Pay Commission, to link the rise in wages to the % age rise of NNP (*Net National Product*), was completely ignored. But the worst part of it was that the Sixth CPC failed to develop any logical basis of its own also for basing its recommendations on. The Report was totally biased in favour of the top brass and a couple of other categories like Nurses, Teachers and the Accounts, as if they were the only ones running the entire system.

1.2.2 Wide Protests against SCPC Report:- No wonder there were strong protests from all sections of the employees, all over the country. The Defence and the Technocrats were the worst hit. IRTSA was the first one to protest against the retrograde Report of the Sixth Pay Commission, immediately after its submission to the Government. A massive Mid-Night Candle Light Processions & Rallies were held by thousands of Engineers from the very next day, starting from Chennai, to observe a Protest Day against the retrograde report and low allocation of funds for implementation thereof, in the Railway and Union Budgets. This was followed by a series of rallies and protest marches at Delhi and elsewhere in the country during the course of the year.

1.2.3 Implementation of SCPC:- Orders for implementation of Sixth Pay Commission were mostly issued at the end of August, 2008 & in the first half of September, 2008. Orders on some of the issues were still awaited at the time of writing this report (*like ACP and Classification of Posts etc*). Following are some of the changes made by the Government in the Report of the Sixth CPC:-

- i) *Enhancement of Multiple Factor to 1.86 instead of 1.74 (proposed by SCPC) for fitment in revised Pay Bands, (thus accepting the demand for counting of merger of 50% DA as DP).*
- ii) *Increase in rate of annual increment from 2.5% to 3% (as against the demand of 4 to 5%)*
- iii) *Removal of campus status for Transport Allowance & increase in rates thereof at lower level.*
- iv) *At-least three Promotions / financial upgrading after 10, 20 & 30 years of service.*

2. AS RAILWAY MEN

2.1 Performance of Railways:- The Railways have performed very well over the last 4 years and earned huge profits. But these have not been shared with the Railway men. This is bound to dilute the motivation factor amongst them. The economic crisis is also bound to have an adverse impact on the traffic especially on the freight side, due to slowdown in pace of industrial growth and overall development. Measures must be taken to ensure both growth & motivation.

2.2 PLB:- The ceiling limit for payment of PLB to Railway men had, belatedly, been raised from Rs 2500 to Rs 3500 pm, recently, w.e.f 2006-2007, at par with amended ceiling in the Bonus Act as revised last year.

REPORT OF GS, IRTSA (Contd)

2.3 Railway men & SCPC:- It is regrettable that even Sixth Pay Commission had not given any consideration to the special nature of duties and responsibilities of the Railway men at large or the Technocrats in particular, as strongly demanded by IRTSA. Consequently no Special Allowance, Special Pay or any other compensation in any form has been given to them.

SCPC had also proposed Corporatisation of the Railways – which has been strongly opposed by IRTSA as well as by all the Trade Unions – as being against the interest of the Nation & the passengers.

The orders of the Central Government have mostly been implemented by the Railways so far, but those for eligibility for travelling etc. have yet to be implemented on the Railways. Besides the orders for ACP and Classification of posts have as yet to be issued by the Central Government (*at the time of writing this report*). It is hoped that the Railways should not dilute the orders of the DOP in this regard, as it did previously on the issues of eligibility for travel and Classification of Posts.

3. AS RAIL ENGINEERS

3.1 Injustice by SCPC with Engineers: - IRTSA had presented, to the Sixth Pay Commission, two exhaustive Memoranda and a detailed reply to its Questionnaire. A major effort this time had also been made by IRTSA to build consensus on basic areas of thrust among the Trade Union movement as a whole. We also shared the data with others and we were able to reduce the gaps in our demands and those made by other Unions / Federations.

All this had greatly helped in achieving some of the demands through the Pay Commission – including higher pre-revised Scales of Rs 6500-10500 for JEs and Rs 7450-11500 to SEs – both of which are at least some improvement even though these are not adequate. I would not like to enlist these as our achievements here since these have been extended to other categories as well, even though we know that these would not have materialised but for all our efforts put in for the same. These are the days of collective efforts and we must continue our struggle effectively, especially since SSEs have been discriminated against and given a very raw deal both by the Fifth and Sixth CPC as well as by the Railway Board, by denying any upgrading or restructuring over the last more than two decades.

3.2.1 3rd & 4th CPC:- Engineers were allotted higher pay scales than all others in Group 'C' employees by the 3rd & 4th Pay Commissions, as a result of effective representation by IRTSA. But this relativity was disturbed by the 5th & 6th CPC, in spite of the fact that the job requirements of Engineers on the Railways were totally different and had tremendously increased over the years due to modernization and higher turnover.

3.2.2 Sixth Pay Commission has done a great injustice with the Engineers / Technical Supervisors especially the SSE, by treating them at par with the non-technical cadres and even going a step further by recommending even higher Pay Bands & Grade Pay than them, for some of the non-technical cadres like Nurses, Teachers and Accounts Staff, who were earlier in lower Pay scales than the JEs, SEs & SSEs. This had greatly demoralised the Engineers on the Railways

resulting in continuous protests & agitations ever since the submission of the Sixth CPC Report.

3.3 Classification of Posts in Group B: - Large %age of Engineers - particularly the SSE - get stagnated at various levels and spend their entire careers in group 'C' although their counterparts elsewhere (starting as JEs.) mostly retire as Executive Engineers or Superintending Engineers – getting time bound promotions, in the State Government Services and in MES, CPWD and Telecom Departments as well as Ordnance Factories etc.

IRTSA had been struggling against this disparity, and had been even boycotting the selections for promotion to Group B, for many years ever since its inception. 3rd & 4th CPC as well as RAIC & RRC had recommended for some relief in the shape of upgrading of Senior Supervisory posts to Group B. Even DOP issued orders for Classification in group B of the posts in scales of pay with maximum of Rs 900 or more after 3rd CPC, Rs 3200 or more after 4th CPC and Rs 9000 or more after 5th CPC. But none of these Orders of DOP were implemented by the Railways in spite of a favourable judgement by the Principal Bench of CAT (*in the case IRTSA- vs- UOI*) to remove the anomaly in this regard. But the Railways did not budge in spite of repeated assurances at the highest level and discussion on the subject several times in the full Board meetings, resulting in continuous representation and agitation by IRTSA.

During the recent years, the two recognised Federations, at our insistence, had also been supporting the demand for upgrading the Posts in Scale Rs 7450-11500 to Group B. The Railway Board had offered to them to upgrade a certain percentage of Posts in scale Rs 7450-11500 – varying between 8 % initially to 15 % subsequently. While we continue to demand upgradation of all these posts to Group B (Gazetted), the Board has not yet taken a decision even on the limited offer given by them more than year back and the matter continues to hang fire. It will require further struggle to get the demand conceded.

3.4 Cadre Restructuring:- Some relief was provided over the years, through cadre restructuring in the years 1979, 1984, 1993 & 2003. But there were disparities which have grown over the years and many categories with much lesser job requirements and those in similar pay scales, have been given almost twice the %age of posts in higher scales than the Engineers / Technical Supervisors. Intensive struggle is required to get this anomaly removed. The new Cadre Restructuring Committee shall soon be formed to look into the Restructuring of all cadres in the light of the Sixth Pay commission Report and merger of many pay scales at various levels. We must prepare for the same to get proper justice this time at least.

3.5 a) Revision of rates of Incentive Bonus:- Revision of rates of Incentive Bonus – *in Workshops & Production Units*, is long overdue, ever since the merger of 50% DA as DP wef 1.4.04. The case of SE & SSE the situation is still more peculiar, as the same had been revised as per Board's orders issued in July, 04, but subsequently withheld at the instance of some Audit team on NER, who were just not shown the Board's orders. Some Court cases were also filled in CAT, Allahabad etc, but the decisions were awaited.

REPORT OF GS, IRTSA (Contd)

Meanwhile, Pay scales have been revised as per Sixth CPC Report. As such, all rates must be revised forthwith, and arrears paid there of w.e.f. 1.4.04 to all JEs, SEs and SSEs as well as to other Technical Staff.

b) **Extension to left out areas & Cadres under Incentive Scheme:** - There is an urgent need to cover the left out Technical Staff & Engineers in the allied Shops & Sections Workshops & Production Units under the Incentive Scheme, as well as to cover under it the Technical Staff and Engineers in the Drawing / Design, Chemical & Metallurgical Laboratories, Store Depots.

IRTSA has also been demanding the extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, Engineering and S & T Depots etc., to meet with the additional workload.

3.6 **First Class Pass to all JEs:-** This issue has been pursued by IRTSA several times with the Railway Board. In April, 07, Member Staff had agreed to reconsider the matter especially in the light of the fact that the JEs had to travel in a lower class than their subordinates, even while on tour / official duty. The matter was again discussed with the MS in April, 08, especially in the light of the Sixth CPC Report and he assured to remove the discrimination in this regard based purely on the basis of date of recruitment for deciding the limit for eligibility of First Class Pass. The Board has yet to decide the revised limits after SPCP.

3.7 **Honorarium for additional workload and turn over :** - IRTSA has been demanding additional staff or an Honorarium for additional workload and turnover on account of new trains and assets which have been added over the years. But the staff had continuously been reduced and surrendered indiscriminately.

Of late, there has been some improvement in respect of filling of vacancies. The Minister for Railways had written to the Government against further surrender of posts and for lifting of restriction on filling of vacancies on Railways due to factors of safety and other peculiar conditions on Railways. Board has also issued instructions in this regard to all GMs – relaxing the existing restrictions and delegating powers for filling vacancies etc. However, provision of adequate staff is still a far cry and the struggle must go on for Implementation of proper Benchmarks & Yardsticks.

Equally vital is the demand for Honorarium / Incentive to Engineers & Staff for additional workload – (in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc), especially on account of fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies. All staff in Departments like Accounts & Establishment gets Honorarium for any kind of additional work. Then why similar provision is not being made for the Technical Staff & Engineers / Technical Supervisors etc?

3.8 **Anomaly in clubbing all increments in July every year** needs to be removed as it is causing discriminatory postponement of increments to those due for increments in the intervening periods

3.9 **ACP** – Proposal has been given for removing the discrimination of granting different grade pays on regular promotion and for ACP. We have demanded that Grade Pay as in the regular channel of Promotion should be granted on getting the ACP, besides the increment.

ACP should provide for 3 financial Up-grading after every 8 years i.e. after 8,16 & 24 years of service in a grade as for the Defence Forces (*instead of after 10, 20 & 30 years for civilians*).

3.10 **Other Demands:-** Most other demands, especially those related to Sixth CPC Report have been strongly pleaded for in our various memoranda to the Railway Board along with the issues referred to above. (*The main demands are included in the Draft Resolutions for the Conference – attached herewith*)

3.11 **Recognition & changed Rules thereof:-** Rules for Recognition of Unions have been totally changed. Referendum for recognition of Unions has been held last year on Indian Railways. This had altogether changed the prospects of recognition of IRTSA or for that matter, that of any other similar organisation, not with standing the recommendations of the RAIC & RRC etc for the same. We shall have to review the entire issue & draw a strategy in the matter.

We have to continue our struggle relentlessly as we have done for the last 43 years. Brother Engineers, may I repeat, the struggle must go on – recognition or no recognition. Rest assured, we shall succeed at last through our consistency, perseverance and self sacrifice.

4. ON ORGANISATIONAL FRONT

4.1 Organisation has grown and has taken deep roots over the years. Membership has increased. However, there are areas which keep on fluctuating in their response to various calls. A deep sense of commitment and discipline are essential to build a strong organisation capable of delivering results. The sense of discipline should grow and so should our convictions and commitments to the organisation.

4.2 **Balance Sheet of Accounts:-** The balance sheet of account for the Central Fund of IRTSA for the year 2007, will be presented to you immediately after my report. There is an urgent need for raising more funds more vigorously, in order to meet with challenges ahead. The sleeping areas should also be aroused to contribute more regularly to the cause.

4.3 **The Website:-** IRTSA started its own website this year in January, 2008. It has become very popular during a short time. Site is being visited by nearly 900 to 1000 visitors every day. All Codes, Manuals, Orders & circulars are regularly posted on this website on day to day basis. Report of Sixth Pay Commission as well as the implementation orders issued thereon, by the Government (*including those by Finance Ministry, DOP and the Railways*) were promptly placed & updated on the website, within hours of their being released.

Complete history, constitution, achievements, demands, memoranda and organisational notice of IRTSA as well as the copies of our official Journal of IRTSA – “*The Voice of Rail Engineers*” are all placed on the site besides many other features of common interest of Rail Engineers besides other serving and retired employees. The site is monitored on day to day basis by the Site Administrator - GS, IRTSA, as well as by the Webmaster & his Team. A large number of queries by visitors are dealt with, through the Guest Book & Discussion Forum etc. Site is totally free and all CEC Members & Engineers at large are requested to visit the site regularly to keep in touch with all the orders & developments and offer their suggestions.

REPORT OF GS, IRTSA (Contd)

4.4 Journal – “The Voice of Rail Engineers”:-

The bi-monthly Journal of IRTSA – “The Voice of Rail Engineers” continuously being published under the new title from Chennai, for the last couple of years, in place of “The Rail Supervisor” published earlier from Chandigarh. Continuity has been maintained and quite useful & important information is provided in the journal - including copies of orders of Railway Board, activities of IRTSA etc.

4.5 Communication, inter-action & visits by CEC Members:- Central President IRTSA, Er M. Shanmugam intensively toured Southern Railway, North Eastern Railway as well as other Zones & Units and addressed meetings there along with a team of CEC members from ICF & Southern Railway, for motivating the Members. General Secretary visited parts of Northern & Eastern during this period and addressed Meetings there to motivate and mobilise the organisation in the these Regions. Some other CEC Members & Zonal Secretaries also visited some areas, but intensive touring by all CEC Members & others is essentially required for effective mobilisation and strengthening the organisation at all levels.

4.6 Steps for Unification and Merger of AIREF and IRTSA: - Process of unity, started last year, has made a good improvement during the year under review. A joint meeting of CEC of IRTSA & AIREF was held at Delhi in the first week of April, 2008, where it was decided to launch an intensive joint struggle against the retrograde Report of Sixth CPC. Consequently a joint Dharna was held at Delhi on 21 & 22 April, 2008 and again on 25 & 26 August, 2008, followed by ‘candle light processions’ & rallies as well as presentation of Memoranda to PM, FM, RM, CRB and MS etc.

Another major step in the direction was taken by holding a Joint Conference of IRTSA & AIREF at Kolkata in the last week of July, 2008, in which it was resolved to take all possible steps to merge IRTSA & AIREF at the earliest to strengthen the struggle for better status and emoluments for the Engineers on the Railways. It was also decided that the C.G.Bs. of both the organisations should ratify the Resolution of Merger early, to expedite the process.

4.7 Proposal for change of name of the Association:- The proposal for change of name of IRTSA has been under consideration for quite some especially in the view of the change in the name of the category as JE, SE and SSE. All members of CEC are in broad agreement for change of the name. Some suggestions in this regard have also been received from the Members regarding the new name of the Association – including “Indian Railways Engineers Association,” “Indian Railways Middle Management Engineers Association,” “Indian Railways Supervisory Engineers Association,” “Indian Railways Field (or Front Line) Engineers Association” etc. Other suggestions may also be there and can be considered. But since the process of Merger has already been initiated, it may be better to let the same be completed first, and then a mutually acceptable name be adopted in consultation with all concerned.

5. TASKS BEFORE US

5.1 Keeping in view the entire position on various aspects, as mentioned in earlier parts of my report, I now

summarise the tasks before us as under, for appropriate action thereon:-

i) To decide on an effective line of action and strategy for the struggle for removal of anomalies and disparities in the Report of Sixth CPC & acceptance of our various demands.

ii) To strengthen the organisation at all levels, intensive touring by CEC members to develop greater awareness and to prepare them for the struggle.

iii) To raise adequate funds for the struggle ahead – both through enrolment of more members and voluntary contributions of Struggle Fund.

v) Intensive enrolment of new subscribers for our journal “Voice of Rail Engineers” & to popularise our website *irtsa.net*

vi) To ratify the “Resolution of Unity of Engineers on Railways”, and to take necessary action on the same for ensuring complete unity and joint struggle of Engineers on Railways.

6. ACKNOWLEDGEMENTS

6.1 I am deeply thankful to the Members of the CEC, IRTSA for their valuable help and suggestions for day to day running of the Association at all levels. I especially record my thanks & appreciation for Er M. Shanmugam (CP/ IRTSA), Er. K. V. Ramesh (ICF - ACT / IRTSA), Er Kalyan Banerjee (ZS, CLW), Er. Darshan Lal, Er PC Behari (NR, LKO) and many others for their continuous inter-action, support and suggestions - both on the organisational level and in carrying out the struggle all through. I record my special thanks and appreciation for Sri Navtej Singh – the Webmaster *irtsa.net* for his untiring efforts in developing and maintaining such a beautiful & purposeful Website. I especially thank Er. Debashis of Liluah Workshop and some other colleagues, for helping us in updating the Website at the fastest pace and making it more effective through their valuable in puts and suggestions. I am also thankful to all the members and office bearers at all levels for their valuable response to various action programmes at Central and local levels.

6.3 I thank the Members of N. Railway and ICF for making the arrangements for this Conference at a short notice. I also thank all the Delegates who have come from all over India for attending the Conference. I wish the Conference all success. Jai Hind. Long live IRTSA.

Harchandan Singh,
General Secretary, IRTSA

RESOLUTIONS OF DEMANDS ADOPTED BY C.G.B. MEETING IRTSA

This Conference of Indian Railways Technical Supervisors Association (IRTSA) was deeply constrained to note that the Sixth Central Pay Commission (SCPC) as well as the Railway Board had done a great injustice with the Engineers / Technical Supervisors on the Railways by not accepting most of their genuine demands and had seriously discriminated with them in terms of emoluments, avenues of promotion and service conditions.

The Conference regretted that Sixth Pay Commission had failed to draw out parity either with the Public, Private or Corporate Sectors. It also failed to follow any norms set forth by the previous Pay Commissions.

(Continued)

RESOLUTIONS ADOPTED BY C.G.B. (Contd)

Sixth Pay Commission had done a great injustice with the Engineers / Technical Supervisors - especially the SSE - on the Railways, by treating them not only at par with the non-technical cadres but even going a step further by recommending even higher Pay Bands & Grade Pay than them, for some of the non-technical cadres like Nurses, Teachers and Accounts Staff, who were earlier in lower Pay scales than the JEs, SEs & SSEs. This had greatly demoralised the Engineers on the Railways resulting in continuous protests ever since the submission of the Sixth CPC Report.

Large %age of Engineers particularly the SSE spend their entire career in group 'C' although their counterparts elsewhere (starting as J.Es.) mostly retire as Executive Engineers or Superintending Engineers – getting time bound promotions, as in the State Government Services. IRTSA had been struggling against this disparity. None of the Orders of DOP, issued during the last over 30 years- after 3rd, 4th & 5th Pay Commissions, for classification of posts, had been implemented by the Railways in spite of the judgement by the Principal Bench of CAT (*in the case of IRTSA-vs-UOI*) to remove the anomaly in this regard.

Conference also regretted that most of the other major demands of the Rail Engineers had also not been accepted thereby increasing their frustration and hardship. In fact the Engineers on the Railways were the worst hit due to this apathetic attitude of the Railways & the Government,

The conference, therefore, strongly appealed to the Government, to accept the following long pending genuine demands in the interest of natural justice and to mitigate the extreme hardship and frustration of the employees especially amongst the Rail Engineers:-

Main Demands

1. **Recognition of a Forum (IRTSA) to discuss and highlight the problems of the middle management category of Engineers / Supervisor on the Railways as in CPWD & MES**
2. a) **Up-grading of JEs, DMS, CMA etc to revised Grade Pay of Rs 4800 (as in case of Nurses who**
- b) **Up-grading of Senior Section Engineers / Section Engineers, DMS, CMS, etc in pre-revised scale of Rs. 10000-15200 and place them in PB-3 with Grade Pay of Rs 5400 (as done in case of Chief Matrons & Matrons who were earlier in the scale Rs 7450-11500 & Rs 6500-10500) with to**
- c) **Time Bound promotion to JEs, DMS, CMA as AEs Group B Gazetted - as in other central Government departments like CPWD and MES, where the JEs are promoted directly to Group B Gazetted without any intermediate grade & considering the duties, responsibilities and accountabilities shouldered by Senior Section Engineers / Section Engineers, DMS, CMS, etc, as well as their training, experience & qualifications. JEs on Railways in many cases do not get Group B even after more than 25 years of service whereas JEs in other Departments and States government services get the (pre-revised) scale of Rs. 10000-15200 on time bound basis in 24 year of service.**

3. **Grant of Special Pay to all Technocrats Engineers / Technical Supervisors & Technicians just like Scientists.**

4. a) **Minimum Annual Increment of 5 % PA (instead of 3%)**

Considering the fact that, the existing increment in all scales was nearly 4 to 4.5% of emoluments.

- b) **Higher Proficiency Increment in PB - 2 & PB - 3 at par with PB - 4**

- c) **Withdrawal of system of uniform date of Increment (in July every year – as it will be causing discriminatory postponement of increments due in the intervening periods.**

5. a) **Adequate rise of at least Rs 1000 to Rs 2000 in Grade Pay from one Pay Scale / Pay Band to next.**

- b) **Grant of at least 4 increments on promotion**

6. a) **Revision of rates of Incentive Bonus In Railway Workshops & Production Units as per Revised Pay Bands & Grade Pay.**

- b) **Extension to left out areas & Cadres under Incentive Scheme in the allied Shops & Sections of Workshops & Production Units,**

- c) **PCO Allowance to Drawing / Design, Chemical & Metallurgical staff, Store Depots & IT/EDP Centers in Workshops & Production Units considering their contribution to improved productivity.**

- d) **Design Allowance to Drawing, Design Staff.**

- e) **Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, Engineering and S & T Depots etc., to meet with the additional workload in these areas.**

- f) **Honorarium / Incentive to Engineers & Staff for additional workload – in C&W, P-Way, Works, Bridges & S&T Depots, Sheds, TRD etc, especially on account of fluctuating / seasonal rush of workload due to Special Trains, Military Specials, accidents and other exigencies.**

7. a) **2 AC Class Pass to all J.Es.** Cut off date of appointment for the class of eligibility should be abolished & travel entitlement should

reflect the status of employee by Grade Pay without differentiation of date of appointment. - SCPC recommended for AC 2 tier travel facility for posts carrying grade pay from Rs.4200 & above

- b) **Inclusion of both dependent Parents (father & mother) in Privilege Pass.**

8. **3 financial Up-grading under Modified system of ACP for Junior Engineers after every 8 years of service in a grade.**

9. **EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX - As recommended by Fifth CPC**

10. a) **Cadre Restructuring as per revised Pay Bands & Grade Pay**

- b) **Removal of disparity in Cadre Restructuring of Engineers / Technical Supervisors (JEs, SEs, SSEs) vis-a-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors, etc.).**

- c) **Cadre Restructuring of Junior Engineers (JE) & Assistant Engineers (AE) in the ratio 40:60%**

(Continued)

RESOLUTIONS ADOPTED BY C.G.B. (Contd)**OTHER DEMANDS**

11. **Improvement of working conditions of Engineers & other Technical Staff** on the *Open Line C & W. Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units & / I. T cadres etc.*
12. a) Transport Allowance be increased by 2.66 times to the sum of pre-revised TA & CCA as done in the case of pre-revised scales above Rs.7450-11500, placed in PB-3 with grade pay of Rs.5400 and above.
b) Restoration of CCA and payment thereof @ 10% of basic pay.
13. **a) Revision of Stipends for Trainee JEs and SEs as per revised Pay Bands & Grade Pay.**
b) Counting of Training period for drawl of increment.
14. **No reduction in Commutation value of Pension**
15. **Cadre Restructuring of JE, SE & SSE of Drawing, Design Office at par with other Technical Supervisors / Engineers**, due to their common recruitment, Diploma in Engineering as qualification, common training and vital job content & multi skilled job requirement.
16. **Counting of residency period in either of the merged Scales for promotion to next higher scale.**
17. **Promotion of serving Engineering Graduate J.Es. / S.Es / S.S.Es against 50% posts of direct recruitment quota of officers with necessary age relaxation.**
18. **20% of Pay as P.C.O. Allowance to P.C.O. Staff including J.Es, SEs & SSEs.**
19. **Revision of Incentive Bonus to S.E. & S.S.E. in Workshops & Production Units, @ 20% of pay & without deduction for Leave or Holidays etc – (instead of 15% at present) as even at 20% of pay, it will still be much less than the Incentive Bonus that would have accrued to SE & SSE as per hourly rates based on Basic Pay (as to the J.Es) and will continue to result in huge savings to the Railways.**
20. **30% Special Heavy Duty Allowance to Track Temping Staff & Engineers.** (As recommended by Sub-Committee of Railway Board as long back as in 1996).
21. **Reduction of Working Hours of all Technical Supervisors and Staff to 42 hours a week-** as recommended by I.L.O. and National Commission of Labour.
22. **Amendment of HOER & Factories Act**, to compensate for actual number of extra hours put in.
23. **a) Withdrawal of non-technical duties from JEs / SEs and SSEs** – including those for custody of Stores as well as Boxing and Disbursement of wages and witnessing thereof and witnessing of GA attendance card punching for effective utilization of Technical Supervisors (JEs, SEs, SSEs) for technical jobs only.
b) Compensatory Rest or Honorarium / Overtime Allowance to SE & SSE for putting in additional working Hours or for working on Sundays and Holidays.
24. **Counting of Training period for grant of benefit of A.C.P.**
25. **Provision of proper Man-Power** - as per yardstick for repair and maintenance of Rolling Stock and Tractive Units, P-Way, Works, S & T Equipment, Bridges and other Technical Services on Railways.
26. **De-linking of “Integrated Rake Link System”** - to avoid public complaints and to ensure safety.
27. i) Provision of **separate Washing Lines** for “Exterior Washing” and, “Cleaning of Coaches”.
ii) **“Dry Pit Lines”** for “Under-Gear Repair and Examination” for effective inspection and proper repairs.
28. **Extension of Factories Act to Sheds and Open Line Depots.**
29. **Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor** as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs, which is reserved for the officers at present.
30. **Waiving of written tests** for promotion as Section Engineers and to Group ‘B’ Cadres *since no written tests or selections are held for promotion of Junior Engineers to Assistant Engineers (Group ‘B’ or Group ‘A’) in other Central Government Departments, or in the State Government Services.*
31. Redesignation of left out category of Diploma Engineers / Engineering Graduate as JE / SE & SSE / AE - including DMS as JE & (SE / SSE) / AE (Material Management) & CMS as JE & (SE / SSE) / AE (Chemical / Metallurgical).
a) National Holiday Allowance at double the rate of wages to JEs, SEs & SSEs for working on National Holidays & Sundays OR
b) One month’s additional salary, in a year, to the open line staff - for working on Sundays and National Holidays.
32. Family planning allowance equal to one annual increment (3%) of mean value of the pay band plus the grade pay attached to the post.
33. **Restoration of six advance increments for acquiring additional professional qualification (like AMIE Section ‘A’ & ‘B’ etc.)- instead of lump-sum payment introduced in lieu thereof, as the advantage (on account of additional qualifications), is of a recurring nature to the Railways.**
34. Recognition of M.B.A. / G.D.M.M. etc., as additional Technical Qualifications for Technical Supervisors, for grant of Incentives for acquiring additional professional qualifications (as for A.M.I.E. / B.E. etc.) – to provide greater motivation and improved efficiency.

(Continued)

Subscribers!**“Voice of Rail Engineers”****Please renew your subscription in time****Please send your subscription @ Rs 50 PA to:****K.V. Ramesh, Manager, VRE,****G3- Likhit Homes, 3-Lakshmanan Nagar,****West Street, Peravallur, CHENNAI – 600082**

RESOLUTIONS ADOPTED BY C.G.B. (Contd)

35. Merger / Integration of different trades of Technical Supervisors of Mechanical Departments in Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth. (*This should, however, not be done for existing incumbents in intermediate grades, as it would disturb their seniority and result in a lot of litigation and heart burning.*)
36. Grant of Honorarium to Senior Technical Supervisors (i.e. S.S.E. and S.E.) for additional duties - till these duties are withdrawn from them – including i) Supervision of payment and disbursement of wages to workers; ii) Holding of D & A R Inquiries; iii) Holding of Trade Tests; and iv) Filling up of Confidential Reports of Staff, etc.
37. Eligibility of Half C.L. for Saturdays (where Saturdays are half working days).
38. Payment of Night-Duty Allowance for full period of Night Shift Duty performed between 6.00 P.M. to 6.00 A.M., instead of 10.00 P.M. to 6.00 A.M. – as *night hazards are created after sun set.*
39. Grant of Medical Allowance of at least Rs 1000 pm to all those serving and retired employees who opt out of medical facilities of the Railways or residing beyond 2 km from Railway Hospital.
40. **a) Cashless Medical treatment in Government & Recognised Private Hospitals, for self & dependants, in case of emergency.**
b) Inclusion of both dependent Parents (father & mother) for Medical treatment.
41. **Accident Free Service Award to Engineers & other Technical Staff** working in *Open Line C & W, Depots Electrical General Services, Diesel Sheds, Power Houses & Electrical Loco Sheds & Car Sheds, S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units etc.*
42. Upgrading of CMA – I at par with cadres having similar / equivalent entry qualifications of Engineering Degree BE / B. Tech (Chemical / Metallurgical).

43. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
44. Grant of Transport Allowance to those availing RCP (for self, spouse or wards), as campus & distance restrictions have now been removed after Sixth CPC.
45. Provision for withdrawal of funds from contribution to New Pension Scheme, after a specified period of service, to meet with Social obligations & other personal exigencies.

RESOLUTION ON LINE OF ACTION

CGB resolved to undertake the following Action Programme and directed all the Engineers on Indian Railways working on various Zones / Units / Subunits of IRTSA to observe the following programme to highlight the extreme frustration amongst the Rail Engineers:

Sl. No	Date*	Programme
1.	27 th November, 08	Solidarity Day on the Foundation Day of IRTSA
2.	December, 08	Mass Representation & Post Card / Signature Campaign - to PM, FM, MOR & CRB etc.
3.	Last week of December, 08	Protest Week – Wearing of Black Badges, Demonstrations & Gate Meetings etc,
4.	January, 09 to May, 09	Mass agitation & Zonal Conferences at Zonal Head quarters / Metro Cities
5.	May, 2009	CEC Meeting – cum- Rally at New Delhi
6.	May / June, 09	Work-to-Rule

* Exact dates shall be decided by CP, GS & ZS

CGB resolves to continue efforts for Unity of Engineers

The CGB Meeting IRTSA resolved to vigorously continue the efforts in this regard and authorised the Central President and the General Secretary IRTSA to take all steps for ensuring early unification & merger of IRTSA & AIREF as well as such other like minded organisation(s) of Engineers on the Railways, having similar aims & objectives.

With Best Compliments from

T.L.Narasimha Works

D.No.24C-4-1/A, Near DMC Hostel, Pathebad, Eluru – 534002

Mobile: 9346256759, 9346257938

With Best Compliments from

RASHTRIYA INDUSTRIES

Manufacturers & Servicing of

EOT Cranes, Parts, JIB cranes, Hoist etc.

74, VMC JND Estate, Papdy. VASAI, Dist – Thane - 401207

**CENTRAL EXECUTIVE COMMITTEE (C.E.C)- IRTSA (2008-09) Elected by CGB
on 19.11.2008, at Delhi**

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
1.	Patron	Er. Siya Ram Bajpai	53, Uphar, Eldico Colony Udayan Jail Road, Lucknow-226001	05223252495
2.	President	Er. Shanmugam	4, Sixth Street, TVS Nagar, Padi, Chennai – 600050.	09443140817
3.	Wkg. President	Er. K.V. Surendra Nathan	1545, Nitya Flats 2 nd Fl. Rama Nagar, Anna Nagar, West Ext. Chennai	04426564747
4.	Sr. Vice President	Er. Darshan Lal	148-A, Type-IV, RCF Colony, Kapurthala, 144602	09463183922
5.	Sr. Vice President	Er. S. Rahman	529, GA-12, Friends Colony, Vikas Nagar, Sec.-7, Lucknow-226001	09415002830
6.	Sr. Vice President	Er. Munuswamy	7-55-A, Sidco Nagar, Villivakam, Chennai-600049.	09444484706
7.	Sr. Vice President	Er. Appala Swami	15-36-2 Rajanagar, Malkajgiri, Mirjalguda, Secunrabad-47	09849130500
8.	Sr. Vice President	Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	09884401828
9.	Sr. Vice President	Er. Antony Lasrado	302-3 RD Block, Hariraj Apts, Kotara Chowki, Mangalore -575006	09448434491
10.	Vice President	Er. Narayana Gawda	425, RWF West Colony, Yelahanka, Bangalore-560064	09480463409
11.	Vice President	Er. Tamil Maran	109-Venkateshwar Nagar, Kolathur, Chennai-600 099	04426505895
12.	Vice President	Er. Swami Das	SSE Diesel, N. Rly Loco Workshop, CharBagh, Lucknow-226001	
13.	Vice President	Er. Nazer Iqbal	2/3 ICF East Colony, Chennai-600038	09443598001
14.	Vice President	Er. B. K. Parshad	St. No. 9, Qtr. No. 96, PO- Chittaranjan-713331	09434123105
15.	Vice President	Er. K.L. Vinod Kumar	1588-44-Srirampura, 2 nd Stage, Mysore-500023	09448253319
16.	Vice President	Er. Narendra Rao	SSE, Elec.T.L., SC Rly Workshop, Lalaguda, Secunrabad	
17.	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 e-mail - gsirtsa@yahoo.com	01722228306 09316131598
18.	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-342008. 02912713123	09828024476
19.	Asstt. Central Treasurer	Er. K.V. Ramesh	G-3 Likith Homes, 3 Lakshman Nagar, West Street Peravelur, Chennai-82. e-mail: rameshirtsa@yahoo.co.in	09444100842 04426710007
20.	Auditor	Er. P.S. Pandey	3-W-34 Kuri Bhagatram Housing Board Colony, Jodhpur-342005	
21.	Jt Genl. Secretary	Er. Gautam Mukerjee	6-10, Gopal Chatterjee Road, Cossipore, Kolkatta-700002	03325587516 09433009671
22.	Jt Genl. Secretary	Er. P.K.Shukla	37, Uphar Eldeco Colony, Udhyan, Jail Ropad, Lucknow-226001	05222446289
23.	Jt Genl. Secretary	Er. S. M. Yusuf	22 Noor, Fathenagar, Jayanagar, Haggeri Extn, Near Lokur Dyamavar Temple, Old Hubli, Hubli- 580024	0836230530 09845674280
24.	Jt Genl. Secretary	Er. K. Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur, Chennai-	09444100841
25.	Jt Genl. Secretary	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala, 144602	09815567861
26.	Jt Genl. Secretary	Er. Ashoke Chowdhury	Room No.14, Hostel No1, TTC ,CLW Chittaranjan – 713331	09434123105
27.	Jt Genl. Secretary	Er. S. D. Raghvan	No 6, 4 th Street, Sathivanimuthu Nagar, AN Kandigari, Palanipet, Arakkonam-631002	09865122922
28.	Jt Genl. Secretary	Er. Kartikeyan S.	403, RWF West Colony, Yalahanka, Bangalore-460064	09945695560
29.	Jt Genl. Secretary	Er. Amar Nath Rao	SE, CR Shap, SW Railway Workshop, Mysore	
30.	Jt Genl. Secretary	Er. N. V. Ramanamurthy	10-365-1Sultya Raghavandor Colony, Malkajgiri, Hyderabad	09246500238
31.	Jt Genl. Secretary	Er. Harinder Singh	107 D-Type IV, RCF Township, Kapurthala 144602	09417167550
32.	Jt Genl. Secretary	Er. Malik Basha	264 / 62 F.No. 512, NPL Anjali Apt, MTH Road, Villiwakkam Chennai	09444176439
33.	Jt Genl. Secretary	Er. Birbal Singh	SSE, C & W Workshop, N. Rly. Alambagh, Lucknow-226005	
34.	Jt Genl. Secretary	Er. Rakesh Shukla	SSE, Loco Workshop, N. Rly. Charbagh, Lucknow-226005	
35.	Jt Genl. Secretary	Er. K. P. Chari	SSE Bogie Stres, SC Rly Workshop, Lalaguda, Secunrabad	
36.	Jt Genl. Secretary	Er. Er. V. K. Sethi	SSE, Loco Workshop, N. Rly. Charbagh, Lucknow-226005	
37.	Jt Genl. Secretary	Er. Satish Sharma	SSE, C & W Workshop, N. Rly. Jagadhari Workshop-135002	
38.	Jt Genl. Secretary	Er. Raj Kumar	SSE, C & W Workshop, N. Rly. Kalka (Haryana)	
39.	Jt Genl. Secy. (IT)	Er. P. C. Behari	SSE RF, N. Rly Loco Workshop, Charbagh, Lucknow 226005	09335996210
40.	Jt Genl. Secy., Fin.	Er. Ansar Khan	3 W-33, Kuri Bhagatsani, Housing Board, Jodhpur-342008	
41.	Jt Gel. Secy., VRE	Er. M. Selvaraj	4, Kenaich Chetty Street, Venkatapuram, Ambatur, Chennai-600053	09444284961
42.	Org. Secretary	Er. P.K.Bose	St. No.73 -Qtr.22A, Chittaranjan-713 331 (M-09434071592)	03412525707
43.	Org. Secretary	Er. Nirmal Chandran	A-5, Sterling Lotus Apts, 11 th Street, Korathur, Chennai-600080	09884085065
44.	Org. Secretary	Er. Raja Parbhakar	27, VII Street, 2 nd Cross, Vaishnavi Nagar, Chennai-600109	09840899954
45.	Org. Secretary	Er. V. Suresh	1063/103 II main, 8th cross, Vidyananyapuram, Mysore 570008	09731667474
46.	Org. Secretary	Er. Sai Bal Deb	3 P.K. Chaterji Street, Lilluah (Distt. Howarah)	03326453436
47.	Org. Secretary	Er. Soma Raju	#15, III Stage, Yalahanka New Town, Bangalore-560064	09886006443
48.	Org. Secretary	Er. R. B. Ram	SSE/MW/ NW.Rly. Workshop, Jodhpur-342008	
49.	Org. Secretary	Er. B. Kishore	SSE, Electric Loco Shed, SC Rly. Vijaywada - (AP)	09848162241
50.	Org. Secretary	Er. K.K. Srivastava	MD1/192, Sector-9, LDA Colony, Kanpur Road, Lucknow-226012	09335217898
51.	Org. Secretary	Er. E. Ramesh	22, VV Koil Street, Kodaperi, Tambram, Chennai-600045	09841018415
52.	Org. Secretary	Er. R. Sri Ram	95, 7 th Cross Street, Srinivasa Nagar, Kolathur, Chennai-600099	04426505562
53.	Org. Secretary	Er. L. Markandeyan	43/5, 9-St, North Jeganathan Nagar, Villivakam, Chennai-600040	09841333041
54.	Org. Secretary	Er. M. T. Sujeet	SE C & W Depot, S. Railway, Basin Bridge, Chennai (TN)	09444905357
55.	Org. Secretary	Er. Ramamurthy	795, 40 th Street, Tamilnadu Housing Board, Avadi, Chennai-600054	09444013859
56.	Org. Secretary	Er. Chander Shekhar K.	# 202 Sarvodya Residency, Tulasi Nagar Colony, Golnaka, Amberpet Road, Hyderabad-500013	09290019778
57.	Org. Secretary	Er. Rama Krishna murthy	SSE Corrosion, Carriage Repair Workshop, Triputy	
58.	Org. Secretary	Er. G. Subhaiah	SSE, Wheel, SC Railway Workshop, Lalaguda, Secunrabad	
59.	Org. Secretary	Er. Surjit Singh (SE)	337-A Type-III RCF Colony, Kapurthala-144602	09888520415
60.	Org. Secretary	Er. Baldev Raj	319 - E - Type III RCF Colony, Kapurthala-144602 (Pb.)	09855080286
61.	Org. Secretary	Er. Aranga Nathan	10, Veerapathirasamy street, Nethaji Nagar Extn. Villiwakkam, Chennai	09382757565
62.	Org. Secretary	Er. Mehaboob Basha	1/11, Welcome cly, Annanagar west ext. Chennai -600101	09444176439
63.	Org. Secretary	Er. N.B. Ramanamurthy	10-365-1Sultya Raghavandor Colony, Malkajgiri, Hyderabad- 47	09246500238
64.	Org. Secretary	Er. Ram Singh Yadhav	SSE / CR Repair Shop, NE Railway Workshop, Izatnagar UP	
65.	Org. Secretary	Er. Debashish Mukerjee	SE, Eastern Railway Workshop, Lilluah (WB)	
66.	Org. Secretary	Er. Ravisharma	11/2, Subramanian Street, Lakshmi Flats, Perambur, Chennai-600011	09444204170

67.	Member CEC	Er. Das Adhikari	Street 84, Qtr No. 23/9B, Chittaranjan- 713331	09434003451
68.	Member CEC	Er. Prem Nath	46 Sadhasiva colony. Hubli-580020	09481011047
69.	Member CEC	Er. B. K. Mandal	SE, HTS, E. Railway Workshop, Jamalpur (Mongyr)-811214	
70.	Member CEC	Er. Nazeer Khan	SE, Plant, RWF, Yalahanka, Bangalore-64	
71.	Member CEC	Er. Kumara Swami	328, RWF, West Colony, Yalahanka, Bangalore – 64	
72.	Member CEC	Er. Surendar	SSE, Carriage, Lalagudaworkshop, Secundrabad	
73.	Member CEC	Er. Ramesh Chawdhari	SSE (AC Elect>Shop), NW Rly Workshop, Jodhpur-342008	
74.	Member CEC	Er. O. P. Srivastava	C-2/130 Sec F Extn LDA Colony, Kanpur Road, Lucknow-226012	09335605712
75.	Member CEC	Er. Rajeev Bhardwaj	112 A, RCF Colony, Kapurthala (Punjab)	
76.	Member CEC	Er. Jogtar Singh	323- E, RCF Colony, Kapurthala-144602 (Pb)	
77.	Member CEC	Er. Navin	SSE, Electrical, SCRly. Workshop, Lalaguda, Secundrabad.	
78.	Member CEC	Er. Sunil Kumar	1175 A, 1 st Main Road Poompuhar Nagar, Kolathur, Chennai-	09841250189
79.	Member CEC	Er. Bhaskar	494 F, Railway Colony 8 th Main Road, Erode-638002.	09003956715
80.	Member CEC	Er. P. K. Radhakrishnan	183 G- block, 6th cross, Ramkrishnanagar, Mysore-570023	09449324325
81.	Member CEC	Er. Krishna Babu	83,A-Sivarajpet, Thirupathur, Vellore Dist, 635601	09360775450
82.	Member CEC	Er. Venkataramanan	No.41, Anupriya Illam, 5 th East Street, Sriram Nagar, Chettipalayam Road, Podanur, Coimbatore-641023	09944094285
83.	Member CEC	Er. B. K. Ramachandran	3031, Vasinavi street, Kaliammal Nagar, Thirmullaivoyal, Chennai-	09003060420
84.	Member CEC	Er. J.Ramesh Babu	F-1, B.K.Apart,ents, No19-North Park Street, Venkatapuram, Ambattur, Chennai-600053	09444148045
85.	Member CEC	Er. Muthiah	Section Engineer, (IOW), Railway Divl. Office, Madurai-625001.	09442269798
86.	Member CEC	Er. R.Kumar	30, Somiah Street, Agaram, Chennai-600082	09444628260
87.	Member CEC	Er. Lakshmi Narayan P.	No.2, Vikrama Flats 40-21,Neels Garden,2 nd Street, Perumbur, Chennai-600011	09444217897
88.	Member CEC	Er. Y. R. S. Benarjee	2A, Seeyalam 2 nd street Extn, Villivakkam, Chennai-600049	09884401834
89.	Member CEC	Er. Ganapathi Ram	59/3, ICF East colony, Chennai-600038	09710050802
90.	Member CEC	Er. Ragushankar Gowda	418, RWF West Colony, Yalahanka, Bangalore-560064	
91.		Er. Anthony Frances	SE/ PCO, EMU Workshop, W.Rly. Mahalaxmi, Mumbai-400056	
92.	Member CEC	Er.B.S.Bedi	SSE, Black Smith Shop, N. Railway Workshop, Amritsar-143001	09815008395
93.	Member CEC	Er.Chauhan	112-A, Type-IV DS, RCF, Kappurthala-144602	09779241322
94.	Member CEC	Er.Rajesh Jatana	130-A, Type-IV DS, RCF, Kappurthala-144602	09779243118
95.	Member CEC	P.Meenakshi sundaram	29 Munitayappa Layout. Lingarajapuram, Bangalore-560079	09731666415
96.	Zonal Secy. (ER)	Er. S.K. Bhattachariya	15-5-3,Satish Chakraborty Lane, BALLY-711001 (W.B.)	03326540461 09830072350
97.	Zonal Secy. (SR)	Er. Abdul Salam	RC Kamalam Apts. Fl. No. A-28, III Street, Rajaji Nagar Vilivakam, Chennai-600049	04426505895 09381000086
98.	Zonal Secy. (SCR)	Er.G.Krishna Rao	4-44-3, 8 th Street, Habisguda, Hyderabad-500007	04027153986 09989653968
99.	Zonal Secy. (NER)	Er. N.K.Sinha	106-A, NE. Rly. Medical Colony. Gorakhpur.273001 (UP)	05512280026 09336414465
100.	Zonal Secy. (NFR)	Er. K.K. Deb	Vidhan Pali , Jaljhalia, Malda-732102 (WB). Mobile:	03512269556
101.	Zonal Secy. (NR)	Er. S. Rahman	529, GA-12, Friends Colony Vikas Nagar,Sec.-7, Lucknow-226001 (Ph. 0522-3950031)	05222386249 09415002830
102.	Zonal Secy. (WR)	Er. R.B. Singh	SE (Esti),W.RLY.EMU Workshop, Mahalaksmi, Mumbai-400056	02220700316
103.	Zonal Secy. (SER)	Er. Randhir Chakraborty	287, 4-II Avenue, South East Railway Colony Kharagpur, 721301	03222224767
104.	Zonal Secy (DLW)	Er. T.D. Singh.	SSE/Prog. /Loco-LAS, DLW,Varanasi -221004	05423119129 0542 271607
105.	Zonal Secy (CLW)	Er. Kalyan Banarjee	St. No. 63, Qrs. No. 8A CLW, Chitaranjan- 713331, W.B.	03412528577
106.	Zonal Secy (ICF)	Er. D. Natarajan	Flat No.6, Achuyutha Castle, 14-15 Damodar Perumal Colony, 2 nd Level, Chennai-600049.	04426180537 09444255269
107.	Zonal Secy (RCF)	Er. Myank Bhatnagar	114-D RCF Colony, Kapurthala-144602	9872029079
108.	Zonal Secy (RWF)	Er. Kaushla Kumar	303D West Colony RWF, Yalahanka, Bangalore-560064	09449054893
109.	Zonal Secy (DMW)	Er. Rajinder Singh Ankhi,	2162,DMW Colony,Patiala-147003 (PB.)	09855953000
110.	Zonal Secy (NWR)	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008	02912643123
111.	Zonal Secy (SWR)	Er. Antony Lasrado	302-3 rd Block, Hariraj Apts, Kotara Chowki, Mangalore -575006	09448434491
112.	Zonal Secy (SECR)	Er. DK Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)	09907475771
113.	Advisor	Er.K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	09444357733
114.	Advisor	Er.M.S.V.R.Pandian	328/6, Kurinjji Colony, 4 th Avenue, Annanagar, Chennai-600040	09444170903
115.	Advisor	Er.Balramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 th Main Nanjunde, Swara Layout, JP Nagar, 5 Phase Bangalore -560078	09381002724

ORDERS ON ALLOWANCES AFTER SPCP**1.National Holiday Allowance**

Rly Board Letter No. E(P&I)-2008/HL/2, dated 01.12.2008

Pay Band + Grade Pay	Revised NHA
Up to 7260	170
7261-9700	212
9701-23730	280

The rates of these allowance will increased by 25% whenever dearness allowance payable on the revised pay structure goes up by 50%.

2. Revision of eligibility limit and amount of Festival Advance

Rly Bds. Letter No.E(LL)2008/FA/1 dated 05.11.2008

Non-gazetted employees whose grade pay does not exceed Rs.4800 per month are eligible. Festival Advance increased from Rs.1500 to Rs.3000. The rate of the advance will increased by 25% whenever dearness allowance payable on the revised pay structure goes up by 50%.

(Continued on Page 15- 16)

Second Pay Revision Committee for Central Public Sector Enterprises

Compiled by K.V.RAMESH, ACT/IRTSA

INTRODUCTION

Central Public Sector Enterprises (CPSEs or CPUs) were classified into 'strategic' and 'non-strategic'.

■ Strategic CPSEs were identified in the areas of Arms & Ammunition and the allied items of defence equipments, Defence air-crafts and warships; (b) Atomic Energy (except in the areas related to the operation of nuclear power and applications of radiation and radio-isotopes to agriculture, medicine and non-strategic industries); and (c) Railway transport.

■ All other CPSEs were considered as non-strategic

Policy of Government on CPSEs

i) To devolve full managerial and commercial autonomy to successful, profit making companies operating in a competitive environment

ii) Generally, profit-making companies will not be privatized

iii) Every effort will be made to modernize and restructure sick public sector companies and revive sick industry

iv) Chronically loss making companies will either be sold off, or closed, after all workers have got their legitimate dues and compensation

v) Private industry will be inducted to turn-around companies that have potential for revival

vi) Privatization revenues will be used for designated social sector schemes

vii) Public sector companies and nationalized banks will be encouraged to enter the capital market to raise resources and offer new investment avenues to retail investors.

Performance status of CPSEs

■ CPSEs has grown from Rs.29 crore in 5 enterprises as on 1.4.1951 to Rs.4,21,089 crore as on 31.3.2007.

■ In 2006-07, there were 247 Central Public Sector Enterprises in India, as compared to 236 in 1997-98.

■ The capital employed has increased from Rs. 2,49,855 Crores in 1997-98 to Rs.6,65,124 Crores in 2006-07 recording a growth of 266%.

■ Turnover increased to Rs.9,64,410 Crores in 2006-07, from Rs. 2,76,002 Crores in 1997-98 recording a net worth growth of 349%.

■ Net profit has increased by 599% in 2006-07 in comparison to 1997-98 (Rs. 13582 Crores), and is currently to the tune of Rs. 81550 Crores.

■ Number of loss incurring CPSEs, it has come down from 100 in 1997-98 to 59 in 2006-07.

Financial Ratios of CPSEs

■ Ratio between PBDITEP and C.E has increased from 21.24 in the year 1997-98 to 26.77 in the year 2006-07.

■ Ratio between net profit to C.E has increased from 5.44 to 12.26 in the same period.

■ There are 156 profit making & 58 loss making CPSEs. (PBDITEP- Profit before Depreciation, Interest, Tax, Extra ordinary item, and prior period adjustment
C.E – Capital Employed)

Contribution to the economy

■ The share of output of CPSEs in GDP at market price stood at 8.23 per cent in 2006-07.

■ Total investment in 2006-07 Rs 20800.76 crores.

■ Taxes and duties paid by CPSEs in the year 2006-07 Rs.126927.54 crores.

Human Resources

■ Out of around 16 lakhs manpower (as on 31.03.07) deployed in CPSEs, about 3.65 lakh are in the supervisory and managerial cadres which represent about 22.12% of total manpower.

■ The average of Payment to employees as percentage of Cost of production is around 6.2%;

■ Number of employees reduced from 19.59 lakhs in 1997- 98 to 16.14 lakhs in 2006-07, which is a reduction of 17.61 %.

■ Total emoluments have increased from Rs.25,385 crores in 1997-98 to Rs.52,574 crores in 2006-07, which is an increase of 107%.

■ Per capita emoluments have increased from Rs.1,29,582 in 1997-98 to Rs.3,25,738 in 2006-07, which is an increase of 151%.

■ The Emoluments as percentage of Turnover has decreased from 9.19% in 1997-98 to 5.45% in 2006-07.

Pay Revision Committees (PRC)

■ The First Pay Revision Committee was appointed vide Resolution dated 10th December 1996, under the Chairmanship of Mr. Justice S. Mohan (Retd Judge, Supreme Court) with three Members and a Member Secretary, to examine the structure of pay, allowances, perquisites and benefits for the Board level, Below Board Level Executives & Non-Unionized Supervisors.

■ The 2nd Pay Revision Committee has been constituted by the Department of Public Enterprises (DPE) vide Resolution dated 30th November 2006, under the Chairmanship of Mr. Justice M. Jagannadha Rao, with 4 Members and a Member Secretary. Recommendations of Second PRC will be implemented from 1.1.2007.

PROCEDURE FOLLOWED BY SECOND PRC

■ Feedback through Questionnaires.

■ The PRC held Thirty Nine sittings.

■ 30 CPSEs, 38 Officers' Associations and 20 other Agencies/Departments made presentations before the PRC.

Held Interaction with

■ The Sixth Central Pay Commission constituted for pay revision of central government employees.

■ Board of Industrial & Financial Restructuring (BIFR) etc. Managements of CPSEs

PARADIGM SHIFT

- With the entry of the private sector and MNCs in Oil, Power, Coal, Heavy Engineering, Power equipment, Telecommunication, and International trade, CPSEs have become hunting ground for talent by private companies, which offer several times higher compensation than what CPSEs offer particularly at the middle and higher levels of management.
- Apart from this, with increasing globalization, talented Indians find job opportunities not only in India but also in several countries abroad
- CPSEs not a better career option for Young talented Engineers
- Compensation levels in CPSEs are far inferior to those available in private sector and MNCs.

Pay Revision in CPSUs (Contd)

- In an expanding job market, job security offered by CPSEs is no more relevant for bright individuals, who are hopping from job to job looking for better prospects.
- With changing social values, jobs in civil services and CPSEs no more enjoy the prestige they used to enjoy in the yore.

Observations of the Sixth Pay Commission

■“PSUs, being commercial undertakings which are required to function in a competitive environment and have the commercial objective as the predominant objective, a comparison of salaries between the public sector and the Government may not be appropriate as it would not be a comparison between similarly placed entities.”

NO COMPARISON BETWEEN THE PAY STRUCTURE OF GOVT EMPLOYEES AND EMPLOYEES OF PUBLIC SECTOR

- There are variations in the job content and conditions of service in the public sector and the Government.
- The objectives with which the PSUs have been set up are not comparable with that of the Government.
- The autonomy granted to PSUs in the matter of determining their pay scales does not render an equal comparison possible.

No Parity with Govt. employees

■In the light of the above analysis and observations of the Sixth Pay Commission, the Committee is of the view that the principle of parity between PSEs and the Government has to be given up.

MANPOWER REDUNDANCY

- PRC observed that CPSEs have manpower far in excess of their needs.
- Time bound promotions have been given without reference to need for higher-level positions or performance of the individuals.
- Companies should make proper assessment of their manpower requirement at different levels, consistent with their business requirement, duly benchmarking their manpower cost and productivity with the best available in the respective sectors in private and multinational companies.

VOLUNTARY RETIREMENT VS COMPULSORY RETIREMENT

- Very often the VRS schemes have been taken advantage of by more talented people who after taking VRS from CPSEs have found lucrative jobs in private sector.
- CPSEs have not been able to get rid of poorly performing executives under VRS.
- Committee proposed that VRS schemes be replaced by Compulsory Retirement Schemes (CRS)

RECOMMENDATIONS OF SECOND PAY REVISION COMMITTEE

No relativity with Govt. employees

- The Committee recommends that the compensation package for executives of CPSEs should be decided independent of what is proposed for the government servants.
- Progressively executive compensations in CPSEs should be aligned with their counter parts in the Private Sector.
- The Committee is accordingly recommending compensation package for the executives of CPSEs independent of the recommendations made by the Sixth

Central Pay Commission for the Central Government Employees.

Categorization and Classification of CPSEs

■CPSEs be grouped into 5 Categories namely A+, A, B, C and D, Based on the Total Income, Size of Manpower and Geographical spread of their Operations for the purpose of deciding the ‘Fixed’ component of the package.

No special status for Navratnas

■The status of Navratna or Miniratna of a CPSE has no direct bearing on the compensation structures. This classification also cuts across sectors and does not provide for sectoral specificity.

ON PAR WITH PRIVATE COMPANIES AND MNCs

■PRC recommended that once the CPSEs achieve performance standards prevailing in private companies and MNCs in their respective sectors, they should be able to align the compensation packages with such private companies & MNCs.

Fixed Pay

■The Committee recommended ‘Fixed Pay’ with two sub-components

■Basic Pay and

■Risk Pay.

■All CPSEs that are making cash profits and will not incur cash loss by implementing these recommendations should pay the Basic Pay, HRA and linked statutory contributions to its executives.

■Risk Pay, other allowances, and PRP will be paid based on the financial position of the CPSEs.

Affordability

■For the purpose of deciding affordability, it is proposed that by implementing these recommendations, a dip in profit for the year 2007 – 08 of a CPSE should not exceed 20% in respect of executives.

If Entire package is not possible in single stroke, pay revision has to be implemented in phased manner,

Stage 1 - Basic Pay + HRA + Statutory contributions

Stage 2 - Basic Pay + Risk Pay + HRA + Statutory contributions

Stage 3 - Basic Pay + Risk Pay + HRA + Statutory contributions +Part allowances + Part PRP

Stage 4 - Full package

■Before implementing the next stage, the dip in the profit should be fully recouped to the original level

Separate Basic pay & Risk Pay recommended for individual five categories

RECOMMENDED SCALE FOR LOWEST SCALE - E 0

	Pre revised scale E0	Revised	Risk pay	Total Fixed Pay	
				Minimum	Maximum
A+	6550-200-11350	14500-25000	1300	15800	26300
A	--do--	13500-23000	1300	14800	24300
B	--do--	12900-22100	1250	14150	23350
C	--do--	12200-20900	1200	13400	22100
D	--do--	11500-19800	1100	12600	20900

Pay Revision in CPSUs (Contd)

RECOMMENDED SCALE FOR HIGHEST SCALE – CMD

	Pre revised scale CMD	Revised	Risk pay	Total Fixed Pay
A+	27750-750-31500	100000 fixed	25000	125000
A	27750-750-31500	80000 fixed	20000	100000
B	27750-650-30950	75000 fixed	15000	90000
C	22500-600-27300	65000 fixed	10000	75000
D	20500-500-25000	55000 fixed	10000	65000

Different fitment benefits for five categories of CPSEs

Grade	Category of CPSE				
	% benefit on the existing basic pay+DA				
	A+	A	B	C	D
EO to E3	30	20	15	9	3
E4 to E6	37	25	19	12	6
E7 to E9	42	30	23	13	9
Director	Fixed Pay				
CMD	Fixed Pay				

Fitment Method

A		B		C		D
Basic Pay + Stagnation increments as on 1.1.07 (Personal Pay / Special Pay not to be included)	+	Corresponding DA of 68.8% as on 1.1.07	+	Graded fitment benefit as per the Table above on (A+B)	=	Aggregate amount rounded off to the next Rs.10

Variable Increment

■The Committee recommended that annual increments may range from 2% to 4% of the Basic pay depending on the performance of the individual as determined by Performance Appraisal System and the capacity of the CPSE to pay.

Dearness Allowance

■The Committee did not recommend any change in the system of paying the Dearness Allowance.
 ■DA as on 01.01.2007 will become Zero.
 ■Link point will be All India Consumer Point Index (AICPI) 2001= 100, which is 126.33 as on 01.01.2007

House Rent Allowance

Cities with population	Rates of HRA
50 lakhs and above	30% of Basic Pay
5 to 50 lakhs	20% of Basic Pay
Less than 5 lakhs	10% of Basic Pay

City Compensatory Allowance

■Committee recommended for abolition of CCA.
 ■Since CCA forms a very small component of the total emoluments of executives in CPSEs.
 ■There are advantages and disadvantage of working in cities as well as project or industrial sites.

Other Allowances / Perks

■The Committee recommends that the Board of Directors may decide on the allowances and perks admissible to the different categories of executives subject to a maximum ceiling of 50% of the Basic Pay (i.e. without Risk Pay)

Allowances outside the purview of 50% limit.

■North East Allowance limited to 12.5% of Basic Pay.
 ■Allowance for Underground Mines limited to 15% of Basic Pay.
 ■Special Allowance for serving in the difficult and far flung areas as approved by concerned Ministries in

consultation with DPE from time to time up to 10% of Basic Pay.

■Non-practicing Allowance for Medical Officers limited to 25% of Basic Pay.

Variable Pay or Performance Related Pay (PRP)

■The Committee recommended that Variable Pay or Performance Related Pay (PRP) be made an integral part of the compensation package and should progressively become major component of the executive compensation.

■The PRP should be directly linked to the profits of the CPSE/unit and performance of the executives.

■The percentage ceiling of PRP, progressively increasing from junior level to senior level executives

PRP as Percentage of Basic Pay

Grade	A+, A, B Categories	C & D Categories
E0 to E1	40	40
E2 to E3	40	40
E4 to E5	50	50
E6 to E7	60	60
E8 to E9	70	70
E 10	100	---
Director	150	100
CMD	200	150

PRP linked to over all performance of the company

■If the CPSE achieves 'Excellent' rating, the PRP can be paid at 100% eligibility levels as outlined above.

■If the enterprise is rated 'Very Good', the eligibility should be scaled down to 80%.

■If the enterprise is rated 'Good', the eligibility should be scaled down to 60%.

■If the enterprise is rated 'fair', the eligibility should be scaled down to 40%.

■If the enterprise is rated 'poor', no eligibility irrespective of the profitability of the CPSE.

PRP should come out of company's profit

■60% of the Performance Pay, will be given with the ceiling of 3% of PBT.

■40% of PRP will come from 10% of incremental profit. (Profit as compared to previous year's Profit).

■The total PRP will be limited to 5 % of the years PBT, exclusively for the Executives. (PBT – Profit before Tax)

Superannuation Benefits

■No change in the retirement age.

■30% of the Basic Pay as superannuation benefits which should include CPF, gratuity, pension and post-superannuation medical benefits.

■Company should have own schemes to manage these funds or operate through insurance companies on fixed contribution basis.

■The amount of post retirement benefit will be decided on the returns from the schemes.

■Committee recommended paying post retirement benefits with out any ceiling limits.

PRC Violated its own Principle

■Second PRC Recommendation for CPSEs heavily favoured the Top most Executives.

■The lowest rated company (D) CMD gets an increase of 199%, whereas excellent rated (A+) company's junior most executive gets an increase of only 108%.

Pay Revision in CPSUs (Contd)

■ Thus second PRC violated its own principle of performing companies and its executives should be paid more.

% increase over Pre revised annual CTC with full perk in PSUs For Category "A+" Enterprise						
Grade	Pre revised annual CTC with full perk PRP in lakhs		Revised annual CTC with full perk and maximum PRP in lakhs		% increase over Pre revised annual CTC with full perk At Mini Col 2 to 4	% increase over Pre revised annual CTC with full perk At Max Col 3 to 5
	At Mini	At Max	Min	max		
1	2	3	4	5	6	7
E0	2.17	3.8	4.51	7.66	107.8	101.6
E1	2.88	4.88	5.9	9.8	104.9	100.8
E2	3.72	5.6	7.46	11.36	100.5	102.9
E3	4.35	6.11	9	12.3	106.9	101.3
E4	4.85	6.26	10.89	14.17	124.5	126.4
E5	5.35	6.96	12.08	15.52	125.8	123.0
E6	5.86	7.46	14	17.57	138.9	135.5
E7	6.19	8	15.54	19.75	151.1	146.9
E8	6.86	8.87	17.88	22.58	160.6	154.6
E9	7.95	9.55	19.68	24.72	147.5	158.8
E10	NEW SCALE		26.76	30.6	---	---
Dir.	8.61	10.35	36.96	36.96	329.3	257.1
CMD	9.28	10.89	52.2	52.2	462.5	379.3

Percentage of increase starts from 101.6% at the bottom and sharply increases to 379.3 % when it reaches the top most post.

CONCLUDING COMMENTS**Comparison with Rail Engineers**

Second pay revision committee for the CPSEs has clearly demarcated the new pay between various companies which are performing with different efficiencies.

Among the Central Government departments which are all covered by SCPC recommendations, Indian Railways is the top performing department. The operating ratio has come down drastically from 91 in the year 1997-98 to 78.5 in the year 2006-07, it is expected to scale down further in the current financial year. No doubt the fabulous performances of Railways were possible only by tremendous contribution made by the technocrats, particularly the technical supervisors.

But SCPC, Government and Railways treated the Railway technical staff and Engineers very shabbily Against the minimum increase of 101.6% in the CPSE Engineers pay, Pay and allowances of SSE who is the principle custodian of the Railway properties in the non incentive area has increased by only 43%.

Pre-revised scale of Rs.6550-200-11350 in the CPSE (which was now given to the JE in Railways) who earned Rs.2.17 lakhs per year with full perks at the minimum basic pay, will earn Rs.4.51 lacs per year with full perks in the revised scale. Where as a JE in Railways who earned 1.42 lakhs per year including all allowances in the pre revised pay will only earn Rs.2.3 lakhs per year, an increase of only 62%. Tables below

illustrate the poor hike in the pay + allowances of Railway Supervising Engineers.

Poor increase of SE & SSE's Pay+Allowances in the pre-revised and revised scales

	Pre revised		Revised 1.1.2006	
	SE	SSE	SE	SSE
Mini basic	6500	7450	16690	18460
DP	3250	3725	0	0
DA	2340	2682	0	0
HRA	2925	3353	5007	5538
CCA	300	300	0	0
TA	400	400	1600	1600
Total/ month	15715	17910	23297	25598
Total/year	1.88lac	2.15lac	2.8lac	3.07lac
% increase			48%	43%

Poor increase of JE's Pay+Allowances in the pre-revised and revised scales

	Pre revised		Revised 1.1.2006	
	JE-II	JE-I	JE-II	JE-I
Min. basic	5000	5500	13500	14430
DP	2500	2750	0	0
DA	1800	1980	0	0
HRA	2250	2475	4050	4329
CCA	200	200	0	0
TA	100	100	1600	1600
Total/ month	11850	13005	19150	20359
Total/year	1.42lac	1.56lac	2.3lac	2.44lac
% increase			62%	57%

ORDERS ON ALLOWANCES AFTER SCPC

(Continued from Page-11)

3. Rates of Night Duty Allowance w.e.f.1-9-08

Rly. Bds. Letter No.E(P&A)II-2008/HW-2, Dated – 16.12.2008

Pay Band	Grade Pay	@NDA in Rs	#NDA in Rs.
4440-7440	1300	39.05	26.05
4440-7440	1400	39.60	26.40
4440-7440	1600	40.70	27.15
4440-7440	1650	40.95	27.30
5200-20200	1800	78.25	52.15
5200-20200	1900	78.75	52.50
5200-20200	2000	79.30	52.85
5200-20200	2400	81.45	54.30
5200-20200	2800	83.65	55.75
9300-34800	4200	141.65	94.45
9300-34800	4600	143.80	95.85

@ For intensive, continuous and excluded categories and Workshop staff.

For essentially intermittent category of staff.

4.Travelling Allowance Rules- Journey on Tour

Rly Bds. Letter No.F(E)I/2008/AL-28/14, Dated 1.12.2008

These orders shall take effect from 1st September, 2008. However if the traveling Allowance entitlements in terms of the revised entitlements now prescribed result in a lowering of the existing entitlement in the case of any individual, groups or classes of employees, the entitlement, particularly in respect of mode of travel, class of accommodation, etc. shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

(Continued)

Railway Board's Orders (Continued)
Mileage Allowance for Journeys by Road.

Grade Pay (1)	Entitlement (2)
Officers drawing Grade Pay of Rs.10000 and above and those in pay scale of HAG+ and above	Actual fare by any type of public bus including air-conditioned bus. or At prescribed rates of AC taxi when the journey is actually performed by AC Taxi. Or At prescribed rates for auto rickshaw for journeys by auto-rickshaw, own scooter, motor cycle, moped etc.
Officers drawing Grade Pay of Rs.5400, 6600, 8700 and 8900.	Same as at (1) above with the exception that journeys by AC taxi will not be permissible.
Officers drawing Grade Pay of Rs.4200, 4600 and 4800	Same as (ii) above
Officers drawing Grade Pay of Rs.2400 and above but less than Rs. 4200	Actual fare by any type of public bus other than AC bus. Or At prescribed rates for auto-rickshaw for journeys by auto-rickshaw/own scooter/motorcycle/moped etc.
Officers drawing Grade Pay below Rs.2400	Actual fare of ordinary bus fare only. Or At prescribed rates for auto-rickshaw/own scooter /motorcycle /moped etc.

Mileage allowance for road journeys shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the concerned state or of the neighboring states.

For journeys in own car/taxi	Rs.16/km
For journeys performed by auto-rickshaw own scooter, etc	Rs.8/km
The rate of mileage allowance for journeys on bicycle and foot	Rs1.20 /km

Daily Allowance on Tour

Grade pay	Daily Allowance per day
Officers drawing Grade Pay of Rs.10000 and above and those in pay scale of HAG+ and above	Rs.520
Officers drawing Grade Pay of Rs.7600 to 8900.	Rs.460
Officers drawing Grade Pay of Rs.5400 to 6600	Rs.400
Officers drawing Grade Pay of Rs.4200 to 4800	Rs.340
Officers drawing Grade Pay below Rs.4200	Rs.210

The TA/DA rates mentioned shall automatically increase by 25% whenever dearness allowance payable on the revised pay structure goes up by 50%.

5. Travelling Allowance Rules- Journey on Transfer

Rly Bds. Letter No.F(E)/2008/AL-28/15, Dated 01.12.2008
These orders shall take effect from 1st September, 2008.

However if the traveling Allowance entitlements in terms of However, if the revised entitlements now prescribed result in a lowering of the existing entitlement in the case of any individual, groups or classes of employees, the entitlement, particularly in respect of mode of travel, class of accommodation, etc. shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

Journey by Rail: Free passes, as admissible under rules, may be issued to Railway Servant and his family members.

Journey by Road: A Railway servant not entitled to travel by road, between stations connected by Rail. However, between stations not connected by rail a railway servant and his family members may travel by Road. The entitlement by road will be same as admissible for the journey on tour as indicated in Board's letter No.F(E)/2008/AL-28/14, Dated 01.12.2008.

Composite Transfer Grant on Transfer: In the case of transfer involving a change of station located at a distance of or more than 20km from each other, the Composite Transfer Grant shall computed as below

Officers in the pay scale of HAG+ and above	One month's basic pay as drawn in the pay scale.
All other officers	Equal to one month's pay drawn in the prescribed pay bands plus the applicable grade pay.

Transportation of House-hold effects on Transfer:

The rates for transporting of personal effects by road from the place of residence to the Railway station at the old head quarters and from Railway station to the place of residence, at the new headquarters will be as under:

Grade Pay	Rate/KM for transport by Road
Grade pay of Rs.4200 and above	Rs. 18.00 (Rs.0.30/KG/KM)
Grade pay of Rs.2800	Rs. 9.00 (Rs.0.31/KG/KM)
Grade pay below Rs.2800	Rs.4.6 (Rs.0.31/KG/KM)

Composite Transfer Grant on retirement: To settle down at places other than the last station of their duty located at a distance of more than 20kms, the composite transfer grant shall be computed as below

Officers in the pay scale of HAG+ and above	One month's basic pay as drawn in the pay scale.
All other officers	Equal to one month's pay drawn in the prescribed pay bands plus the applicable grade pay.

6. Child care leave – Clarification regarding

Rly Bds. Letter No.E(P&A)_2008/CPC/LE-8 Dated 12.12.2008.

CCL can not be demanded as right. The leave is to be treated like the earned leave and sanctioned as such. CCL can be availed only if the employee concerned has no earned leave at her credit.

IRTSA Delegates Meet Member Mechanical, Demand Speedy Justice

On 18th December, office bearers of IRTSA including Er. Abdul Salam, Zonal Secretary, Southern Railway, Er.K.V.Ramesh, ACT/IRTSA, met Sri.R.K.Rao, Member Mechanical at Chennai during his visit to Southern Railway. Copy of Power point Presentations on "Role of Engineers in Running of Trains" was handed over to him. A memorandum on burning issues of Supervising Engineers was also handed over to MM. The delegates urged upon the MM to take expeditious action to upgrade the grade pay of JE, SE and SSE and decide other pending issues of Rail Engineers. Member Mechanical informed the delegates that, the issues of Technical Supervisors are under active consideration of the Railway Board.

Published by Er. M. Shanmugam, Central President, IRTSA on behalf of
INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION
from 4, 6th Street, TVS Nagar, Padi, Chennai – 600050 and printed by him at
Four Yes Offset Press, A – 40, Karthigayan Salai, Periyar Nagar, Chennai – 600082. Editor: M.Selvaraj