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IRTSA HOLDS 44TH CGB & ANNUAL CONFERENCE IN A GRAND MANNER RAIL ENGINEERS FROM ALL OVER THE COUNTRY CONVERGE AT JAMALPUR

44th CGB & Annual Conference of IRTSA was held at Jamalpur on 4th and 5th December, 2009. Rail Engineers from all over the country attended the event and actively participated in the deliberations. The conference began with lighting Kuthuvilakku by Central President, General Secretary and all Zonal Secretaries. Er. P. N. Mishra, convener of the 44th CGB and Annual conference welcomed all the delegates. Er. M. Shanmugam, Central President inaugurated the Conference. Er. Harchandan Singh, General Secretary submitted the report on activities of IRTSA and resolutions on demands. Er. K.V.Ramesh, ACT, submitted the balance sheet for the year 2008. GS report and Balance sheet on accounts were passed by the General Body unanimously.

All the Zonal Secretaries submitted their reports regarding the activities carried out at their respective Zones, Er. Krishna Rao, Zonal Secretary/SCR, Er. Goutam Maji, Zonal Secretary/CLW, Er. R.B.Singh, Zonal Secretary/WR, Er. K.V.Ramesh, Zonal Secretary/ICF, Er. Abdul Salam, Zonal Secretary/SR, Er. Goutam Mukerjee, Zonal Secretary/ER, Er. N.K.Sinha, Zonal Secretary/NER, Er. Darshan Lal, Zonal President/RCF, Er. Rehman, Zonal President/NR, Er. Mishra, Zonal Secretary/NR, Vinod Kumar, Secretary/Mysore, Er.P.K.Shukla/Lucknow, Er. M.M.Srivastav/NR, Er. Sushil Kumar, President/Jamalpur, Er. K.Gobinath/ICF, Er. Syed/ICF and Er. Ashoke Chowdhury/CLW spoke on the occasion.

PROCESSION BY RAIL ENGINEERS: On 4th evening Rail Engineers in large numbers participated in the procession from Gate No.1 of Jamalpur workshop to the Institute. Rail Engineers raised the slogans on their demands.

OPEN SESSION: In the open session held on 4th Dec, night nearly 450 Technical Supervisors from the Jamalpur workshop & Eastern Railway participated. Central President and General Secretary explained in detail about the activities of IRTSA and the issues on the table of the Railway Board for active consideration.

ELECTION OF NEW BODY: On 5th Dec in the final session election was conducted for the new body in which Er. M. Shanmugam, Er. Harchandan Singh and Er. O.N.Purohit were unanimously elected as Central President, General Secretary and Treasurer respectively.

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INTENSIVE INTER-ACTION BY IRTSA WITH BOARD OFFICERS DURING SAFETY SEMINAR ON

“Role of Technocrats in Safe Running of Trains” Resolving of Major problems of Rail Engineers vital for “Improved motivation of Rail Engineers & for greater Safety”

There was an intensive inter-action by CEC & active members of IRTSA with Railway Board Officers during Safety Seminar on “*Role of Technocrats in Safe Running of Trains*” held at the Constitution Club, New Delhi on 16th November, 2009.

Power Point Presentations were made by Er. Shanmugam, Central President IRTSA, Er Suijit Kumar, Er Vijay Kumar, Er.K.V.Ramesh, Er.Nageswaran and Er.Suresh on the “*Role of Engineers working in the PUs, Workshops, Open line C & W , Engineering & S & T Depots, Sheds, C & M Labs and Stores etc. in Safe Running of Trains*”.

Er. Sanjiv Handa, Additional Member Mechanical Railway Board emphasized the need to analyze the accidents professionally in order to remove the causes thereof - without any bias. While appreciating the role of Technical Supervisors in safe and efficient running of trains he called upon them to fully understand the latest technologies and to make the artisan staff (working under them) to properly understand the same so as to make correct and effective use of the technology in the maintenance of Rolling Stock, Tracks & Locomotives etc. He further emphasized that the safety should not be compromised on any account whether shortage of staff or lack of some other resources.

In his Power Point Presentation Er. Shanmugam explained the unique role played by the Technical Supervisors in Railways and the necessity to motivate them by granting them higher pay scales. Higher level of Duties, responsibilities and accountabilities shouldered by them were explained explicitly. He also explained the honourable pay scales required to be granted for the Technical Supervisors and the justification to treat Design & Drawing, CMT and Stores Engineers on par with the technical supervisors.

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IRTSA WISHES A VERY HAPPY AND PROSPEROUS NEW YEAR TO ALL RAILWAYMEN AND THEIR FAMILIES

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial

Vision 2020 of Railways – A BIG STEP FORWARD TOWARDS NATION BUILDING & REALISATION OF IRTSA'S "DREAM" BUT MORE THRUST & MOTIVATION REQUIRED

The "Vision of Railways – 2020" presented recently to Parliament by the Minister for Railways, Km. Mamata Banerjee, is a big step forward – not only towards the development of the Railways, but that of the Nation as a whole. It talks of "Growth with Jobs and not Jobless Growth" – an objective which all trade unions have been pursuing over the years but which was all through been opposed by the authorities that be. Growth with Jobs will not only provide employment in a big way but also augment the promotional opportunities of the existing staff.

Proposed Growth and Capacity Augmentation are visualized on multidimensional pattern - both geographically and socially – to ensure large-scale generation of productive employment. This is what IRTSA had been proposing over the last ten years – through various Seminars and Project Reports presented to the Railway Board as well as to the President of India– on "Expansion of Railways".

However the mere increase of 25000 Km of new lines (including a back log of 11000 Km of already sanctioned lines) is not adequate and should be substantially enhanced to meet the requirements of growing population & development.

IRTSA had proposed 3 fold increase in route kilometers from 66000 Km to 20,00,000 km in 20 years - connecting every "Tehsil" or 'Taluka' headquarters with District headquarters; every District headquarters with State Capital & all State Capitals with National Capital as well as with each other. This is essentially required to ensure equitable economic prosperity and development; eliminate islands of poverty and build National Integration.

The Environment friendly approach projected in the "Vision 2020" to check the Carbon emission is the most vital need of the hour to check the menace of "Global Warming". Although the Vision 2020 does not say so it is hoped that it will promote better work environment, greater human values and environment friendly approach to the internal setup of the Railways and reduce health hazards for the Railwaymen – especially in the Workshops, Sheds, Open-line Depots and numerous other areas of operation which are at present less environment friendly and pose threats to safety and health of the workforce and the Engineers or frontline managers.

Safety of passengers traveling by Railways over that of Roadways has for the first time been accepted as a policy by the Railways and incorporated in the "Vision 2020". Comparative Safety of Rail travel has been one of the major reasons always given by IRTSA in favour of expansion of Railways instead of Highway. Relative statistics cited by IRTSA in its Project Reports on Expansion of Railways 10 years back form an area of thrust in the "Vision 2020" in respect of number of people killed in Road Accidents (1,13,000 in 2007) and those killed

in Rail Accidents (177 in 2008-09). We wish Railways & the Government would have accepted this approach much earlier. That would have saved so many precious lives lost due to Road Accidents. Let us say "Better late than never."

It is heartening that the Railways propose to upgrade services by 2020 to "match the best in the world" - in terms of punctuality, safety, security, sanitation, cleanliness and amenities at stations and onboard catering and other value- added services.

But all this will need adequate inputs not only in terms of requisite infrastructure, material resources and effective inventory control but also adequate motivation amongst the Staff & Front-line Managers. Unfortunately all these are much below the desired levels and will require greater attention than is apparently visualized – especially the motivational part of it – which just does not find any mention in the "Vision 2020 of the Railways".

Reflection of a human approach towards the problems of the Railwaymen and the need to provide adequate incentives & motivation to them are vital areas which should have been or at least should even now be incorporated in the "Vision 2020 of the Railways". Technological advancement or modernization cannot bring effective results until and unless the men who use and maintain them are adequately motivated.

It is not adequate to say that "As a Government organization, we are proud of the 1.4 million committed and dedicated employees of Railways". The "Vision 2020" should also define as how the Railways propose to improve the lot of these "dedicated employees" & reward their dedicated services.

All the same, on the whole, we appreciate the "Vision 2020 of the Railways" and thank the Minister for Railways and all those helped in giving a shape to this "Vision" and hope that it shall be given a more practical shape and inputs by the Railways but also by the Government of India through adequate investment of Rs 5 lakh crores from the proposed Accelerated Rail Development Fund (ARDF).

While we are confident that all Railwaymen at all levels will rededicate themselves to meet the challenges mammoth task we also do hope that the Ministry on Railways will also bring about & "Visualise" an equally attractive "Motivational Package" for the Railwaymen – both directly as well as through separate "Wage Board" or a Pay Commission for Railwaymen in view of exclusive nature of their duties & responsibilities.

If the Gross Revenue of the Indian Railways has to increase from the present level of around 1.2% over the last 10 years to 3% in the next 10 years of India's GDP then the share of the Railwaymen's wages cannot be allowed to slide down year after year as had happened over the last 15 years in terms of Gross Revenue of the Indian Railways or in terms of GDP.

Railways can't continue to reduce staff by 1 % every year. Proposal of Railways to concentrate on "core activity" of creation infrastructure and operations and forge partnerships with private sector to do the rest also needs a re-look. "Core activity" has to be carefully defined more carefully to fully ensure safety. Privatisation should not be resorted to merely to raise additional resources.

H.S.

44th Conference & CGB Meeting (Contd. from Page - 1)
MEMBERSHIP /STRUGGLE FUND / CORE GROUP FUND / SUBSCRIPTION FOR VRE: General Body appealed to the Rail Engineers to contribute Rs.100 as annual membership, Rs.300 as struggle fund and Rs.50 towards subscription for Voice of Rail Engineers. It was also agreed by the active members to contribute Core Group "Corpus Fund" of Rs.1000 or (Rs.100/- per head per month for one year).

Seminar on Role of Technocrats in Safe Running of Trains (Continued from Page - 1)

Shri.Raghavaiha, General Secretary NFIR highlighted the need for an all round safety consciousness in every field of working. Only then the Railways could prosper and the Nation could develop in the real sense.

Shri P. K. Sharma Advisor Staff Railway Board accepted the need for motivation and job satisfaction for better efficiency & quality control for safe running of trains. He inter-acted with the members on various issues at length without minding the late hours and assured that the Railway Board will look into the issues raised by them and try to resolve the same to the extent possible.

Er Harchandan Singh General Secretary IRTSA while inter-acting with Advisor Staff Railway Board emphasized the urgent need for resolving of major problems of Rail Engineers – including higher Grade Pay (of Rs.4800 & Rs. 5400 to Technical Supervisors), Group-‘B’ status, First Class Pass entitlement – irrespective of date of appointment, upgrading of CMA-I (as their recruitment qualification is Engineering Degree), Treating C & M Labs, Drawing / Design & Stores as Technical Supervisors & part of PCO for “Improved motivation of Rail Engineers & for greater Safety”. Pitfalls of MACPS were also highlighted to the advisor/Staff

Earlier he also referred to the Reports of Railway Accident Inquiry Committees and Railway Reforms Committee and called for their implementation for ensuring safety on the Railways.

UNITS ACROSS THE COUNTRY CELEBRATE 45TH FOUNDATION DAY OF IRTSA AS NATIONAL INTEGRATION DAY

All the Zones & sub-units of IRTSA celebrated the 45th foundation day of IRTSA in a grand manner. Technical seminars, cultural programmes and family get-togethers were organized on the occasion.

Seminar on S Rly on “THE ROLE OF TECHNICAL SUPERVISORS IN SAFE RUNNING OF TRAINS”

IRTSA celebrated its 45th Foundation day as National Integration at Chennai Southern Railway along with a seminar on the topic “The role of Technical Supervisors in Safe Running of Trains” on 27.11.2009 at Electrical Training Centre Auditorium, Electrical Workshop, Perambur. Er.Abdul Salam, Zonal Secretary, Southern Railway/IRTSA welcomed the gathering. Sri.Ambika Prasad CEWE/PER, administered oath of Solidarity and addressed the gathering.

Power Point presentations on “The Role of Technical Supervisors in Safe Running of Trains” were made on the occasion by the following Engineers in the respective fields.

1. Er.K.V.Ramesh – Enviably Safe Records of Indian Railways.
2. Er.Sujit Kumar - Role of open line Engineers in safe Running of Trains.
3. Er.Karthikeyan - Role of Civil Engineering WorkShops in Safe Running of Trains.
4. Er.Nageswaran - Role of Design & Drawing Engineers in Safe Running of Trains.

5. Er.Ganesh - Role of CMT Engineers in Safe Running of Trains.

6. Er.M.Shanmugam - Role of Carriage Workshops in safe Running of Trains & - Motivational Packages for Technical Supervisors.

After the presentations Sri.N.K.Topo, CWM/LW/PER, and Sri.Shyamadhar Ram, CWM/CW/PER addressed the Supervising Engineers. The meeting ended with a community lunch.

ICF UNIT CELEBRATES 45TH FOUNDATION DAY OF IRTSA IN A GRAND MANNER

November 27, Chennai: 45th Foundation day of IRTSA and National Integration day was celebrated very grandly at ICF Higher Secondary School Auditorium between 17.00 hours and 20.00 hours. Smt.Pommpa Babbar, General Manager, ICF administered oath of solidarity. Besides IRTSA members of ICF and Southern Railway, HODs, officers and union office bearers participated in the celebrations. At the end a light music by Ilayasuram was also performed.

Western & Central Railway Zonal

Conference & seminar on -

“Role of Supervising Engineers in new Technology in Railways”

Western & Central Railway Zones of IRTSA organized Zonal Conference and Seminar on the topic “Role of Supervising Engineers in new Technology in Railways” on 14.11.2009 at Western Railway Institute, Lower Parel, Mumbai. The conference was presided over by Er.M.Shanmugam, Central President. Sri.A.K.Malhotra, CEE/WR & Sri.M.S.Mathur, CME/W.Rly were the Chief Guests. Sri.Sanjay Deep, CWM/Mahalaxmi & Sri.Shubhranshu, CWM/Parel were participated as special Guests.

Er.R.B.Singh, Zonal Secretary/WR and Er.Shaikh/CR welcomed the gathering. Er.Shanmugam made a Power Point Presentation on “Role of Technical Supervisors in safe running of Trains”. Later in his speech he explained about the activities of IRTSA during and after the implementation of Sixth Central Pay Commission recommendations. Er.V.K.Mishra presented a study paper on Siemens EMU rakes and made suggestions for improvements.

In his speech Sri.M.S.Mathur, CME/W.Rly told about the vital role played by the Technical Supervisors on the Quantum Jump in Rolling Stock technologies and adaptation to the new technologies. Sri.A.K.Malhotra, CEE/WR explained the need to Change the Indian Railways to the world standards. Sri.Sanjay Deep, CWM/Mahalaxmi briefed the role played by the Technical Supervisors as the creators of tools and facilities for executing the work. Sri.Shubhranshu, CWM/PL told that in the changing scenario Technical Supervisors need to do more managerial works apart from the Technical duties. By their nature of work Engineers are invisible, he added.

After the Technical Seminar, an interaction meeting of IRTSA was also organized. Engineers from all sub-units of WR and CR participated. Er.K.V.Ramesh, ZS/ICF called upon all the WR and CR Rail Engineers to unite under the banner of IRTSA. Er.A.K.Mondal, Er.N.K.Jain, Er.Shiv Dayal Ram, Er.Subir Ray and many others spoke on the occasion.

**REPORT OF THE GENERAL SECRETARY,
IRTSA, 2008-09**

**PRESENTED TO CENTRAL GENERAL BODY &
44TH ANNUAL CONFERENCE – IRTSA
HELD AT JAMALPUR ON 4TH & 5TH DEC, 2009**

Dear President & Brother Engineers,

PREAMBLE

I welcome you all to this meeting of Central General Body & 44th All India Annual Conference of IRTSA, being held at Jamalpur – the breeding ground of many illustrious Engineers of Indian Railways as well as of many leaders of IRTSA.

The CGB last met in November, 2008 at New Delhi. The CEC met twice in-between – once at Chennai in January, 09 and again at Delhi in July 09 - to review the progress on various issues and to decide the further course of action.

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 Impact of Economic Recession & unprecedented Price Rise:- The global economic recession which started in September, 2008 is slowly receding though it is still not over. India was able to face it better than most other countries due to its better economic resilience. But the common man was badly hit. The inflation and unchecked price rise have badly affected the salaried class. Effective steps should be taken by the Government on war footing to check the prices of all commodities – especially those of daily needs.

1.1.2 Defective Price Index: The salaried class must be protected against price rise & erosion of real wages – as has been reiterated by all the Pay Commissions. The system and formula of compiling Consumer Price Index (CPI) (on which payment of DA is based) is totally defective and does not reflect the ground realities in regard to the prices of common commodities – (like wheat, rice, pulses, and vegetables and other daily needs) - what to talk about education, housing, clothing, health care and other social commitments – none of which get the due weightage or even reflected in compilation of the Price Index. 100% neutralisation of Price Rise - recommended by the Pay Commission therefore only remains a fallacy. This needs to be changed at the earliest.

1.2.1 Aftermath of Sixth CPC Report:- The Report of Sixth CPC was totally biased in favour of the top brass and a couple of other categories like Nurses, Teachers and Accounts, as if they were the only ones running the entire system. It totally neglected the working class - specially the technical categories. Consequently there were wide protests against SCPC Report from all sections of the employees including the Armed Forces, all over the country. IRTSA was the first one to protest against the retrograde Report of the Sixth Pay Commission, immediately after its submission to the Government and the protests continued ever since during the year.

1.2.2 Formation of Empowered Committee: Following protests by all sections of the employees – including IRTSA - in the aftermath of Sixth Pay Commission Report, an Empowered Committee headed by Cabinet Secretary was formed. The Committee did make some basic improvements in the recommendations of the Pay Commission – including counting of merger of

50% DA / DP for fixation of Pay & Pension (raising the fixation factor from 2.14 (ie 1.74+40%) to 2.26 times (ie 1.86+40%), Increase in rate of annual increment from 2.5% to 3%, and at-least 3 (instead of 2) Promotions / financial upgrading after 10, 20 & 30 years of service – which were approved by the Government before implementation of Pay Commission Report in August, 2008.

1.2.3 An anti-working class Report: Worst part of the Sixth CPC report adversely affecting the entire working class at lower and middle levels was incidentally not taken note of by most of the organisations representing them – except of course the IRTSA which was first one to raise the voice against the same. Pay rise in Scales S-24 to S-34 was 3 to 3.4 times as against the average rise of just 2.5 times in case of minimum of Scales from S-4 to S-23. This was a major & serious anomaly. IRTSA had represented about the same at all levels as well urged the Federations and JCM Staff side to take up this issue in the National Anomalies Committee for equitable justice.

1.2.4 a) 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 most other matters have since been issued by the Ministry of Finance and Ministry of Personnel but the orders on some of the matters are yet to be issued by the Railway Board – including those on travelling entitlement and Classification of Posts in Group A, B & C etc and some other orders.

b) Summary of decisions on SCPC etc:- A summary of main decisions on SCPC & other administrative matters issued during 2009, is placed as Annexure I of this Report. Detailed copies of the orders on all related issues can be accessed on our website www.irtsa.net.

1.2.5 Setting up of Priority Committee & Anomalies Committees: a) There were many serious Anomalies in the Report of the Sixth CPC as well as in many of the orders issued thereon. All trade unions raised a voice against the same. Finally the Government & the Railways had set up a “Fast Track Committee”, then a “Priority Committee” and finally “National Anomalies Committee” (NAC) & “Departmental Anomalies Committees” (DAC).

b) Priority Committee (set up by the Railway) has yet to submit its Report. Anomalies Committees have yet to start functioning – since the Staff Side has yet to submit its agenda.

2. AS RAILWAY MEN

2.1 Performance of Railways and overall development: Performance of the Railways had been improving over the years – both in terms of profits and efficiency. But no credit for the same was given to the Railway men. For a sustainable development, measures must be taken by the Railways to ensure simultaneous growth of the system as well as motivation of the work force. One way traffic cannot go too far – as is already visible in this year's sliding performance.

2.2 PLB:- The ceiling limit for payment of PLB to Railway men had, belatedly, been raised from Rs 2500 to Rs 3500 pm, last year w.e.f 2006-2007, at par with amended ceiling in the Bonus Act. But ceiling is still too low and too unrealistic as it does not cover even the minimum monthly wage of a lowest paid employee. It must be raised to the level of actual wages paid – with extension of eligibility thereof not only to those in Group C & D but also to those in Group A & B as well – keeping in view the collective contribution to productivity. (Cont on next page...)

REPORT OF THE GS IRTSA (Continued from previous page)

2.3 Railway men & SPCPC:- a) Sixth Pay Commission had not given any consideration to the special nature of duties and responsibilities of the Railway men at large and the Technocrats in particular, as strongly advocated & demanded by IRTSA. Consequently no Special Allowance, Special Pay or any other compensation in any form had been given by it to the railway men either in shape of higher Pay Bands or higher Grade Pay.

b) The orders of the Central Government have mostly been implemented by the Railways except those for eligibility for travelling and classification of posts etc. have yet to be implemented on the Railways. The final orders on promotional policy, mode of filling vacancies and revised designations of posts are also still awaited – till the writing of this report - thus causing serious loss to all concerned as hoards of vacancies continue to exist on all railways & Production Units due to lack of clear cut orders in this regard – in spite of repeated representations by us to all concerned.

2.4 Expansion of Indian Railways: IRTSA had for long been pleading for expansion of Indian Railways (from 66,000 K.M. at present to 2,00,000 K.M.) and had held Seminars on this issue. Project reports had also been presented to the Railway Board, MOR as well as to the President of India. I am happy to inform the house that finally the Prime Minister of India has asked the Planning Commission & the Railways to prepare plans for expansion of Indian Railways.

It is high time that IRTSA prepares another Project Report and holds another Seminar on “*Extension & Interconnectivity of Railways to all Tehsils & Talukas with District & State Capital & in turn with the National Capital.*” This will place the National Development on fast track, ensure safer travel (than Roads), provide for large scale employment potential and improve the avenues of promotion of all sections of Railway men.

3. AS RAIL ENGINEERS

3.1 Third & Fourth CPC:- Technical Supervisors / Engineers were allotted higher pay scales than all others in Group ‘C’ employees by the 3rd & 4th Pay Commissions - considering their job requirements and nature of duties & responsibilities and 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 modernisation and higher turnover of the Railways.

3.2.1 Sixth Pay Commission: Fifth and Sixth CPC had done a great injustice with the Engineers / Technical Supervisors 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.

3.2.2 Injustice with Senior Section Engineers: SSE have particularly been denied any upgrading or restructuring over the last more than two decades – ever since the 4th Pay Commission – which had also been undone by the Fifth and Sixth CPC by equating them with

the non-technical categories – including those working under them like Office Superintendents and placing them below SO Accounts – who were earlier in much lower scales than them.

3.2.3 Injustice with Junior Engineers: One of the out come of “Fast Track Committee” was that the Grade Pay of Master Craftsmen (Senior Technicians) was raised from Rs.2800 to Rs 4200 – at par with JEs who supervised them without providing any relief to the JEs – thus violating the law of natural justice that an “*equal cannot not be over an equal*” as was upheld by CAT in New Delhi in “*IRTSA-vs-UOI*” as well as by the Supreme Court in many other cases.

3.2.4 Serious injustice with CMAs: Recruitment qualifications for the Chemical & Metallurgical Assistants-I (CMA-I) on the Railways was Degree in Metallurgy / Chemical Engineering or M.Sc Chemistry / Applied Chemistry. Sixth Pay Commission had recommended that “*all posts in Subordinate engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs.8700-34800 (later changed to Rs.9300-34800) along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.*” This recommendation had been accepted by the government and implemented in most cases. But the CMA I have been given the Grade Pay of Rs.4200 against all canons of justice.

3.3.1 Classification of Posts in Group B: - a) Large %age of Engineers - particularly the SSE - spend their entire careers in group ‘C’ although their counterparts elsewhere (starting as J.Es.) mostly retire as Executive Engineers or Superintending Engineers – including those in the State Government Services, MES, CPWD and Telecom Departments.

3.3.2 None of the Orders of DOP were implemented by the Railways regarding classification of posts – issued after third, fourth, fifth or sixth Pay Commissions – ignoring even a favourable judgement by the Principal Bench of CAT (*in the case IRTSA- vs- UOI*) to remove the anomaly.

3.3.3 The Railway Board had at one time proposed to upgrade 15% Posts in scale Rs 7450-11500 – to Group B. While IRTSA continues to demand upgradation of all these posts to Group B (Gazetted) as per orders of DOP, the Board has not yet decided even on the limited offer given by them more than 2 years back. It will require further struggle to get the demand conceded.

3.4.1 Cadre Restructuring:- a) 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.

3.4.2 Cadre Restructuring Committee (CRC): New Cadre Restructuring Committee has been set up recently. It must look into the Restructuring in the light of the Sixth Pay Commission Report and merger of the pay scales at various levels. We must put in all our efforts to get proper justice this time at least. However, the meeting of the Cadre Restructuring Committee, which was scheduled to be held on 27.11.2009 has been postponed but may be held soon.

Continued on next page

REPORT OF THE GS IRTSA (Continued from previous page)

3.4.3 Our Proposal for Combined Cadre Restructuring of Group A, B and C: Full justice to the category cannot be done – especially with the SSE – unless combined Cadre Restructuring of Group A, B and C is done – both in the interest of work as well as for providing adequate avenues of promotion to group C Staff. This is particularly justified in case of Technical Supervisor for whom recruitment qualification is Diploma for JE and Degree in Engineering for SSE – plus in service training of one to one & a half year.

3.5.1 Revision of rates of Incentive Bonus:- Orders for Revision of rates of Incentive Bonus had belatedly been issued recently by the Railway Board. But the revised rates are neither in keeping with ILO norms – (which require the rates to be based on average of the wages), nor are these based on the minimum of pay of any of the category. The existing rates Incentive Bonus have just been doubled – instead of 2.26 times in the existing rates which was the common factor for pay fixation after the Sixth CPC. But even this formula of double the existing rates of Incentive Bonus has not been applied in the case of Junior Engineers – where JE I & II have been merged but they have been given 2 times the rate incentive bonus of JE II instead of that of JE I.

3.5.2 Railway Board has agreed to consider the proposal for payment of Incentive Bonus to Senior Supervisors (SSEs) in Workshops & PUs during period of Training & Out-Station Duty but not while on Leave. At present Incentive payment is unjustly deducted for all these periods.

3.5.3 Extension to left out areas & Cadres under Incentive Scheme: - IRTSA has again represented to cover the left out Technical Staff & Engineers in the allied Shops & Sections of 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. But the demand has yet not been conceded.

3.6.1 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. Provision of adequate staff is still a far cry and the struggle must go on for Implementation of proper Benchmarks & Yardsticks.

3.6.2 Incentive Scheme for Shed & Open-Line Depots: IRTSA has been demanding the extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, P-Way, Works, Bridges & S&T Depots & TRD etc., to meet with the additional workload. The demand for Honorarium / Incentive to Engineers & Staff for additional workload – 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. Similar provision should also be made for the Technical Staff & Technical Supervisors etc.

3.7 Entitlement of First Class Pass to all JEs:- This issue has been pursued by IRTSA several times with the Railway Board 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 discussed with the MS, Advisor IR and Advisor Staff during the this period,

especially to remove the discrimination in this regard based purely on the date of recruitment for deciding the eligibility of First Class Pass. Board has yet to decide the revised entitlement for Passes.

3.8 Annual Increment: Clubbing all increments in July every year is totally anomalous and needs to be removed as it is causing discriminatory postponement of increments to those due for increments in the intervening periods. IRTSA has strongly represented against the same. One alternative is to restore the status-que-ante and another is to have the increments in January for those whose increment falls due in January to June; and then in July for those whose increment falls due in July to December.

3.9 MACP – Orders for Modified Assured Career Progression (MACP) had been issued but are still at various stages of implementation at most places. The orders on MACP have some infirmities and IRTSA have represented against the same at all levels concerned.

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:- Rules for Recognition of Unions were changed last year. Referendum for recognition of Unions was held on the Railways with varied results. This had changed the prospects of recognition of IRTSA - not with standing the recommendations of the RAIC & RRC etc for it. All the same we have to continue our struggle relentlessly as we have done for all these years. *The struggle must go on – recognition or no recognition.* We shall succeed through our consistency, perseverance and self sacrifice.

3.12.1 Memorandums by IRTSA: IRTSA had submitted number of Memorandums to the Prime Minister, Finance Minister, Minister for Personnel, Minister for Railways, Chairman & Member Staff Railway Board as well to the National Anomalies Committee (NAC) & Departmental Anomalies Committee (DAC) etc. on all major anomalies of the Sixth Pay Commission and other demands. (A list of the major issues raised in these Memorandums is placed as Annexure II of this report. Copies of these memorandums had already been placed on our website www.irtsa.net and the same were widely acclaimed and appreciated by all sections of the Engineers). (Main demands being pursued by IRTSA are also included in the Draft Resolutions for the Conference – attached herewith)

3.12.2 Inter-action with Railway Board: Central President and General Secretary IRTSA along with some other CEC Members had a series of meetings with the senior Officers of the Railway Board including the Chairman, Member Staff, Member Mechanical, Additional Member Mechanical, Additional Member Staff, Additional Member Finance, Advisor Staff, Advisor Industrial Relations and others at various levels – and had detailed discussions with them at Delhi, Chennai, RCF etc. on the major issues agitating the Engineers on the Railways.

3.12.3 Safety Seminar: IRTSA organized a highly successful Seminar on “The Role of Technocrats in safe running of Trains”, on 16.11.2009 at Constitution club, New Delhi. Rail Engineers from all over the country participated in this purposeful seminar. (Cont on next page...)

REPORT OF THE GS IRTSA (Continued from previous page)

Additional Member Mechanical, Advisor Staff & General Secretary NFIR participated in the deliberations very actively. Power Point Presentations were made on the "Role of Engineers working in the Open line C & W, Engineering & S & T Depots, Sheds Workshops, C & M Labs and Stores etc. in Safe Running of Trains". There was an intensive inter-action by CEC & active members of IRTSA with Railway Board Officers during Safety Seminar.

3.12.4 Our struggle: During the year under review, CEC IRTSA gave two "Black Vest Dharnas" – one at Chennai in January, 09 and another at Jantar Mantar New Delhi on August 25, 09. Various units of IRTSA observed a Protest Day on 26.11.09 to protest against non-acceptance of our just demands.

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3.12.5 Legal Remedies: In my opinion we need to take up some of the issues to the Court without which we may not get justice – e.g. in the case of JEs & MCM being placed in the same Grade Pay, case of CMA-I as mentioned above and First Class Pass to JEs etc. CEC / CGB IRTSA are requested to consider whether IRTSA should file a Court case in CAT on these issues and on some other issues and if so at what stage - as this seems to be the only remedy in some of these cases. Resources shall also have to be raised for the same accordingly.

4. ON ORGANISATIONAL FRONT

4.1 Organisation has grown manifold over the years. Membership has increased; and so has our responsibility towards the cause and the cadres. A deep sense of commitment and discipline is essential to build a strong organisation capable of delivering results. The sense of discipline should grow and so should our conviction and commitment to the cause and the organisation.

4.2 Balance Sheet of Accounts:- The balance sheet of account for the Central Fund of IRTSA for the year 2008, will be presented to you immediately after my report. It will reflect the financial health of the organisation – with highest collection and expenditure so far in a year – comparable to any major organisation. Still there is a need for further strengthening the funds more vigorously, in order to meet with challenges ahead. The sleeping areas should also be activated to play an effective role and to subscribe to the cause more regularly.

The Website:- IRTSA started its own website irtsa.net in January, 2008. The site has been completely redesigned this year and can now be compared with any international site of reckoning. In fact www.irtsa.net has become very popular in a short time - with nearly 10,000 hits every month. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge. A large number of queries by visitors are dealt with through the Guest Book & Discussion Forum etc. Site is totally free. All CEC Members & Engineers at large are advised to visit the site regularly (even by going to a Cyber Café) to keep in touch with all the administrative orders & other features of interest and to offer their suggestions to make it more useful.

4.4 Our Journal – "The Voice of Rail Engineers":-

The bi-monthly Journal of IRTSA – "The Voice of Rail Engineers" is proving quite useful. Important information is provided in the journal – especially the copies of orders of Railway Board on related issues, news of activities of IRTSA and our views on vital issues.

4.5 Communication, inter-action & visits by CEC Members:- Central President IRTSA, Er M. Shanmugam intensively toured Southern Railway, Eastern Railway and Western Railway as well as some 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 and Eastern Railway and RCF etc. 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 various places. More intensive touring by all CEC Members & others is essentially required for effective mobilisation and strengthening the organisation at all levels.

4.6 Unity of Engineers on Railways: - It may be recalled that IRTSA had taken fresh initiative for unity of Engineers once in 2007 and a "Joint Conference for Unity of Engineers" was held in July, 08 at Kolkata where it was agreed that both the Organisations shall merge after the merger resolution was adopted by both the Central General Bodies by the end of the year 2008.

But later on AIREF had gone back from the agreement made in the Joint Conference. It proposed some conditions for the proposed merger and also tried to belittle the efforts and long drawn struggle and sacrifices of IRTSA. AIREF unilaterally proposed that IRTSA should merge with AIREF and accept its Federal Structure (instead of the two organisations merging with each other to form a united platform and then decide about the organisational set up).

However, I still feel that IRTSA should keep the doors open for the unification of the two organisations – as unity is more important for the cause we are all pursuing than any of the pre-conceived notions on either side regarding the future set-up of the unified organisation or other related issues. I do hope that AIREF will also soon realise this and will resume the process of unity in a mutually acceptable manner.

4.7 Proposal for change of name of the Association:- Some suggestions had been received from the Members regarding the change of 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. CEC had considered the issue and it was unanimously decided that all units will consider the matter at the earliest at the Zonal level (in their respective UGB Meetings) & send specific proposals in this regard – in the shape of a Resolution of their UGB – for the consideration of the CGB in its next meeting. Incidentally no specific proposal or resolution had so far been received from any of the Units either by the General Secretary or by the Central President.

Another view is that the name IRTSA is very popularized not only among the Technical Supervisors but also among officials at Zonal & Board level. IRTSA has become a synonym with the category as a result of 45 years of struggle and hard work
(Cont on next page...)

REPORT OF THE GS IRTSA (Continued from previous page) which needs to be fully recognised. All the same we should be ready for a change – but change for the better – i.e. to go in for a name which reflects the role of the cadre even more effectively.

5. TASKS BEFORE US

5.1 Keeping in view the entire position on various aspects, as mentioned in earlier parts of my report, I request the CGB to consider the following tasks before us:-

i) To adopt effective line of action for removal of anomalies and disparities in the Report of the Sixth Pay Commission & for realisation of various demands.

ii) To take effective steps to strengthen the organisation at all levels and to continue to strive for complete unity of Engineers on Railways.

6. ACKNOWLEDGEMENTS

6.1 At the end I thank the active Members of the CEC IRTSA for their valuable help and suggestions for running of the Association at all levels. I especially thank Er M. Shanmugam (CP IRTSA), Er. K. V. Ramesh (ZS ICF & ACT / IRTSA), Er Kalyan Banerjee (WP, CLW), Er. Darshan Lal and other active members elsewhere for their continuous inter-action, support and suggestions. I especially thank Sri Navtej Singh – the Site Administrator *irtsa.net* for his untiring efforts in redesigning the entire website this year and maintaining it so well. I especially thank Er. Debashis of Liluah Workshop, Er Subir Roy of WR Mumbai and other colleagues, for helping us in updating the Website and making it more effective through their valuable inputs and suggestions. I am also thankful to all the active members and office bearers at all levels for their valuable response to various action programmes at Central and local levels.

6.2 I thank the Members of Eastern Railway Jamalpur for making the arrangements for this Conference. I also thank you - all the Delegates who have come from all over India for attending the Conference inspite of cold weather and long journeys to this remote but important place in Railways parlance. I wish the Conference all success. Jai Hind. Long live IRTSA.
HS/GS/IRTSA

RESOLUTIONS OF DEMANDS

ADOPTED BY C.G.B. MEETING & 44TH ALL INDIA ANNUAL CONFERENCE - IRTSA HELD AT JAMALPUR ON 4TH & 5TH DEC, 2009

PREAMBLE

This Conference of Indian Railways Technical Supervisors Association (IRTSA) regrets that Engineers / Technical Supervisors on the Railways continue to suffer due to serious injustice done by the last two Pay Commissions as well as by the Railway administration.

As frontline Managers, Engineers / Technical Supervisors on the Railways bear the brunt of the continuously rising workload and responsibilities of production, repair and maintenance of ever increasing fleet of modern Rolling Stock, Locomotives and allied Machinery, Plants, Equipments and valuable mobile and immobile Assets of the Railways – without requisite facilities and staff, continuous erosion of their real wages, lack of adequate avenues of promotion and non-redressal of their demands & problems.

Sixth Pay Commission had done a great injustice with the Rail Engineers / Technical Supervisors - by treating them not only at par with the non-technical cadres but even recommending higher Pay Bands & Grade Pay than them

for some of the non-technical cadres like SO Accounts etc. who were earlier in lower Pay scales than them – inspite of 'higher professional qualifications', 'longer training period' & 'greater responsibilities' of the Rail Engineers / Technical Supervisors. This continuous neglect had greatly perturbed and frustrated the Rail Engineers / Technical Supervisors.

IRTSA has constantly been representing to all concerned against the injustice done by the administration and especially by the last two Pay Commissions – creating anomalies and disparities in their Reports. But still no relief has yet been provided, thereby causing much frustration & resentment amongst the Engineers / Technical Supervisors on Railways and adversely affecting their morale and efficiency.

The Conference, therefore, once again urges upon the Railway Board and the Government to please favourably consider and redress the following just demands in the interest of natural justice and for greater safety and efficiency as well as for better job satisfaction of Supervising Engineers on the Railways:

Main Demands

1. Recognition of IRTSA to discuss and highlight the problems of the middle management category of Engineers / Technical Supervisors on the Railways as per recommendations of Railway Accident Inquiry Committee (RAIC) – 1968 & 1978 & Railway Reforms Committee (RRC) for providing a suitable forum for Technical Supervisors to represent their grievances.

2. Three Times Pay Rise in PB-1 to PB-3 (*instead of 2.26 times*) at par with the 3 times pay rise in PB-4 & above.

3.a) Up-grading of JEs, DMS, CMA-II to revised Grade Pay of Rs. 4800

b) Up-grading of Senior Section Engineers / Section Engineers, CDMS, CMS & to PB-3 with Grade Pay of Rs 5400.

c) Up-grading of posts of CMA-I in pre-revised scale of Rs.5500-9000 as CMS (in pre-revised scale of Rs.7450-11500 [as direct recruitment qualifications of CMA-I are BE/BTech (Chem/Metal) or MSc (Chem)].

4. a) Time Bound promotion of JEs, DMS, CMA to AEs Group 'B' Gazetted - as in other Govt departments like CPWD and MES, where the JEs are promoted directly to Group 'B' (Gaz.)

b) Redesignation of Senior Section Engineers / Section Engineers, CDMS, CMS & CMA-I as Assistant Engineers – consequent upon their classification in Group B Gazetted.

5. Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' - to provide adequate avenues of promotion & to fully meet with job requirements.

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

7. Cadre Restructuring of Junior Engineers (JE) & Assistant Engineers (AE) in the ratio 40:60% & Upgrading of adequate % of posts from Group 'C' to Group 'B' (Gaz.)

8. Grant of Special Pay to all Technocrats Engineers / Technical Supervisors - like Scientists.

9. Minimum Annual Increment of 5 % PA (instead of 3%).

10. Higher Proficiency Increment in PB-2 & PB-3 at par with PB-4.

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RESOLUTIONS OF DEMANDS *(Continued from previous page)*

11. Withdrawal of system of uniform date of Increment (in July every year) and
Either i) Reverting back to the earlier system
OR ii) Adopting 2 dates of increments – in January (for those whose increment fell due in January to June) and in July (for those whose increment fell due in July to December).
12. Revision of rates of Incentive Bonus In Railway Workshops & Production Units as per Revised Pay Bands & Grade Pay wef 1.1.2006 in keeping with ILO norms – (which require the rates to be based on average of the wages) – or at least 2.26 of the existing rates.
13. Extension to left out areas & Cadres under Incentive Scheme in the allied Shops & Sections of Workshops & Production Units,
14. PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centers in Workshops & Production Units, considering their contribution to improved productivity.
15. Design Allowance to Drawing, Design Staff – as recommended by Fifth CPC.
16. Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W, P-Way, Works & Bridges and S & T Depots etc., to meet with the additional workload in these areas.
17. 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.
18. 2 AC Class Pass to all JEs – *at par with other Depts. & as per 6th CPC irrespective of Date of appointment* for the class of eligibility as per recommendation of Sixth for AC 2 tier travel facility for posts carrying Grade Pay from Rs.4200 & above
19. Travel entitlement should be as per Grade Pay without differentiation of date of appointment since as per SCPC – Grade Pay reflects the status of an employee.
20. Inclusion of both dependent Parents (father & mother) in Privilege Pass - as Parents are the responsibility of employee and part of family as per Indian culture.
21. Three financial Up-gradings under Modified system of ACP after every 8 years of service in a grade at par with Armed Forces.
22. Financial up-gradation under MACPS as per cadre hierarchy.
23. Counting of initial Training period for the financial up-gradation under MACPS.
24. Promotion earned through LDCE (Intermediate Apprentice JEs) should not be counted for Financial up-gradation under MACPS but a regular initial appointment.
25. Exemption of all allowances from Income Tax - As recommended by Fifth CPC since the allowances are granted to compensate factors like prize rise & erosion of real wages.
26. 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 and I.T. cadres etc.*
27. 2.66 times uniform increase in Transport Allowance of the sum of pre-revised TA & CCA for those in pre-revised scales upto Rs.7450-11500, as done in the case of scales placed in PB-3 with grade pay of Rs.5400 and above.
28. Restoration of CCA and payment thereof @ 10% of basic pay.
29. Uniform Training Period & Stipend of Trainee J.Es. of all Departments.
30. Cadre Restructuring of JE, SE & SSE of Drawing, Design Office at par with other Technical Supervisors / Engineers, due to their common recruitment qualifications as Diploma in Engineering, common training and vital job content & multi-skilled job requirement.
31. 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.
32. 20% of Pay as P.C.O. Allowance to P.C.O. Staff including J.Es, SEs & SSEs.
33. Separate Pay Commission or Wage Board for Railways – in view of peculiar nature of working conditions on Railways.
34. Incentive Bonus to S.S.E. in Workshops & Production Units without any deduction for Leave or Holidays or for training or out station duty – as the same is linked with Basic Pay and does not fully compensate for the Incentive Bonus based on Hourly rates like the other staff.
35. 30% Special Heavy Duty Allowance to Track Temping Staff & Engineers. *(As recommended by Sub-Committee of Railway Board as long back as in 1996).*
36. 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.
37. Amendment of HOER & Factories Act to compensate for actual number of extra hours put in.
38. *Withdrawal* of following non-technical duties from JEs, SSEs for full concentration and effective utilization of Technical Supervisors in technical jobs only:
i) Custody of Stores
ii) Boxing, Disbursement & witnessing of wages; and
iii) Witnessing of GA attendance card punching etc.
39. 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.
40. Compensatory Rest or Honorarium / Overtime Allowance to SSE for putting in additional working Hours or for working on Sundays and Holidays.
41. Provision of proper Man-Power - as per yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
42. De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
43. Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
44. “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.

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RESOLUTIONS OF DEMANDS (Continued from previous page)

45. Extension of Factories Act to Sheds and Open Line Depots.
46. Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisor as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
47. No written tests for promotion to Group 'B' Cadres for bringing uniformity in the system since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways and Junior Engineers to Assistant Engineers (Group 'B' or Group 'A') in other Central Government Departments or in the State Government Services.
48. Redesignation of left out category of Diploma Engineers / Engineering Graduate as JE & SSE / AE - including DMS as JE & SSE) / AE (Material Management) & CMS as JE & (SSE) / AE (Chemical / Metallurgical).
49. National Holiday Allowance at double the rate of wages to JEs, SEs & SSEs for working on National Holidays & Sundays OR one month's additional salary, in a year, to the Open Line staff - for working on Sundays and National Holidays etc.
50. Restoration of Family Planning Allowance equal to one annual increment (3%) of mean value of the Pay Band plus the Grade Pay attached to the post.
51. Restoration of six advance increments for acquiring additional professional qualifications (*like AMIE Section 'A' & 'B' etc.*) - *instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways (on account of additional qualifications).*
52. 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.
53. 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 without affecting the seniority of the *existing incumbents*.
54. Eligibility of Half C.L. for Saturdays (where Saturdays are half working days).
55. Payment of Night-Duty Allowance for full period of 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 sunset.*
56. Grant of Medical Allowance of at least Rs.1000 pm to all serving and retired employees who opt out of medical facilities of the Railways or residing beyond 2 km from Railway Hospital.
57. Cashless Medical treatment in Government & Recognised Private Hospitals, for self & dependants, in case of emergency.
58. Inclusion of both dependent Parents (father & mother) for Medical treatment.
59. Counting of 20 years of service as qualifying service for full pension w.e.f. 1.1.2006, instead of 1.9.2008.
60. No reduction in Commutation value of Pension – as resorted to after Sixth CPC.
61. 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.*

62. Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, motivation & improved productivity.
63. Grant of Transport Allowance to those availing RCP (for self, spouse or wards), as campus & distance restrictions have now been removed after Sixth CPC.
64. 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.
65. a) Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes, Supervisors' Institutes, Training Schools & Supervisors Hostels etc.
- b) Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare – as bulk of the Funds under combined head for "Officers & Supervisors" of SBF are at present diverted & utilized for Officers – in the Officers' Clubs, Officers Rest Houses & Holiday Homes etc.

RESOLUTION ON LINE OF ACTION

This all India Conference of Rail Engineers & CGB Meeting of INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION is deeply constrained due to the great injustice done with the Engineers / Technical Supervisors both by the SCPC as well as by the Railways, in spite of repeated representation at all levels. The Conference, once again called upon the Government and the Railway Board, to accept the genuine demands of the Engineers on the Railways. *CGB authorized the President & the General Secretary IRTSA to decide the line of action as per situation and advise all concerned accordingly.*

NEW OFFICE BEARERS -**ELECTRICAL SUBUNIT IRTSA, PERAMBUR**

President : Er.Nunaram Tudu, SSE/E/RH/PER
Vice-President: Er. Munirathinam, SSE/E/CW/PER, Er. K. Alexander, SSE/TLW/PER
Secretary: Er. V. Sunil Kumar, CI/ETC/EW/PER
Treasurer: Er.Laxmanan, SE/E/LW/PER
Org Secretary: Er.M. Nedunchezian, SE/DLX/CW/PER
Advisors: Er.R.Sekar, SSE/TLW/CW/PER, Er.P.Muralikrishna, SSE/EW/PER, Er. K. Rajendran SSE/Drawing, Er.P. Maheswaran, SSE/DLX/CW/PER
Jt Secretaries: Er.M.Radhakrishnan, SE/DLX/CW, Er.J.Dhanasekaran, JE Gr.I/E/CW, Er.P.R.G.Venkateswara Rao SE/EW, Er.Tamil Selvan, JE Gr.I/DRG
Asst. Secretaries: Er.M. Subramanian, SE/TLW/CW, Er.B.K. Pradhan, SE/TLW/CW, Er.A.Ilamparithyan, JE Gr.II/DLX/CW/, Er.V. Bijoymon, JE Gr.II/DLX, Er.Sathyavathy, SE/E/CW/, Er.Dhananjay, JEGr.II/E/CW, Er.Hemant Kumar Sharma, JEGr.II/EW, Er.S.Venkata Narasiah, JE Gr.I/EW, Er.J. Ravichandran, JE Gr.I/AC/EW, Er.Frank Russel Joseph, JE Gr.II/ETC/, Er.E.N.Sreedharan, SSE/Safety, Er.R. David Kumar, SSE/Drawing, Er.V.R.,Anantharaman, SE/OW, Er.Dinakaran, JE Gr.II/OW, Er.Sijed Bhaskaran, JE Gr.II/E/RH, Er. Suma, SE Gr.I/LTL, Er.N. Sreenath, JE Gr.II/LTL, Er.G. Chandrasekaran, JE Gr.II/E/LW, Er.Khilawan Singh Kanwar JE Gr.II/E/LW

CENTRAL EXECUTIVE COMMITTEE (C.E.C)- IRTSA (2009-10) Elected by CGB on 04 / 05.12.2009

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 Floor, Rama Nagar, Anna Nagar, West Ext. Chennai-600101.	04426564747
4	Wkg. President	Er. Kalyan Banarjee	St. No. 63, Qrs. No. 8A CLW, Chittaranjan- 713331, W.B.	03412528577
5	Sr. Vice President	Er. Darshan Lal	148-A, Type-IV, RCF Colony, Kapurthala, 144602	09463183922
6	Sr. Vice President	Er. S. Rahman	529,GA-12,Friends Colony,Vikas Nagar,Sec.-7,Lucknow-226001	09415002830
7	Sr. Vice President	Er. Munuswamy	7-55-A, Sidco Nagar, Villivakkam, Chennai-600049.	09444484706
8	Sr. Vice President	Er. Krishna Rao	4-44-3, 8 th Street, Habisguda, Hyderabad-500007(04027153986)	09989653968
9	Sr. Vice President	Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	09884401828
10	Sr. Vice President	Er. Antony Lasrado	302-3 rd Block, Hariraj Apts, Kotara Chowki, Mangalore -575006	09448434491
11	Vice President	Er. Narmada Rao	SSE Electrical, SC Rly Workshop, Lalaguda, Secundrabad-500017	
12	Vice President	Er. Tamil Maran	109-Venkateshwar Nagar, Kolathur, Chennai-600 099	04426505895
13	Vice President	Er. Soami Dass	SSE Diesel, N. Rly Loco Workshop, CharBagh, Lucknow-226001	
14	Vice President	Er. Subir Roy	23/21 M.M. Railway Colony, M.M. Joshi Marg, Lower Parel, MUMBAI-400013	09869239723, 09820927301
15	Vice President	Er. B. K. Parshad	St. No. 9, Qtr. No. 96, PO- Chittaranjan-713331	09434123105
16	Vice President	Er. Bijay Kumar Mandal	SE, HTS, E. Railway Workshop, Jamalpur (Mongyr)-811214	
17	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 e-mail - gsirtsa@yahoo.com	01722228306 09569631598
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-600082. E-mail: rameshirtsa@yahoo.co.in (04426710007)	09003149578 09444100842
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 09002029641
22	Jt Genl. Secretary	Er. P.K.Shukla	37, Uphar Eldeco Colony, Udhyan, Jail Ropad, Lucknow-226001	05222446289
23	Jt Genl. Secretary	Er. S. N. 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.B.D.Adhikary	Street 84, Qtr No. 23/9B, Chittaranjan- 713331	09434003451
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. V.Suresh	1063/103 II main,8th cross,Vidyaranyaapuram, Mysore 570008	09731667474
30	Jt Genl. Secretary	Er.V.B.Narayanan	1, Nerhu Road, Anna Nagar, Pammal, Chennai – 600075	09003149359
31	Jt Genl. Secretary	Er.Sujith Kumar	New No.67, St. no 37 St Anthony St, GKM Colony, Chennai-600082	09444905357
32	Jt Genl. Secretary	Er. Malik Basha	264 / 62 F.No, 512, NPL Anjali Apt, MTH Road, Villivakkam Chennai	09444176439
33	Jt Genl. Secretary	Er.G.RaviShankar	B-3 Sushmita Court 27- 184, II street, Samdhriaya Colony, Kolathur, Chennai-600099	0944459309
34	Jt Genl. Secretary	Er.Vinod Mishra	CI/ETC, Mahalaxmi Work shop, Mumbai - 400013	09699380287
35	Jt Genl. Secretary	Er. K. P. Chari	SSE Bogie Shop, SCRIY Workshop, Lalaguda, Secundrabad-500017	
36	Jt Genl. Secretary	Er.Harinder Singh	RCF 107 D-Type IV, RCF Township, Kapurthala 144602	09417167550
37	Jt Genl. Secretary	Er. Surjit Singh (SE)	337-A Type-III RCF Colony, Kapurthala-144602	09888520415
38	Jt Genl. Secretary	Er.R.C.Mohanti	48, AB club Road East Colony, P.O.Jamalpur, Dist Mungyer -811214	09771447464
39	Jt Genl. Secy.	Er. Aranga Nathan	10, Veerapathirasamy street, Nethaji Nagar Extn. Villivakkam, Chennai	09382757565
40	Jt Genl. Secy.,Fin.	Er. Ansar Khan	3 W-33, Kuri Bhagatsani, Housing Board, Jodhpur-342008	
41	Jt Genl. Secy.,VRE	Er. M. Selvaraj	4, Kenaich Chetty Street,Venkatapuram,Ambatur,Chennai-600053	09444284961
42	Jt. Get. Secretary	Er. Nirmal Chandran	A-5, Sterling Lotus Apts, 11 th Street, Korathur, Chennai-600080	09884085065
43	Org. Secretary	Er. Ashoke Chowdhury	Room No.14, Hostel No1,TTC ,CLW Chittaranjan – 713331	09434123105
44	Org. Secretary	Er. K.L. Vinod Kumar	1588-44-Srirampura, 2 nd Stage, Mysore-500023	09448253319
45	Org. Secretary	Er. Raja Parbhakar	27, VII Street, 2 nd Cross, VaishnaviNagar, Chennai-600109	09840899954
46	Org. Secretary	Er.Rajesh Jatana	130-A, Type-IV DS, RCF, Kappurthala-144602	09779243118
47	Org. Secretary	Er. Sai Bal Deb	3 P.K. Chaterji Street, Liluah (Distt. Howarah)	03326453436
48	Org. Secretary	Er.E.Ramakrishnan	SSE, Carriage, CRS, SC Railway, Tirupati - AP	
49	Org. Secretary	Er. R. B. Ram	SSE/MW/ NW.Rly. Workshop, Jodhpur-342008	
50	Org. Secretary	Er. B. Kishore	SSE, Electric Loco Shed, SC Rly. Vijaywada - (AP)	09848162241
51	Org. Secretary	Er.R.P.Sharma	SSE – CCWI(Coaching) C & W Inspection Cell, NWRIy DRM Office, Jodhpur - 342003	09001198419
52	Org. Secretary	Er. E. Ramesh	22, VV Koil Street, Kodaperi, Tambram, Chennai-600045	09841018415
53	Org. Secretary	Er. B. K. Ramachandran	3031, Vasinavi street, Kaliammal Nagar, Thirmullaivoyal, Chennai-	09003060420
54	Org. Secretary	Er. Y. R. S. Benarjee	2A, Seeyalam 2 nd street Extn, Villivakkam, Chennai-600049	09884401834
55	Org. Secretary	Er.V.Natarajan	New.25, old.1, Mariappa Mudaliar Lane, East Andar St, Trichy-620002	09444294143
56	Org. Secretary	Er.V.Sunil Kumar	1175A, 1 st Main Raod, Poompuhar Nagar, Kolathur, Chennai-	09003160346
57	Org. Secretary	Er. Chander Shekhar K.	# 202 Sarvodya Residency, Tulasi Nagar Colony, Golnaka, Amberpet Road, Hyderabad-500013	09290019778
58	Org. Secretary	Er. Rama Krishna murthy	SSE Corrosion, Carriage Repair Workshop, Triputy	
59	Org. Secretary	Er.N.Baskar	494.F, Railway Colony, Erode – 638002	09003956715
60	Org. Secretary	Er.R.M.Parmar	17, Gayathri Park Society, Near Abilasa Cross Road, New Sama Road, Varodra – 390008	09724098324
61	Org. Secretary	Er. Baldev Raj	319 - E – Type III RCF Colony, Kapurthala-144602 (Pb.)	09855080286
62	Org. Secretary	Er.SHAHJI	SSE, Central Workshops, S.W.Railway Ashoka Puram, Mysore South Karnataka.570008	09731667413

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63	Org. Secretary	Er.Lal Sahab	SSE (IM), ER # 781 A, Kent Road, Jamalpur (Minghyr) Bihar	09771447955
64	Org. Secretary	Er.O.P.Srivastava	C-2/130 Sec F Extn LDA Colony, Kanpur Road, Lucknow-226012	09335605712
65	Org. Secretary	Er. Ram Singh Yadhav	SSE / CR Repair Shop, NE Railway Workshop, Izatnagar UP - 243122	
66	Org. Secretary	Er. Debashish Mukerjee	SE, Eastern Railway Workshop, Lilluah (WB)	
67	Org. Secretary	Er. K.K. Srivastava	MD1/192, Sector-9, LDA Colony, Kanpur Road, Lucknow-226012	09335217898
68	Org. Secretary	Er.Satish Sharma	SSE, C & W Workshop, N. Rly. Jagadhari Workshop-135002	
69	Member CEC	Er.R.K.Mondal	SE Diesel, N.Rly. Loco Workshop, Charbagh, Lucknow - UP	
70	Member CEC	Er.K.K.Singh	SSE (GIF), E. Railway Workshop, Jamalpur (Minghyr) Bihar	09431613643
71	Member CEC	Er.H.S.Srivastava	SE Diesel, N.Rly. Loco Workshop, Charbagh, Lucknow - UP	
72	Member CEC	Er.B.S.Bedi	SSE, Black Smith Shop, N. Railway Workshop, Amritsar-143001	09815008395
73	Member CEC	Er. Surendar	SSE, Carriage, Lalaguda workshop, Secundrabad- 500017	
74	Member CEC	Er. Ramesh Chawdhari	SSE (AC Elect.Shop), NW Rly Workshop, Jodhpur-342008	
75	Member CEC	Er. Rajiv Bhardwaj	112 A, RCF Colony, Kapurthala (Punjab)	
76	Member CEC	Er. Jogtar Singh	323- E, RCF Colony, Kapurthala-144602 (Pb)	
77	Member CEC	Er.M.P.Rafeek	JE, Office of SSE/C&W Southern Railway, Shoranur , Kerala	09446829977
78	Member CEC	Er.A.V.Praveen Kumar	Rly Qtrs No.30, Railway Colony, Mangalore - 575001	
79	Member CEC	Er. J.Ramesh Babu	F-1, B.K.Apart.ents, No19-North Park Street, Venkatapuram, Chennai-600053	09444148045
80	Member CEC	Er.Viswambaran	SSE/TL, 144/F, Railway Qtrs. Thampanoor, Trivandram – 695001	09746769306
81	Member CEC	Er.S.Gamathi Shankar	2, Brahmin lane, saidapet, Chennai-600015	09003060422
82	Member CEC	Er. Krishna Babu	83,A-Sivarajpet, Thirupathur , Vellore Dist, 635601	09360775450
83	Member CEC	Er. E.Raju	3/282, Raghva Nagar, Illrd main Road, Ever green flat, Madipakkam, Chennai-600091	09444177045
84	Member CEC	Er. Mehaboob Basha	1/11, Welcome cly, Annanagar west ext. Chennai -600101	09003149658
85	Member CEC	Er.N.Balakrishnan	7, Adinath Nagar, Kolathur, Chennai-600099	09003149544
86	Member CEC	Er.R.Sekar	37, 1 st main Rosd, Jayalakshmi Nagar, Thirumullaivoyil, Chennai-62	08056050146
87	Member CEC	Er.R.Ravi	No.1, Swamiprabhu Pada, Srinagar Colony, Thirumullaivoyil, Chennai-62	08056050137
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90	Member CEC	Er.Ravinranath	SSE/C&W Depot/S.W.Railway Bangalore.Karnataka	9731666419
91	Member CEC	Er.Sanjay Kumar Jain	SE Train Lighting, W.RLY. BG, Ahmadabad	0942705023
92	Member CEC	Er. Anthony Frances	SE/ PCO, EMU Workshop, W.Rly. Mahalaxmi, Mumbai-400056	
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96	Zonal Secy. (SCR)	Er.G.Krishna Rao	4-44-3, 8 th Street, Habisguda, Hydrabad-500007, (04027153986)	09989653968
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98	Zonal Secy. (NFR)	Er. K.K. Deb	Vidhan Pali , Jaljhulia, Malda-732102 (WB) . Mobile:	03512269556
99	Zonal Secy. (NR)	Er. B.D.Mishra	SSE, N.Rly Loco Work shop, Charbaghyu -	09415781388
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101	Zonal Secy. (SER)	Er. Randhir Chakraborty	287, 4-II Avenue, South East Railway Colony Kharagpur, 721301	09434259641 03222224767
102	Zonal Secy (DLW)	Er. T.D. Singh.	Bhaskar Nagar, Hasanpur Manduadik, Varanasi- 221104	09335311338
103	Zonal Secy (CLW)	Er. Goutam Maji	St. No. 63, Qrs. No. 8A CLW, Chitaranjan- 713331, W.B.	03412528577
104	Zonal Secy (ICF)	Er. K.V. Ramesh	G-3 Likith Homes, 3 Lakshman Nagar, West Street Peravelur, Chennai-82 . e-mail: rameshirtsa@yahoo.co.in	09444100842 04426710007
105	Zonal Secy (RCF)	Er. Myank Bhatnagar	114-D RCF Colony, Kapurthala-144602	9872029079
106	Zonal Secy (RWF)	Er. Kaushla Kumar	303D West Colony RWF, Yalahanka, Bangalore-560064	09449054893
107	Zonal Secy (DMW)	Er. Rajinder Singh Ankhi,	1016/II, Urban Estate, Patiala-147003 (PB.)	09779582245
108	Zonal Secy (NWR)	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008	02912643123
109	Zonal Secy (SWR)	Er. Antony Lasrado	302-3 RD Block, Hairaj Apts, Kotara Chowki, Mangalore -575006	09448434491
110	Zonal Secy (SECR)	Er. DK Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)	09907475771
111	Zonal Secy (CR)	Er. M.M.SHAIKH	S&T Railway Workshop, Byculla, Mumbai-400 027	09867223528
112	Advisor	Er.K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	09444357733
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117	Er.S.Kamaraj	105/2, West Colony, Integral coach Factory, Chennai - 600038	
118	Er. R. Sri Ram	95, 7th Cross Street, Srinivasa Nagar, Kolathur, Chennai-600099	09003149577
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HIGHLIGHTS OF VISION 2020 INDIAN RAILWAYS
Presented to the Parliament by Railway Minister
Km. Mamata Banerji, on 20.12.09
(AN IRTSA COMPILATION)

VISION 2020 will address four strategic national goals:

- ❖ Inclusive development, both geographically and socially;
- ❖ Strengthening national integration;
- ❖ Large-scale generation of productive employment; and
- ❖ Environmental sustainability.

BASIC APPROACH

1. Growth with Jobs and not Jobless Growth. Productive employment opportunities must be created for all able-bodied Indians, especially for our youth and preferably in their own habitats.
2. Reducing hazardous carbon emissions that have triggered climate change.
3. Gross Revenue of the Indian Railways has remained at a level of around 1.2% of India's GDP over the last 10 years. Our Vision is to take it to 3% in the next 10 years.
4. Segregation of freight and passenger services, creation of adequate capacity and raising of speeds of both services would be a key challenge if Indian Railways are to retain their market share and improve upon it.
5. To realize this potential, the Indian Railways must achieve annual growth of 10% over the next 10 years. Vision proposes to add 25,000 kms of New Lines by 2020, supported by government funding and a major increase in Public Private Partnerships (PPPs). This includes the completion of the backlog of 11,985 kms of lines already sanctioned.

CAPACITY AUGMENTATION

6. Major augmentation of capacity through doubling and quadrupling of lines, complete segregation of passenger and freight lines on High Density Network (HDN) routes, substantial segregation on other routes, and electrification on busy trunk routes.
7. More than 30,000 kms of route would be of double/multiple lines.
8. More than 6,000 kms would be quadrupled lines with segregation of passenger and freight services into separate double-line corridors.
9. Maximum speed of passenger trains would be raised from 110 or 130 kmph at present to 160- 200 kmph.
10. Maximum speed of freight trains would be raised from 60-70 kmph to over 100 kmph.
11. Gauge conversion programme would be completed.
12. 33,000 kms of routes would be electrified.
13. At least 4 high-speed rail projects to provide bullet train services at 250-350 kmph.
14. India's National Highway network comprising 2% of the country's road system carries 40% of the traffic and is already under strain. Finding land to meet the ever-rising requirements of road expansion and resources to meet the rising cost of fossil fuels will impose prohibitive costs on the economy.

SAFETY

15. At level crossings which account nearly 70% of fatalities in Railway accidents, advanced technologies will be used.

16. Road transport accounts for a significant share of the emission of greenhouse gas (CO₂) and other pollutants. In the year 2007, more than 1,13,000 people were killed and 5,13,000 were injured in road accidents in the country.

17. In contrast, Indian Railway's safety record has been very impressive, and improving. In the year 2008-09, there were 177 accidents (down steadily from 320 in 2003-04) and 207 persons were killed. With well-planned and directed investments, Railways can be made virtually accident-free.

PASSENGER SERVICE

18. By 2020, Railway's passenger services would be transformed from a supply- constrained business to a state of availability on demand. Quality of services in terms of punctuality, safety, security, sanitation, cleanliness and amenities at stations and onboard, catering and other value- added services (pre-boarding and post -disembarkation) would be upgraded to match the best in the world.

19. Number of passengers carried by IR will grow from 8200 million in the year 2011-12 to 15180 million in the year 2019-20 and Passenger KM in billion will grow from 1100 to 2360 during the same period.

20. The trunk routes of the railways comprising merely 16% of the network carry more than 50% of the traffic.

21. Improvement of speed to 160-200 kmph on segregated passenger corridors would be necessary.

22. Introduction of new suburban trains in Mumbai with regenerative braking features saving up to 35-40% of the energy.

23. For the development of Metro rail service a separate Indian Railways Metro Development Authority could be formed for this purpose.

24. Production of passenger coaches must go up from the present level of 2500 per annum to at least 5000 per annum within the next 3 years to begin with and further to 10,000 per annum. It will not only satisfy the demand for rail travel fully in the country but also make India an export hub for modern passenger coaches.

25. Delhi-Mumbai and Delhi-Kolkata will become an overnight service.

26. Induction of light-weight stainless steel coaches, Double-decker coaches and longer trains, Increased production of high-horse power, fuel-efficient diesel locomotives and Induction of new-generation locomotives and rolling stock

27. Saving up to 15% of energy through a improved energy efficiency in both traction.

28. Annual reduction of 0.14 million tonnes of CO emissions.

29. Journey on Indian Railways pleasant- fast, punctual, comfortable, clean, and, indeed, memorable.

30. It will be our endeavour to see that no train traveller has to wait for more than 5 minutes for getting a ticket even in the unreserved category.

31. For the year 2008-09, estimated losses on passenger business amounted to roughly Rs.14,000 crore, a loss of 18 paise per each passenger kilometer run (more than 40% of the cost) is not sustainable.

Continued on next page

Highlights Vision 2020 (Continued from previous page)**FREIGHT TRAFFIC**

32. Freight services would be transformed by segregation of freight and passenger corridors, construction of dedicated freight corridors, improving the speed of transit, cost-efficiencies in bulk transport and meeting the needs of customers in terms of service delivery, logistics services, transit time and tariff.
33. Originating freight loading will increase from 1010 MT from the year 2011-12 to 2165 MT in the year 2019-20 and Net Tonne KMs in billions will increase from 656 to 1407 during the same period.
34. The Vision targets a significant reversal of the erosion of market share, lost to the road sector in the past, and will take Railway's share in the freight movement from 35% at present to at least 50%.
35. Annual procurement of wagons would go up from the level less than 25,000 wagons now to a level of round 75,000 wagons in four wheeler units.
36. Two Dedicated Freight Corridors on the Eastern (Ludhiana-Dankuni) and Western (Mumbai-Delhi) routes would be operational well before 2020.
37. Plan to start work on four more DFCs, namely North-South (Delhi to Chennai) and East-West (Howrah to Mumbai Southern (Chennai to Goa) and East-Coast (Kharagpur to Vijaywada).
38. In Parcel service five fold increase in ten years from the present level of around Rs. 1600 crore per annum.
39. Heavy-haul freight operations are common in USA, China and Russia with trains carrying in excess of 20,000 tonnes each compared to 5000 tonnes in India.

TELECOM & IT

40. Railways can also think of launching a separate TV channel to disseminate information and earn revenues through advertisement.
41. Tap revenue generation potential in the telecom and IT sector, using the 64,000-kmlong 'right of way' for laying optic fibres, signaling towers and other infrastructure assets that Indian Railways owns.

TECHNOLOGICAL EXCELLENCE

42. Design of modern coaches including Double Decker coaches.
43. Re-design of second class coaches to make them more comfortable.
44. Design of high-capacity wagons.
45. Reduction in cost of operations by enhancing productivity and asset life.
46. Track, signaling and rolling stock including predictive and diagnostic tools, anti-collision devices and protection of level crossings for improvement in safety and reliability of operations to achieve zero accidents and zero failure in equipments.
47. Raising the speed of trains.
48. Improvement of the interface with passengers and freight customers.
49. Ticketing through mobile phones.
50. Improvement of control and voice/video communication to aid IT applications across the Indian Railways.
51. A satellite-based train tracking system to provide real-time information on train location and other train related information to passengers through a variety of devices including mobile phones.
52. Green toilets in all coaches.

53. Mechanical cleaning of trains, stations and platforms with requisite training to railway employees to use technology for maximum recycling of water.
54. Waste management, with the aim of achieving "near-zero waste", by adopting the principle of 3-Rs - Reduction, Recycle and Reuse.

ORGANIZATIONAL REFORMS

55. Railway research centres should attract hundreds of young and talented persons with fresh minds, ready to tackle the most difficult challenges
56. Our Vision is not to privatize but to enhance the effectiveness and accountability of the Railway organization through necessary reforms at all levels of Indian Railways within the Government framework.
57. As a Government organization, we are proud of the 1.4 million committed and dedicated employees of Railways.
58. As a corporate policy, Indian Railways has set itself a goal of 1% reduction in the sanctioned strength per annum, assuming a 3% annual natural attrition, to reach an equilibrium level of right-sized staff-strength

INVESTMENT

59. It has been tentatively assessed that 64% of the investment of roughly Rs.14,00,000 crore needed for augmentation of capacity, upgradation and modernization of Railways in the next 10 years could be mobilized by Railways through surpluses from high growth in freight and passenger traffic, supported by prudent borrowing and use of PPP initiatives.
60. Need for Government to set up an Accelerated Rail Development Fund (ARDF) to finance the remaining 36% to the tune of Rs. 5 lakh crore to be spent over the next 10 years.
61. The shelf of ongoing projects is huge and Railways would require resources of the order of more than 1,43,000 crore to merely complete the projects on hand.

PUBLIC PRIVATE PARTNERSHIP

62. To achieve the mammoth task Railway has set itself, it has to concentrate on its core activity of creation of railway infrastructure and operations and forge partnerships with private sector to do the rest. The challenge of project execution and efficient provision of service can not be accomplished without involving private sector in a big way.

(Compiled by K.V.Ramesh, Zonal Secretary/ICF & ACT, IRTSA)

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HIGHLIGHTS OF FIRST MEETING OF NATIONAL ANOMALIES COMMITTEE

(Compiled by K.V.Ramesh, Zonal Secretary/ICF & ACT – IRTSA)

The first meeting of the National Anomaly Committee was held on 12th December, 2009

1. Fixation of Pay in Revised Pay Scale:

As per Clause (A) (ii) of Rule 7 (i) of Revised Pay Rules 2008, the Pay fixation for the pre revised basic pay of Rs.5600 in the scale of Rs.5000 – 8000 should be (Rs.6500 X 1.86 = Rs.12090) + Rs.4200 GP = Rs.16290, instead of (Rs.5600 X 1.86 = 10420) + Rs.4200 GP = Rs.14620 (As per Clause (A) (i) of Rule 7(i) of Revised Pay rules 2008)

After some discussion, the official side stated to have a re-look into the matter.

2. Option

First option exercised within three months may not be treated as final and the employees be permitted to revise the option within six month of the date of exercising the first option.

Option exercised by the officials under F.R. 22(I)(A)(1) on promotion has been restricted to only first promotion, which appears to be unreasonable.

The official side has agreed to allow another option.

The official side has agreed to examine whether the above option can be allowed to cover all promotions.

3. Date of Next Increment

Persons, whose increment falls between 1st February and 1st June, 2006 may be given one increment on 1.1.2006 as a one time measure.

Official side agreed to issue orders to cover those in service between 1.1.2006 and 1.7.2006 as a one time measure.

It was pointed out by the staff side that they have made the suggestion for a one time measure on the specific understanding that Rule 9 of the Revised Pay Rules 2008 has no application in the fixation of increment date in future as in those cases, the Fundamental Rules will have the application.

The official side after some discussion agreed to reconsider the issue in the light of the contention made by the Staff Side.

4. Benefit on Promotion

Staff side proposed that minimum benefit on promotion should not be less than 10% of the Pay+Grade Pay of the feeder post.

Official side will further discuss the issue outside the forum of Anomaly committee.

5. Fixation on Promotion

On promotion to the higher grade, pay of an employee should be fixed appropriately and in any case it should not be less than the entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 for the post.

The Official Side agreed to issue enabling orders in the matter. (Anomaly of senior promotee SE/SSE in the GP Rs.4600 fixed less pay than Junior Direct entrant who joined later will be removed.)

6. Refixation of pension / family pension.

Since re-fixation of pension has been allowed both under paras 4.1 and 4.2, they should both be covered in para 9 of the OM. It is requested that para 9 of the said OM may be revised including both paras 4.1 and 4.2 thereof.

Orders have been issued vide O.M.dated 12th and 14th September, 2009.

7. Anomaly in pension for Government Servants who retired/Died in harness between 1.1.2006 and 1.9. 2006

The Govt. servants who have retired on or after 1.1.2006 but before the date of issue of this F.No. 38/37/08-P&P(W)(A) dated 2nd September 2008 have been debarred from the benefits of the same. They will be governed by the rules/ orders which were in force immediately before coming into effect of these orders.

Orders are under issue.

8. Parity in pension of all pre -1996 retirees with those who retired on or after 1.1.2006

After detailed discussion, the official side agreed to consider the issue once again.

9. Other Issues: Other left out items shall be discussed in the next meeting.

RAILWAY BOARD & GOVERNMENT ORDERS

1. Sub: Grant of Children education allowance & Hostel subsidy to Railway employees clarification reg.

Ref: Rly Board letter No.E(W)2008/ED-2/4

Please refer to Railway Board's letter of even number dated 1.10.2008 followed by Board's letter of even number dated 19.12.2008, 4.5.2009 & 10.6.2009 containing revised policy instructions/clarifications on Children Education Allowance and Hostel Subsidy admissible to Railway servants based on the recommendations of Sixth Pay Commission.

Further clarification in respect of reimbursement of Hostel Subsidy, as advised by DOP&T are circulated for information of all concerned.

Point of Doubt/clarification	Comments
1. Whether reimbursement of Hostel subsidy upto a maximum limit of Rs.3000 per month per child subject to maximum of 2 children is applicable for those employees only, who because of their transfer, in administrative interest, are obliged to keep their children in the hostel of residential school away from the station at which they are posted or in all cases irrespective of their transfer/posting.	Hostel subsidy is reimbursable to all Govt. employees for keeping their children in the Hostel of a residential school away from the station they are posted/or residing irrespective of any transfer liability.
2. Whether the DOP&T's OM dated 2.9.2008 supersedes all earlier orders on the subject of Hostel Subsidy?	The OM No.12011/03/2008-Estt. (allowance) dated 2.9.08 has been issued in suppression of all earlier orders.

2. Sub: Reservation of Railway passes – Revised Guidelines.

Rly Board letter No.94/TG-1/20/P/14 Dated 30.10.2009.

The undersigned is directed to refer to AIRF's letter No. AIRF/82(238) dated 12.9.09 on the subject quoted above and to state that the instructions issued vide this office letter dated 28.8.09 do not stipulate any new condition in this regard but are more liberal than the earlier instructions which were in force.

As per earlier instructions, the holders of privilege/post-retirement complimentary passes could make fresh reservation only if the earlier reservations are cancelled three days before the departure of train, required approval of the officer of commercial/operating Department.

(Continued on Next page)

ORDERS ON STAFF MATTERS (Continued from previous page)

No reservation was allowed in case the cancellation was made less than 24 hours before departure of train except in case of RAC/waitlist tickets as provided in para 624 of Indian Railway Commercial Manual, Volume-1.

Hence, it is clear that the existing instructions are more liberal as compared to the earlier instructions. Attention is also invited to para (vi) of Commercial Circular No.39 of 2009 which stipulates that in such cases only the portion pass on which cancellation has not been done will stand utilized and not the entire pass. Further discretionary powers for allowing reservation on such passes has also been delegated to JA grade level officer. It may, therefore, be appreciated that adequate care of welfare of Railway employees as well as interest of Railways has been taken into account while framing these instructions.

3. Subject:- Children Education Allowance, Hostel Subsidy - Clarification.

Ref: No.12011/16/2009-(Allowance), Department of Personnel & Training, Dated 13.11.2009.

The undersigned is directed to refer to DOP&T OM No.12011/03/2008-Estt.(Allowance) dated 2nd September, 2008 on the above subject and to say that this Department has been receiving various references from Government servants, Ministries, Departments seeking clarification whether Vidyalaya Vikas Nidhi (VVN) charged by Kendriya Vidyalayas is reimbursable as per items detailed in para I(e) of the above mentioned OM. The matter has been considered in consultation with Ministry of Finance. It is clarified that Vidyalaya Vikas Nidhi charged by Kendriya Vidyalayas will also form part of para I(e) of the said OM and can be claimed for reimbursement under the scheme of Children Education Allowance subject to the annual ceiling of Rs. 12000 per child. Where Vidyalaya Vikas Nidhi has not been admitted for reimbursement in past cases, the same may now be considered for reimbursement, subject to the other conditions.

This Department has also been receiving references seeking clarification whether Children Education Allowance can be claimed in respect of any two children by Government Servants who have more than two children. It is clarified that Children Education Allowance is admissible for the two eldest surviving children only, except when the number of children exceeds two due to second child birth resulting in multiple births.

4. Encashment of leave

DoP&T NO.14028/3/2008-Estt.(L), Dated 16.11.09

The undersigned is directed to refer to this Department's O.M. of even number dated 25th September, 2008 on the subject mentioned above according to which encashment of leave in respect of central Government employees will be considered both for earned leave and half pay leave subject to overall limit of 300 days and in respect of encashment of half pay leave, no reduction shall be made on account of pension and pension equivalent of other retirement benefits. In case of shortfall in earned leave, no commutation of half pay leave is permissible

The order was made effective from the 1st September, 2008. The matter was reconsidered in this Department in consultation with the Department of Expenditure (Implementation Cell) and it has been decided to modify the date of effect of this Department's O.M. of even number dated 25th September, 2008 to "**01.01.2006 instead of 01.09.2008** subject to the following conditions:-

(i) The benefit will be admissible in respect of past cases on receipt of applications to that effect from the pensioners concerned by the Administrative Ministry concerned.

(ii) In respect of retirees who have already received encashment of earned leave of maximum limit of 300 days together with encashment of HPL standing at their credit on the date of retirement, such cases need not be reopened. However, such cases in which there was a shortfall in reaching the maximum limit of 300 days can be reopened.

(iii) Calculation of cash equivalent in respect of HPL at credit shall be made mutatis mutandis in the manner given in this Department's O.M. of even number dated 25.09.2008.

2. In respect of persons serving in the Indian Audit & Accounts Departments, this O.M. issues with the concurrence of the Comptroller and Auditor General of India.

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Er.B.Kishore	SSE/ELS/BZA	Working President
Er.N.V.Ramana Murthy	SSE/Coaching/LGDS	Zonal Secretary
Er.K.P.Chary	SSE/CB&UF Stores /LGDS	Treasurer
Er.Smt.Sirisha	SSE/CTR/LGDS	Org. Secretary
Er.K.L.N.Swamy	SE/Information cell/LGDS	Org. Secretary
Er.Syed Hussain	SE/KZJ	Asst. Secretary
Er.K.Rajashekar	SSE/MFT	Asst. Secretary
Er.D.Ramakrishna Murthy	SSE/CRS/TPTY	Asst. Secretary
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