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53RD ALL INDIA ANNUAL CONFERENCE & CGB MEETING OF IRTSA HELD IN STYLE & GRANDEUR AT BENGALURU - HOSTED BY RWF UNIT

**MINUTES OF 53RD ALL INDIA ANNUAL CONFERENCE
& CGB MEETING OF IRTSA HELD ON 25TH & 26TH
OCTOBER 2018 AT RAIL WHEEL FACTORY,
BENGALURU**

1) 53rd All India Annual Conference & CGB meeting of Indian Railways Technical Supervisors Association (IRTSA) was held on 25th & 26th October 2018 at Employees Institute, West Colony, Rail Wheel Factory, Yelahanka, Bengaluru. The grand annual event was well organized by the host Zone IRTSA / Rail Wheel Factory. Over 200 Delegates, Office Bearers & active Members of IRTSA participated in the meeting.

2) **Flag Hoisting:** On 25th October at 10.00 AM, Er. M.Shanmugam Central President IRTSA hoisted IRTSA flag amidst the slogans of "Rail Engineers Unity Zindabad" & "IRTSA Zindabad".

3) **Welcome on behalf of Hosts:** Er. Mruthyunjaya Bapat, Zonal Secretary IRTSA RWF, Er.Dayananda Rao, Staff Council Member and Er.Kushala Kumar welcomed the delegates from all over the country.

4) **Inauguration:** Com. Shiv Gopal Mishra, General Secretary / AIRF inaugurated the CGB by lighting the Kuthuvilakku (Lamp).

5) **Inaugural address by President IRTSA:** Shri M.Shanmugam welcomed all the delegates and Com. S.G.Mishra, GS/AIRF. He said that, he is addressing for 22nd time in the All India Annual Conference & CGB of IRTSA as Central President of this glorious organization. He recalled meetings with CRBs and Members of Railway Board happened many times. He fondly remembered many meetings with the then CRB Shri V.K.Agarwal. He also thankfully remembered his acquaintance with stalwarts of labour movements like Shri Keshav Kulkarni, Shri J. P. Chaubey, Shri Umraomul Purohit, etc. He said that he is very much thankful to Dr. M.Raghavaiah GS/NFIR & Com. S.G.Mishra GS/AIRF for extending their fullest support for IRTSA and for the cause of Technical Supervisors. He expressed his fullest hope to get very good result from the Incentive Committee, with three SSEs as its members i.e. Com. S.G.Mishra, Com. L.N.Pathak and Shri K.Gobinath.

6) **Welcome address by GS/IRTSA:** Er. Harchandan Singh, GS/IRTSA in his inaugural speech emotionally remembered the long Journey of IRTSA since 1965. He said that the objective of uniting the Technical Supervisors / Rail Engineers all over Indian Railways under one umbrella is achieved by IRTSA and is striving for the better service conditions and emoluments of the category.

He thanked both the Federations NFIR and AIRF for extending their fullest support to all genuine demands of IRTSA. He briefed about main demands like, Higher Pay Level, Grant of Group 'B' (Gaz), anomalies in MACPS, revision of Incentive, etc.

7) **Address by Com. S.G.Mishra GS/AIRF:** In his lengthy address Com. S.G.Mishra GS/AIRF narrated his long association with IRTSA. He said that he became member of IRTSA under the guidance of Harchandan Singh from the day he joined as Apprentice Mechanic in Northern Railways, from then onwards 'I am part and parcel of IRTSA' he said. He remembered 1974 Railway Strike where he and Harchandan Singh were jailed in Lucknow along with others. He said that IRTSA played a very vital role for the success of the strike. He said that even after formal withdrawal of strike, it was not withdrawn in Bikaner workshop, until jailed Senior Supervisors were released from the Jail. IRTSA in its many ups and downs supported AIRF with fairness and never functioned as a rival organization. IRTSA has always supported AIRF with its logical arguments not only for the cause of Technical Supervisors, but for the entire Railway men, he said.

Speaking on the main issues of Technical Supervisors GS AIRF said that SSE is the worst affected category in Railways, they didn't get any pay hike in any of the pay commission or anything out of cadre restructure. Joint committee of Railway Board initially agreed for placing 30% of SSE to Group 'B', which was reduced to 15%, subsequently to 3335 posts. Even upgradation of meager 3335 posts was not handled by Railway Board properly in getting the approval from Finance Ministry. 7th CPC had not rendered justice by refusing Group 'B' for SSE, he added that instead of deunionizing SSE, Railways should classify them as Group 'B'. Incentive committee has proposed only 1.2 times of existing incentive rates, which is not acceptable to AIRF and said that AIRF will put its fullest effort to get the rates of incentive revised and to get 30% of basic pay as incentive for SSEs. He also appreciated the hard work put up by Shri L.N.Pathak, Patron IRTSA as member of the incentive committee. He cautioned that Railway Board may not concede the

Continued on page – 3

**IRTSA WISHES TECHNICAL SUPERVISORS
RAIL ENGINEERS AND ENTIRE RAILWAY MEN
& THEIR FAMILY A
HAPPY & PROSPEROUS YEAR 2019**

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"SUCCESS COMES TO THOSE WHO BELIEVE"



Editorial

A VISION ON CAREER PLANNING OF TECHNICAL SUPERVISORS FOR RIGHT MOTIVATION

After 4 years of technical education, viz theory, lab work and projects/ internships, one finally becomes an Engineer. His specialization might be civil, mechanical, electrical, instrumentation, electronics or computers. Developing individual's career in the technical field begins by looking for good job opportunities in the core field. Indian Railways provides job opportunity to these fresh Engineers in the core transport sector in Pay Level -7 (PB-2 with the Grade Pay of Rs.4600) at the apex level of Group-C. Fresher's who come out successful in a stiff competitive examination with a lot of hopes on joining the Railways proudly, only to find that their career ends where it begins. The career of Junior Engineers also meets with the same ill-fated destiny of ending with one promotion to SSE. Without any vision on the career planning for its Rail Engineers / Technical Supervisors, Indian Railways lack in motivating this front line field managers who are directly responsible for safe, punctual and comfortable train operation 24 hours a day, 365 days in a year.

Different theories have been suggested for motivating employees. Pay is considered a primary motivator. Other key motivating factors including opportunity for advancement, appreciation of hard work, sense of achievement, responsibility and empowerment, sense of challenge and enjoyment. The opportunity for advancement in the form of career planning is completely not available to the Rail Engineers / Technical Supervisors, even though it had been discussed many times.

Fourth Pay Commission in para 23.9 recommended that a solution of the problem of stagnation should be found and adequate promotional opportunities should be available to employees as motivation for them to contribute their best in the discharge of their duties. At the same time, the system of career progression should be consistent with the functional needs and requirement of organization.

In para 23.10, Fourth pay Commission further stated that, there should be cadre reviews after a prescribed period with the view to identifying the grades / posts which could be upgraded taking into account their duties and responsibilities and consistent with the need to promote efficiency in administration.

DoPT in its guidelines for cadre review of Groups 'B', 'C' & 'D' cadres dated 23rd Nov 1987 issued on the basis of fourth pay commission recommendations stated that, Periodical cadre review is an important part of personnel management in the organization. It plays a vital role in the smooth functioning of the cadre and in keeping up the morale of its members. The main thrust of the cadre review should be on man power projections and recruitment planning on scientific lines aiming at the same time at rationalization of the existing cadre structure with the view to improving the efficiency, morale and effectiveness of the cadre. DoPT spelled out the following principles to govern the cadre reviews:

- An exercise for complete man power planning taking into account the annual intake at the entry level, maintenance needs and (projected) growth etc.

- Cadre review may be conducted on functional cum structural considerations with due regards to the duties & responsibilities to promote efficiency.
- Wherever yardsticks have already been laid down for provision of staff – (the same) should be taken into account.
- Cadre review exercise may be conducted periodically for all Groups 'B', 'C' & 'D' posts.
- Rationalisation of categories / grades through merger may also be considered.
- Cadre review exercise may be conducted after every five years.
- The primary authority for conducting cadre review for Groups 'B', 'C' & 'D' cadres will be of the cadre controlling authorities in the respective ministries.

Cadre restructure has been done on the Railways four times so far i.e. in the years 1984, 1993, 2003 & 2013. They didn't bring any positive result to the category of Technical Supervisors in the apex grade of Group C, since they had didn't follow the guidelines given by DoPT. Incumbents in the apex scale of SSE / CMS / CDMS / Sr.Er(IT) never got the benefit of cadre restructure exercise.

7th CPC recommended that in the category of Technical Supervisors in Railways there is some element of stagnation at the GP 4600 stage (SSEs), accordingly it is suggested that Railway Board should consider enhancing the number of posts in the next higher level. Railway Board has initiated a proposal to upgrade 50% of sanctioned posts in Technical Supervisors category to the Grade Pay Rs.4800. This proposal may give temporary relief, but not sufficient to eliminate stagnation.

Best solution will be doing combined cadre restructuring of Technical Departments including posts in Group A, B and C on Indian Railways. An employee recruited as JE should have the career avenue up to the level of JAG posts and Graduate Engineer recruited as SSE should have the career avenue up to the level of SAG posts.

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MINUTES OF 53RD ALL INDIA CONFERENCE & CGB OF IRTSA(Continues from page -1)

demands on Incentive revision without a show down, actions like 'work to rule'. He also warned the supervisors about huge privatization of all activities of Indian Railways which will lead to outright sell out of Railways.

On behalf of IRTSA RWF Zone Com. S.G.Mishra felicitated Er.Manjugowda President IRTSA Mysuru and Railway Co-operative Bank Ltd, Mysuru

8) **PCME In-charge & CWE/Axle address:** Shri B.M.Prasad CWE/Axle RWF addressed the meeting in the first session. In his brief address he said Technical Supervisors play well defined role for safe running of train and their role is very much appreciable.

9) **General Secretary's Report:** General Secretary's report was submitted to the CGB by Er. Harchandan Singh, GS/IRTSA and Er. K.V.Ramesh Sr.JGS/IRTSA. General Secretary report, briefed about the status position of main demands of IRTSA including recognition of IRTSA, higher pay level for JE & SSE, pay anomaly of Technical Supervisors referred to Departmental Anomaly Committee by National Anomaly Committee formed after 7th CPC, classification of posts of SSE/CDMS/CMS/Sr.Er(IT) as Group 'B' (Gaz), implementation of 7th CPC recommendations for CMT Engineers, revision of incentive bonus / bonus factory w.e.f. 01.01.2016 based on 7th CPC Pay matrix, change of eligibility criteria from 'very good' to 'good' for the purpose of financial upgradation, implementation of MACPS w.e.f. 01.01.2006, counting of training period for the purpose of financial upgradation under MACPS, payment of PCO allowance on actual basic pay given on financial upgradation, adverse working conditions particularly in sheds & open line depots, proposals submitted by Railway Board to Finance Ministry on the issues of Technical Supervisors which are not accepted by Finance Ministry, etc.

GS report briefed about legal action taken by IRTSA for higher Pay Level, OA 1568/17 filed by IRTSA Vs Union of India at CAT Chennai, pleading higher Pay Level for JE & SSE is being taken care by Southern Railway & ICF Zone. The report also briefed about the arguments placed by IRTSA to the 'incentive committee' and 'committee for examining classification of posts in Group 'B' in Railways'. Report also briefed about memorandums submitted by IRTSA on various issues of Technical Supervisors / Rail Engineers to ministry of Railways, Finance, DoPT, Railway Board, Federations and other related authorities.

10) **Treasurer's report:** Shri O.N.Purohit treasurer submitted statements of account to the Central General Body.

11) **Discussion of GS report & Treasurer report:** Intensive discussion held on GS report & Treasurer report. Er. Darshan Lal, Er. V.P.Abdul Salam, Er. Tamilmaran, Er. N.V.Ramanamurthy, Er. K.V.Surendranathan and others participated in the discussion. A change proposed by the members in GS report was adopted. General Secretary IRTSA reiterated for strict following of financial rules and advised all the zones to send the central quota as soon it was collected without any delay.

12) **Zonal Secretaries report:** Er. M.Bapat Zonal Secretary RWF, Er. K.Gobinath Zonal Secretary ICF, Er. M.K.Bhatnagar Zonal Secretary RCF, Er. Abdul Salam Zonal Secretary S.Rly, Er. Vinod Kumar Zonal Secretary SWR, Er. Ashoke Chowdhury Zonal Secretary/CLW, Er. P.K.Shukla Zonal Secretary N.Rly, Er. O.N.Purohit Zonal Secretary NWR

Er. Akilesh Viswakarama N.Rly and others presented the report about the activities at their respective zones.

13) **Open session& Technical Seminar:** Shri Margoob Hussain General Manager RWF graced the open session & Technical Seminar as Chief Guest held during the All India Annual Conference of IRTSA on 25th evening. Smt. Rita Sahu PCEE, Shri K.Harikrishnan PCPO, and Shri. Ajay Singh CWE/Wheel graced the seminar as guest of honour and addressed the Rail Engineers. Kumari. Amrutha 4th Standard of KV School & D/O. Er. E.Manjunath, JE/Inspection/RWF performed invocation dance. Er. Ethiraj SSE/AFM/RWF made an impressive power point presentation "*A journey through Science and Technology – Overwhelming Earth's Gravity*". M.Shanmugam Central President and Harchandan Singh General Secretary addressed about Role of Technical Supervisors/Rail Engineers in safe running of trains. During his address GM/RWF agreed to the demand made by President IRTSA to Air-condition the Institute Meeting Hall-cum-Indoor Badminton Court. GM/RWF also agreed to study the possibility of having separate institute for Supervisors.

14) **SECOND DAY PROCEEDINGS:** Central President, General Secretary IRTSA and Er. Dayananda Rao, Staff Council member RWF welcomed Dr. M.Ragahaviah GS/NFIR.

15) **Address by Dr. M.Raghavaiah GS/NFIR:** In his address to the IRTSA General Body, Dr. M.Ragahaviah General Secretary NFIR said that he is duty-bound to strengthen the hands of Technical Supervisors and pleading for their cause in different fora sincerely. He said that, long-time demand of Group B (Gaz) could not be achieved, but NFIR will struggle continuously to get this important demand conceded. Upgradation of Grade Pay of Rs.4600 to Rs.4800 is another important demand now under the consideration of Railways & the Government, NFIR is following it with Railway Board vigorously, even though Railway Minister & CRB has written DO letter to Finance Ministry, it is not agreed yet. IIM Ahmedabad has given false information to 7th CPC regarding Pay & Career Avenue of Technical Supervisors, which resulted in negative recommendations for Technical Supervisors, he added.

Recommendation of 7th CPC for CMT Engineers not implemented by Railways, implementation of MACPS w.e.f. 01.01.2006, anomalies in MACPS for Design & Drawing cadre, exemption of Railway Employees from NPS, problems on HOER, risk and hardship allowance for JE & SSE (P.Way) improvement in PLB are some of the main demands being actively pursued by Federation, he said. GS/NFIR said that NFIR will strive for revision of incentive rates based on the principle of minimum basic pay divided by 208 and higher rates of incentive for SSE. He complimented Er. K.Gobinath to be part of NFIR delegation attended ITF conference at Singapore and assisted him as a member of Incentive Committee. He said that central trade union federation is proposing all India Strike on 8th & 9th January, Federations are seriously considering the option of joining in the strike. While concluding Dr. M.Raghavaiah assured that NFIR will work with IRTSA for the cause of Technical Supervisors in particular and Railway men as a whole.

16) **Important current issues of RWF:** Er. Dayananda Rao, Staff Council member / Supervisory RWF submitted two burning issues of RWF for the perusal of Federations & Administration: **Continued on page- 4**

**CEC IRTSA URGES RLYS & FIN. MINISTRY
TO ACCEPT MAIN DEMANDS OF TECHNICAL
SUPERVISORS / RAIL ENGINEERS
MINUTES OF CENTRAL EXECUTIVE COMMITTEE
MEETING OF IRTSA HELD ON 25.10.2018**

CEC meeting of IRTSA was held on 25.10.2018 from 21.30 hours onwards.

1) **Financial & Organisational positions were reviewed.** All the zones were advised to send their central quota to Central Treasurer early as per Constitution as well as to strengthen the organisation.

2) **Status position of main demands**

Proposals by Railway Board on Technical Supervisors sent to Finance Ministry

i) Railway Board had recommended for approval of MOF (DOE) to upgrade the Grade Pay of JEs from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by them on Railways for efficient train operation. In reply to CAT Chennai judgement on OA 708/2013 IRTSA Vs Union of India, this proposal of Railway Ministry was not agreed to by Finance Ministry based on wrong facts, IRTSA has challenged Finance Ministry order in CAT Chennai vide OA no.1568/17.

ii) Railway Board separately asked for sanction to upgrade 3335 posts of senior supervisors in the Grade Pay of Rs.4600 to Group 'B' (Gaz), still pending with Finance Ministry.

iii) **Railway Board submitted the following proposals to the Empowered Committee formed after 7th CPC.**

a) To place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200.

b) To place 1163 posts (45% of sanctioned strength) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.

c) To place 1841 posts (45% of sanctioned strength) of SSE (Design) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.

d) To place 770 posts (60% of sanctioned strength) Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.

e) MOF (DOE) / Empowered Committee did not accept these proposals of Railway Board.

iv) CRB has again sent a DO letter to Secretary Finance dated 13.07.2018, seeking concurrence for Revision of Pay Structure of Senior Supervisors in Group 'C' of all departments (other than Accounts Department) to upgrade 75% of such Supervisory post from Level-7 to Level-8.

3) **Court case filed by IRTSA in CAT Chennai** for higher Pay Levels for JE & SSE: IRTSA has filed a fresh OA 1568/17 in CAT Chennai pleading higher Pay Level for JE & SSE on Railways. Petition has been accepted & notice has been served to all the respondents including Finance Ministry, Railway Ministry & DoPT. However, no hearing could take place due to non-availability of any Judicial Member in CAT Chennai Bench for nearly one year.

4) **Classification of posts of SSE/CMS/CDMS/Sr.Er(IT) as Group 'B' (Gaz):** IRTSA has rendered oral evidence to the 'committee for examining classification of posts in Group 'B' in Railways', committee is expected to submit its report shortly.

5) **Representation to Incentive Committee:** IRTSA submitted exhaustive memorandum to the Incentive committee and held intensive discussions with Chairman Incentive Committee. IRTSA has given valued justification to revise the incentive rates based on the principle of minimum basic pay of 7th CPC Pay Level divided by 208 for respective grades w.e.f. 01.01.2006 and 30% incentive for SSE.

6) CEC Meeting of IRTSA urged upon the MOR, MOF (DOE) and the Government of India to accept the main demands of Technical Supervisors. Meeting also urged upon the Minister of Railways to impress upon Finance Ministry for the approval of their proposals sent by Railway Board regarding Grade Pay/Pay Level and upgradation of posts of the Technical Supervisors to Group 'B' (Gazetted) mentioned in earlier paras.

Meeting dispersed after a vote of thanks to the Chair & to all the Members. **Long live IRTSA.**

Minutes of 53rd All India Conference & CGB of IRTSA continues from page -3

1) Immediate stoppage of recovery of Incentive paid to CMS in RWF and 2) In RWF cadre restructure has been implemented after 24 months of CRC order issued by Railway Board. This needs to be corrected and CRC should be implemented from November 2013 as per Railway Board order

17) **Resolutions of demands of IRTSA:** Er. Harchandan Singh General Secretary IRTSA initiated the resolutions of demands. Er. K.V.Ramesh proposed resolution on main demands of IRTSA, demands on pay, increment, designation, career progression & avenues of promotion, incentive bonus, special pay, bench mark & yardsticks, Er. K.Gobinath proposed demands on MACPS & Allowances, Er. K.L.Vinod Kumar proposed demands on working conditions & hours of work, OTA, etc, Er. M.Bapat proposed demands on pension & retirement benefits, Er. Ashoke Chowdhury proposed demands on welfare, general amenities & miscellaneous and Er. O.N.Purohit proposed demands on financial management, expansion and privatization on Railways. Resolutions of demands were adopted by the CGB after deliberation by members including Er. E.Ramesh & others.

On his concluding thanks giving speech Harchandan Singh GS/IRTSA thanked IRTSA/RWF Zone for organizing the grand event successfully, he particularly thanked Er. Mruthyunjaya Bapat, Zonal Secretary IRTSA RWF, Er. Dayananda Rao, Staff Council Member & all members of their teams.

18) **Election of CEC:** Er. Tamilmaran, Er. Rajesh Jatana and Er. Khusala Kumar conducted the election for new office bearers. Er. M.Shanmugam, Er. Harchandan Singh and Er. O.N.Purohit were re-elected as Central President, General Secretary and Central Treasurer respectively besides others.

Long Live IRTSA

(Harchandan Singh)

General Secretary, IRTSA

**Unity is strength
Technical Supervisors / Rail Engineers
unite under the umbrella of IRTSA**

**REPORT OF
GENERAL SECRETARY, IRTSA
PRESENTED TO THE CENTRAL GENERAL
BODY & 53RD ALL INDIA ANNUAL
CONFERENCE OF IRTSA
HELD AT RAIL WHEEL FACTORY,
BENGALURU ON 25TH & 26TH OCTOBER 2018**

PREAMBLE

0.1 I heartily welcome you all to the 53rd All India Annual Conference & Central General Body Meeting of IRTSA, being held at the Garden City & Silicon Valley of India, Bengaluru.

0.2 IRTSA provides strong platform for Technical Supervisors working on Indian Railways and continuously striving for welfare & upliftment of the category since 1965 for acceptance of their genuine demands. It has made remarkable achievements during these 53 years and continues to strive to meet challenges before us and to scale bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3rd CPC to 7th CPC), as well as before the Railway Reforms Committee (RRC), Railway Accident Inquiry Committees (RAICs), Cadre Restructuring Committees, Railway Convention Committee, Safety Committee and to almost all Prime Ministers, MORs, numerous MPs and different Ministries besides the Railway Board as well as Zonal & local level administrations. IRTSA has made many significant achievements – some of which are enlisted at the end of this report.

0.4 However, there are, many challenges ahead – major among them being the denial of Recognition of the Association and lack of any platform to directly negotiate and resolve the problems of this middle management category of Technical Supervisors on the Railways, requisite Pay Levels, adequate avenues of promotion & classification of the category as Group 'B' (Gaz), higher pay level, etc.

0.5 IRTSA has created cordial relations over the years, with the Organised labours at all levels (including the Federations at the National level as well as the Unions at Zonal & Local levels) since we strongly believe that in this era of collective bargaining only collective efforts and joint struggle can bring effective results and also ensure industrial peace rather than individualistic efforts or conflicting approach – especially for the common objectives.

0.6 Continuous persuasion, struggle and sincere efforts have brought many achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA and have been made possible through collective efforts of all concerned, teamwork and continuous struggle by the Members as well as the motivation by the leaders - some of whom are not with us today. We pay our genuine tributes to all those who strived & sacrificed for the cause.

0.7 We salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause with conviction and dedication and faced victimization - especially during the 1974 strike and at many other occasions at various levels.

0.8 CEC last met on 9th & 10th of October, 2017 at New Delhi in conjunction with the CGB at New Delhi and then on 12th June 2018 at Chandigarh.

0.9 I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

1. ON NATIONAL FRONT

Major issues arising in the aftermath of Seventh Pay Commission remain unresolved at the National level, in respect of the Minimum Wage, Multiple Factor, Date & Quantum of Allowances as well as removal of Anomalies in the Pay Structure – in spite of higher GDP, overall price rise and repeated representations by IRTSA as well as by the JCM (Staff Side).

2. AS RAILWAY MEN

The Indian Railways has played a critical role in the social and economic development of the country and in ensuring access to cheap and affordable public transport for the masses. It has grown significant and one of the largest railway networks in the world. The total proposed capital outlay (or capital expenditure) for 2018-19 is Rs.1,48,528 crore which is a 24% increase from the 2017-18 revised estimates (Rs.1,20,000 crore).

3. SOME IMPORTANT DECISIONS ON STAFF MATTERS, DURING THE YEAR

Some of the important decisions on staff matters during the year are enlisted in Annexure - I

4. AS RAIL ENGINEERS

4.1) **Recognition of Role of Technical Supervisors:** As a result of consistent struggle & effective representations by IRTSA, the Role of Technical Supervisors has substantially been recognised at various levels including the 3rd & 4th Pay Commissions, RAIC (Railway Accident Inquiry Committees) 1968 & 1978, RRC (Railway Reforms Committee), RSC (Railway Safety Committee) and Railway Convention Committee etc. All of them had recommended higher Pay scales, better Status and better avenues of Promotion keeping in view the distinctive role of the in the safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Over head Equipment (OHE), other assets and equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities.

Top management of the Railway Board (including many of the CRBs and Members of the Railway Board, have strongly & repeatedly recommended for higher pay scales, better status and better avenues of promotion for them. But the Ministry of Finance had resisted any change in the status-quo over the years.

However, it is appreciated that the present CRB Shri Ashwani Lohani has recommended our case to the Ministry of Finance and also set up a special committee regarding our demand for Group B. I have dealt with these issues in details in later part of this report.

4.2) **Recognition of IRTSA:** Recognition of IRTSA has always been one of the main demands of IRTSA and should essentially be accepted as per recommendations of Task Force on Safety and in consonance with all the RAICs & RRC. Order has now been withdrawn by the Railway Board to debar the Safety Category of Technical Supervisors from being office bearers of the Unions. But the need to recognize IRTSA is essentially there as the Technical Supervisors should not be denied their legitimate right to represent against their grievances, which is an established law of natural justice. Recognition of IRTSA will help in redressing the problems of Technical Supervisors and improve safety, efficiency & productivity on Railways

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REPORT OF GS IRTSA (Continued from Page-5)

through better job satisfaction & motivation of the Front Line Managers / Technical Supervisors. We have to pursue the issue effectively.

4.3) **Pay Levels of JE & SSE:** a) After 6th CPC Railways had made a decision in Departmental Anomalies Committee to upgrade GP of JE to Rs.4600 & SSE to Rs.4800. But this was not agreed to by MOF. CAT Chennai in its judgement on the case filed by IRTSA (OA 706/2013) had directed Finance Ministry to act on the decision of DAC& recommendations of the Railways. But the Finance Ministry had once again turned down the proposal of Railways subverting basic facts as well the directions of the CAT.

b) After 7th CPC Railway Ministry sent another proposal to Empowered Committee of Secretaries formed for revision of cadre structure of Technical Supervisors; and proposed 33% posts as JEs in GP Rs.4200, 17% SSEs in GP Rs.4600 & 50% in GP Rs.4800.

c) CRB, through his letter dated 13th July 2018 has written to Finance Secretary, Ministry of Finance, had requested for revision of pay structure of Senior Supervisors in Group 'C' of all departments (other than Accounts Department) to upgrade 75% of such supervisory posts from Pay Level-7 to Pay Level-8, But the decision is still awaited.

d) IRTSA has already filed a fresh OA 1568/2017 pleading for higher Pay Level, challenging the Finance Ministry's office memorandum dated 29.11.2016 on denying higher GP for JE & SSE.

4.4) **Pay Level Anomaly of Technical Supervisors on Railways to be taken up in 7th CPC Departmental Anomaly Committee:** JCM (Staff Side) had sent 18 items to DoPT for discussion in the NAC (National Anomalies Committee) including higher pay for Technical Supervisors in Railways. DoPT through its reply dated 30.10.2017 said that this particular item is exclusively Railways-specific and should be considered by DAC which has yet to start its functioning.

4.5) **Classification of SSE/CMS/CDMS/Sr.Er.(IT) as Group 'B':** DoPT vide OM dated 8.12.2017 on Classification of Posts under CCS Rules 2016 decided that Central Civil Posts in the Pay Matrix in Level 1 to 5 will be in Group 'C', Level 6 to 9 will be classified in Group 'B'. Railway Board has constituted a Committee for examining Classification of Posts in Group 'B' on Railways.

IRTSA has submitted elaborate memorandum and given oral evidence to the Committee. This is briefed in para 4.9 of this report.

4.6) **Implementation of 7th CPC recommendations for CMT Engineers:-** IRTSA has sought Implementation of 7th CPC recommendation vide para 11.40.124, that Chemical and Metallurgical Assistants should be upgraded to GP 4600, and Chemical and Metallurgical Superintendents to GP 4800. Orders are still awaited and need to be pursued further.

4.7) **Revision of Incentive as per 7th CPC Pay Matrix:** Railway has constituted a Committee to examine the issues related to revision of hourly rates of Incentive Bonus of Workshops & PUs under CRJ Pattern and Bonus Factors for those under Group Incentive Scheme. IRTSA has sent detailed memorandums & representation to the Committee. Brief about the representation made to Incentive Committee is given in para 4.10 of this report.

4.8) **MACPS:** a) **Change in eligibility criteria:** Based on the recommendation of 7th CPC, minimum eligibility criteria for MACPS has been modified as 'very good'. IRTSA has

been representing for withdrawal of eligibility criteria of 'very good'. Railway Board through its order 27.02.2018, provided opportunity for submitting representation to the employees who have been awarded below "Very Good" grading in their last three years' APARs. This may solve the problem temporarily but the demand of withdrawing eligibility criteria of 'very good' is not conceded yet.

b) **Inclusion of training period for MACP:** Department of Post has issued orders to count the training period for the purpose of financial upgradation, but Railways has not done the same. IRTSA has represented the issue to Member Staff & Member(RS).

c) **Implementation of MACPS w.e.f. 1.1.2006:** 6th CPC recommended for implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008. Hon'ble Supreme Court held that MACPS is part of pay structure recommended by 6th CPC and not to be considered as allowances which were implemented from 1.9.2008. The judgement has cited the Resolution of the Govt. of India dated 30-8-2008 Notification of MOF where in MACPS has been defined as Pay and not as Allowance and has thus to be allowed from 1-1-2006.

Consequent upon the said judgment of the Supreme Court, Ministry of Defense made the MACP Scheme operational from 01.01.2006 vide its orders dated 25-7-2018. IRTSA is demanding implementation of same policies for all Central Govt. employees. It is expected that it will be implemented for all Government employees including Railways.

d) **Payment of PCO Allowance under MACPS:** Some of the Zonal Railways have denied PCO Allowance for Technical Supervisors who got financial upgradation and placed in Pay Level 8 & 9. General Secretary IRTSA & respective Zonal Secretaries have represented the case to Railway Board and to their respective zones. Railway Board has issued a clarification to pay PCO Allowance to JEs & SSEs in Pay Level 7, 8 & 9 after getting financial upgradation under MACPS, but with a rider. The order brings in a new clause which states that, PCO Allowance shall be paid on the substantive basic pay of the concerned JEs/SSEs in Level 6 and 7 respectively.

4.9) **Evidence by IRTSA before the Committee to Examining Classification of Posts in Group 'B'**

IRTSA presented the case of Technical Supervisors / Rail Engineers before the Committee to examine classification of posts in Group 'B' on Railway on 5th July 2018. Delegation of IRTSA was the first one to be called in to present the case and only one to get a patient hearing.

In an impressive presentation to the Committee IRTSA explained the points enlisted in Annexure - II

4.10) **Representation to Incentive Committee**

A delegation of IRTSA also met the Convener of the Committee on Revision of Rates of Incentive Bonus etc.

Principal of determining incentive rates & higher incentive for SSEs were explained in depth to Convener, Committee for revision of hourly rate of Incentive Bonus. Highlights of discussion are given in Annexure - III

4.11) **Adverse Working Conditions:** Working conditions are getting more & more tough & strenuous for Technical Supervisors especially in the Sheds and Open-line Depots. We are victims of officers and unscrupulous elements among the working class below us. IRTSA has been continuously striving for better service conditions, better Pay

..... continued on page-7

REPORT OF GS IRTSA (Continued from Page-6)

Levels and better avenues of promotion. We must get united under the banner of IRTSA and move towards our goals.

4.12) Proposals by Railway Board on Technical Supervisors to Finance Ministry:-

i) Railway Board had recommended for approval of MOF (DOE) to upgrade the Grade Pay of JEs from Rs.4200 to Rs.4600 and SSE from Rs.4600 to Rs.4800 based on superior recruitment qualifications, nature and conditions of service, duties and multifarious responsibilities shouldered by them on Railways for efficient train operation (*vide O.M.No.PC/VI/2009/DAC/1(Pt2) dated 11.06.2010*).

ii) Railway Board separately asked for sanction to upgrade 3335 posts of senior supervisors in the Grade Pay of Rs.4600 to Group 'B' (Gaz).

iii) Railway Board submitted the following proposals to the Empowered Committee formed after 7th CPC.

a) To place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200.

b) To place 1163 posts (45% of sanctioned strength) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.

c) To place 1841 posts (45% of sanctioned strength) of SSE (Design) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength) in the Grade Pay Rs.4200.

d) To place 770 posts (60% of sanctioned strength) Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.

e) Regrettably, MOF (DOE) / Empowered Committee did not accept any of these proposals.

CRB has again sent a letter to Secretary Finance dated 13.07.2018, seeking concurrence for Revision of Pay Structure of Senior Supervisors in Group 'C' and to upgrade 75% of such Supervisory post from Level-7 to Level-8.

4.13) Court case filed by IRTSA in CAT for higher Pay Levels for JE & SSE

IRTSA has filed a fresh OA 1568/17 in CAT Chennai pleading higher Pay Level for JE & SSE on Railways. Petition has been accepted & notice has been served to all the respondents including Finance Ministry, Railway Ministry & DoPT. However, no hearing could take place due to non-availability of any Judicial Member in CAT Chennai Bench for nearly one year.

4.14) **Memorandums submitted during the year:-** Number of Memorandums were submitted to Railway Minister, Finance Minister, Railway Board, DoPT, Incentive Committee & to others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed in VRE& on the IRTSA Website www.irtsa.net for the information of all the Members.

4.15) Effective persuasion and struggle at all levels is essential to achieve these and other demands. For all this we need unity, mass participation and adequate funds – especially for the Court Cases to take them to their logical conclusions. I, therefore, appeal for your full cooperation for strengthening IRTSA at all levels, intensify Membership

Drive, raise Legal-cum-Struggle Fund as decided by CEC&CGB IRTSA.

5. ON ORGANISATIONAL FRONT

5.1) IRTSA has grown from strength to strength and has taken deep roots in most regions. Membership has also increased over the years. However, our main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organization.

5.2) **Accounts & Balance Sheet:-** Balance sheet of account for "Central Fund of IRTSA" and "Voice of Rail Engineers" for the year 2017, shall be presented by Central Treasurer after this Report. However, I reiterate that Membership Drive of IRTSA should be further strengthened & streamlined to achieve tangible results.

5.3) **Publication of Journal "Voice of Rail Engineers":-** The bi-monthly magazine of IRTSA is published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. All Zones are requested to send their annual subscription regularly to the Manager "Voice of Rail Engineers" at the beginning of the year itself.

5.4) **IRTSA in Social Media:-** a) Website of IRTSA www.irtsa.net is now over 10 years old. It is one of the very popular Websites as it is regularly updated with multifarious information.

b) Facebook of IRTSA & WhatsApp have been effectively utilized for communication with the members in real time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other CEC Members. Facebook & WhatsApp have become an effective tools even to deal with deliberate negative comments by non-performing persons who are also motivated to join the struggle and then raise their queries.

5.5) **Communication, Inter-action & Visits by CEC Members:-** Continuous flow of information from central headquarter is ensured through all channels circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS& some other CEC Members. GS also communicates directly with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at Zonal & grass root level. I urge upon every CEC members to visit at least one unit in their zone or other zones every month.

6. TASKS BEFORE US

I would like to stress upon the following tasks before us, with a request to the incoming CEC and to all of you to take appropriate action thereon:-

6.1) Effectively Pursuance various long pending demands particularly for which Railway Board had sent proposals to Finance Ministry - to bring atleast some relief to the category.

6.2) **Court Cases:-** OA (1568/2017) has been filed in CAT Chennai demanding higher Pay Level for JE & SSE, which will be keenly followed by Er. K.V.Ramesh Sr.JGS, V.P.Abdul Salam, Zonal Secy/SR and other office bearers of ICF & Southern Railway. You are requested to raise & send funds for the same to the Central Treasurer IRTSA.

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RESOLUTIONS OF DEMANDS OF TECHNICAL SUPERVISORS ON RAILWAYS

ADOPTED BY CGB MEETING & 53rd ALL INDIA ANNUAL CONFERENCE OF IRTSA HELD AT RAIL WHEEL FACTORY BENGALURU on 25TH & 26TH OCTOBER, 2018

The 53rd All India Annual Conference and Central General Body Meeting of IRTSA, held on 25th & 26th October 2018 at Rail Wheel Factory, Bengaluru, Resolved to once again draw the kind attention of the Government and especially the Ministry of Railways and urged upon them to sympathetically and favourably consider the genuine and long pending demands of the Technical Supervisors on Indian Railways, for better Pay Levels commensurate with their duties & responsibilities, to provide adequate avenues of promotion to remove rampant stagnation amongst them and improve their service conditions.

Indian Railways Technical Supervisors Association (IRTSA) represents 67,000 Technical Supervisors (JEs, SSEs CMS, CMA, CDMS, DMS & IT Engineers) working in various Departments of the Railways - including Civil, Mechanical, Signal & Telecom Engineering, Drawing and Design, Material Management /Stores Depots, IT and Chemical & Metallurgical Labs. They supervise and manage around 8 lakhs work force out of around 12.2 lakhs railway employees. Technical Supervisors play a very vital role to ensure safe & efficient train operation and economic utilization of all manpower and material resources.

The Conference noted with the hope that some Committees have been formed by Railway Board for addressing some of the burning issues. Two important Committees - one to consider Classification of Posts from Group 'C' to Group 'B' and another for Revising the Rates of Incentive Bonus & Bonus Factor. IRTSA had made its submissions before both these Committees – through Memorandums & oral evidence. The Conference hopefully prayed for acceptance of these submissions both by the Committees and the Railway Board.

Low Pay Levels & stagnant Career prospects are major areas of frustration of Technical Supervisors and these have gone from bad to worst over the years. Technical Supervisors shoulder the direct responsibilities of safe, efficient & 'Failure-proof' production, repair and maintenance of Rolling Stock, Locomotives, P-Way, Works, Bridges, Signal & Telecommunication, IT Systems, Overhead Equipment (OHE), other assets and equipments on the Railways. Reduced manpower, introduction of large number of new trains, addition of new assets and introduction of new & modern technologies etc. have substantially added to their duties and responsibilities over the years. Other departments are only supporting departments for the technical & operating departments. But the other Departments were given a better deal by the last three Pay Commissions than the Technical Supervisors.

53rd Conference and CGB Meeting of IRTSA urged upon the Government & Railways to accept the following genuine demands of Technical Supervisors and urged the Railway Minister to impress upon Finance Ministry to approve the proposals of Railway Board regarding Grade Pay/Pay Level of the Technical Supervisors and upgradation of posts to Group 'B' (Gazetted).

MAIN DEMANDS - IRTSA

1) a) RECOGNITION OF IRTSA – to provide a forum to discuss and resolve the problems of the Technical Supervisors on Railways - as recommended by Report of the Task Force on Safety and by the Railway Accident Inquiry Committees (RAICs) – 1968 & 1978 & Railway Reforms Committee (RRC).

b) Continuation of system of Staff Council in the Production Units of Railways, which provide separate representation for Technical Supervisors.

2) PAY LEVEL OF TECHNICAL SUPERVISORS:

a) Junior Engineer (JE) be placed in level-8 & Senior Section Engineer (SSE) be placed in level-10 of the Pay Matrix in view of their relative duties & responsibilities vis-à-vis the working under them.

b) 33% posts of SSE be upgraded as Principle SSE in Level-11 as promotional avenue.

c) DMS, CMA & JE/IT be placed in level-8 and CDMS, CMS & Sr. Er/IT in level-10 of pay matrix.

d) 33% of these cadres may be placed in Level-11 as Functional / Non-Functional promotion.

3) Implementation of Pay Level -7 for CMA & Pay level-8 for CMS as per Para 11.40.124 of 7th CPC report

4) Classification of all Posts of SSE/CMS/CDMS in Group B Gazetted – as per orders of DoPT and as per classification of their counterparts in other Departments, in Group B Gazetted.

5) a) Withdrawal of National Pension System (NPS) and restoration of existing benefits of Pension & GPF for those appointed after 1.1.2004.

b) Refund of contributions to NPS with Interest thereon at appropriate rate.

6) a) Removal of maximum ceiling of Rs.7000 for payment of PLB.

b) Payment of PLB as per actual Pay

7) National Holiday Allowance at double the wages including DA to JEs, SSEs and other Technical staff - for working on National Holidays

PAY, INCREMENT & DESIGNATIONS

8) Multiple factor: Multiple Factor of at least 3.15 times of 6th CPC basic pay for Fixation w.e.f. 1-1-2016 i.e. with 40% of Pay rise and merger of DA with Pay as in the past Pay Commissions.

9) Annual Increment of 5% of Basic Pay – To compensate increased inputs due to experienced gained and increasing liabilities.

10) Two Increments on promotion and on financial upgradation under MACPS or two cells rise in Pay Matrix.

11) Acceptance of following proposals of Railway Board submitted to the Empowered Committee formed after 7th CPC - pending acceptance of above said main demands:

a) To place 29,721 posts of SSE (50% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength of Technical Supervisors) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength of Technical Supervisors) in the Grade Pay Rs.4200.

b) To place 1163 posts (45% of sanctioned strength of the Stores Cadre) of Depot Material Superintendent in the Grade Pay Rs.4800, 388 posts (15% of sanction strength of the Stores Cadre) in the Grade Pay Rs.4600 and 1034 posts (40% of sanctioned strength of Stores Cadre) in the Grade Pay Rs.4200.

c) To place 1841 posts of SSE (Design) (45% of sanctioned

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RESOLUTIONS OF DEMANDS (Continued from page– 8)

strength of Cadre) in the Grade Pay Rs.4800, 614 posts (15% of sanction strength of Cadre) in the Grade Pay Rs.4600 and 1636 posts (40% of sanctioned strength of Cadre) in the Grade Pay Rs.4200.

d) To place 770 posts (60% of sanctioned strength) of Chemical & Metallurgical Staff in the Grade Pay Rs.4800 and 514 posts (40% of sanction strength) in the Grade Pay Rs.4600.

12) Fixation of pay on promotion at pay not less than the entry basic pay of respective Grade Pay in 6th CPC pay band system.

13) a) Re-designation of Senior Section Engineers (SSE) as Assistant Engineers (AE)/ AWM

b) Re-designation of DMS and CDMS as JE & SSE / AE (Material Management) respectively.

c) Re-designation of CMA and CMS as JE & SSE / AE (C & M) respectively.

CAREER PROGRESSION AND AVENUES OF PROMOTION

14) Proper Career Planning & Time Bound promotions for Technical Supervisors - as for Group A.

15) Promotion of JEs, DMS, CMA directly as Assistant Engineer (AE) Group 'B' Gazetted - as in all other Government Departments like CPWD, Telecommunication and MES, where the JEs are promoted directly to the post of AE in Group 'B' (Gazetted)

16) Combined "Cadre Restructuring" of posts in Group 'A', 'B' & 'C' on Railways - to meet with job requirements in the changed technological scenario and to provide adequate avenues of promotion.

17) Upgrading of posts of Technical Supervisors from Group 'C' to Group 'B' (Gazetted).

18) Grant of at least 5 Functional or Non-Functional promotion to all Railway Engineers/Technical Supervisors - as given to all the Group 'A' organized service officers.

19) Classification of all Posts of JE/CMA/DMS in Group 'B' Non-gazetted – as in all other Departments.

20) Integrated seniority for promotion from Group 'C' to Group 'B' be considered for the same Grade Pay both for Technical Supervisors and for Running Staff – to avoid discrimination on account of the Running Staff being given unjust advantage of one scale.

21) Removal of disparity in Cadre structure of Technical Supervisors (JEs, & SSEs) vis-à-vis other Inspectorial Staff (like Traffic Controllers & Commercial Inspectors).

22) Cadre Restructuring of JE & SSE Drawing & Design and DMS/CDMS (Stores Supervisors) at par with other Technical Supervisors, due to their same recruitment qualifications as Diploma in Engineering, similar training and vital job difficulties & multi-skilled job requirements.

23) Promotion of serving Engineering Graduates against 50% posts of direct recruitment quota of Organised Group A officers (in IRES&SCRA) - with necessary age relaxation – in view of same qualifications – and the working experience as well.

24) Minimum service requirement for Graduate Engineer SSEs/CMS/CDMS for eligibility to appear for LDCE be reduced from existing 5 years to 3 years in view of their qualifications.

25) Direct recruitment of Graduate in Engineers should be made in Gazetted cadre and not in Group 'C' – as nowhere else they are recruited in Group C.

26) Formulation of annual calendar for timely holding of all selections and timely completion of processes thereof

for promotion on occurrence of vacancy.

27) No accumulation of vacancies be allowed at any level as it seriously and adversely affects promotion of concerned staff causing recurring losses.

28) All vacancies and anticipated vacancies in Group 'B' should be taken into consideration on the date of notification for the selection to Group 'B' – including backlog, if any from previous year(s).

29) Increase in Percentage of Group 'B' and Group 'A' Posts (vis-à-vis Group 'C') on the Railways – commensurate with modernization on the Railways and at par with other Centre Govt. Departments.

30) Withdrawal of system of written tests for promotion from JE/SSE to Group 'B' Cadre - so as to bring in uniformity with other Departments - since no written tests or selections are held for promotion from Group 'B' to Group 'A' and above in Indian Railways nor are any such written tests held in other Central Government Departments for promotion from Junior Engineers to Assistant Engineers or in the State Government Services.

31) Merger of different trades of Technical Supervisors of Mechanical Departments in all Workshops and Production Units with a unified Trade of "Mechanical Engineering" to all Technical Supervisors recruited henceforth without affecting the seniority of existing incumbents.

32) Removal of disparities & distortions in cadre restructure order for IT cadre at Divisional, Zones levels & Railway Board.

a) Date of Effect – Cadre restructuring for IT Staff should be implemented from 1st Nov 2013 as done in the case of Technical Supervisors and other Group 'C' posts vide Board's letter dated 08.10.2013

b) No surrender of posts not in operation – without realistic assessment of workload

c) Considering Temporary posts – Temporary posts which are in operation for at least three years may also be taken into account for the purpose of applying revised percentages as permitted vide Board's letter dated 08.10.2013

d) Staffing pattern of IT Staff on Zonal Railways at par with that of Computer Centre in Railway Board - In line with the para 6.v & 6.vi of Railway Board letter No: ERB-I/2011/25/4 dated 14.07.2011, existing posts of JE/IT in GP of Rs.4200 and Senior Engineer/IT in GP of Rs.4600 should be placed in the GP of Rs.4600 & Rs.4800 respectively.

INCENTIVE BONUS, SPECIAL PAY, BENCHMARKS & YARDSTICKS

33) Revision of rates of Incentive Bonus, Bonus Factor & PCO Allowance from the date of effect of Seventh Pay Commissions (01.01.2016) in Railway Workshops & Production Units;

34) Restoration of 7.5% of PCO Allowance to SSE working in PCO and 15% to JEs & Other Staff in PCO w.e.f. 1-1-2016 on 7th CPC Pay (*instead of 6% and 12% respectively from 1-7-2017*).

35) Extension of Incentive Scheme to Diesel & Electric Loco Sheds, C&W Depots, P-Way, Works & Bridges and S & T Depots etc. – to meet with the additional workload in these areas.

36) Provision of additional Staff & Technical Supervisors – as per Benchmarks / Yardstick for additional workload on account of new Trains, new lines & other additional assets.

37) Honorarium / Incentive to Technical Supervisors & Staff for additional workload – in C&W, P-Way, Works, Bridges,

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RESOLUTIONS OF DEMANDS(Continued from page – 9)

&S&T Depots, Sheds, TRD etc, especially on account of additional workload, fluctuating and seasonal rush of Special Trains, Military Specials, accidents and other exigencies.

38) Grant of Special Pay / Technical Allowance / Technical Pay to all Technocrats / Engineers / Technical Supervisors – as granted to the scientific officers in other Departments.

39) Rates of Incentive Bonus / PCO Allowance be increased whenever the dearness allowance payable on the revised pay structure goes up by 50%.

40) Revision of rates of Incentive Bonus in Railway Workshops & Production Units – as per Revised pay matrix in keeping with ILO norms – which require the rates to be based on average of the wages instead of at the minimum level.

41) a) Incentive Bonus & PCO Allowance to all SSE on actual Basic Pay & DA on financial up-gradation under MACPS.

b) Incentive Bonus to SSE (Senior Section Engineers) at Hourly Rates of Bonus like JEs (Junior Engineers) (as recommended by RITES for Group Incentive Scheme in Production Units)

OR Raising of existing rate of Incentive to SSE to at least @ 30% of Pay (instead of 15%) – (to compensate for loss of take-home- Pay on promotion).

c) Incentive Bonus to SSE in Workshops & Production Units without any deduction for Leave, Holidays, training or out station duty – as it is linked with Basic Pay and does not compensate for the loss of Incentive Bonus in terms of Take-Home-Pay on promotion from JE to SSE.

42) Extension of Incentive Scheme to left out areas & Cadres in Workshops & Production Units.

43) PCO Allowance to Drawing / Design, Chemical & Metallurgical Lab Staff, Store Depots & IT/EDP Centres in Workshops & Production Units, considering their contribution to improved productivity and quality control (as recommended by RITES and as adopted for C&M Staff in DMW Patiala & RWF Bangalore).

44) PCO Allowance to JEs, SSEs & other Technical Staff of PCO Cadre Workshops – at par with Ex-Cadre Staff Working in PCO in all Workshops.

45) Design Allowance to Drawing, Design Engineers – as recommended by Fifth Pay Commission.

46) Special Pay or IT Allowance to Junior Engineers/IT & Senior Engineer/IT to attract and retain talented personnel in this new horizon of Information Technology.

MACPS

47) Implementation of MACP w.e.f.01.01.2006 as per Supreme Court Judgement & as implemented by Defence Ministry.

48) Financial upgradation under MACPS after 4, 8, 16 & 24 years as for Defence Forces (*instead of after 10, 20 & 30 years for Civilian employees at present*).

49) a) 3rd MACP after 30 years of regular service OR 10 years after 2nd Promotion/MACP OR 20 years after first Promotion – whichever is earlier.

b) Cutoff date of 1.9.2008 should be abolished.

50) Counting of initial training period for MACPS as regular service since it is qualifying service for pension & increments and paid for from general revenue.

51) Promotion through LDCE (Intermediate Apprentice JEs) should be counted as initial appointment for financial up-gradation under MACPS.

52) Withdrawal of unfair Benchmark of "Very Good"

proposed by the 7th CPC for the purpose of financial upgradation under MACPS and restoring the Benchmark as "Good" (at least for Group C)

53) a) Financial up-gradation under MACPS to Graduate Engineers in all Cadres – Considering entry Level as per upgrading by the Pay commission.

b) MACP to all directly recruited Engineering Graduates in Design/Drawing cadre Ignoring promotion in the pre revised scale from 5500-9000 to 6500-10500 as the same had been merged & up-graded.

c) MACP to all directly recruited CMA with entry qualification of BE/M.Sc should be counted from Pay Level-7 from the date of their appointment.

54) Counting of Past service of P-Way Supervisors as JEs (since 1-11-2003 like all other Departments) for grant of MACPS.

55) Provision of all benefits on financial up-gradation under MACPS - including incentive, entitlements for travel & treatment in hospital etc. – as MACPS was introduced to compensate for lack of Promotion.

GENERAL ALLOWANCES

56) Dearness Allowance: Weight-age given to various items in the All India Consumer Price Index, may please be modified as per present day requirements.

57) Fraction of previous half year (ignored earlier) be added for calculating next slab of DA.

58) House Rent Allowance

a. 40% of Pay+DA as HRA for employees working in cities having population 25 lakh & above.

b. 30% of Pay+DA as HRA for employees working in cities having population from 5 lakh & 25 lakh.

c. 20% of Pay+DA as HRA for employees working in cities having population less than 5 lakh.

59) Transport Allowance: 10% of Pay + DA as Transport Allowance uniformly for all cities in India since the cost of fuel is almost equal in all cities and other areas.

60) Children Education Allowance:

a) Actual expenses incurred towards Children Education be reimbursed or the existing Children Education Allowance (CEA) of Rs.18000 be indexed by MF (2.57) and raised to Rs.46,260.

b) The scheme be extended to college education also.

61) All India Leave Travel Allowance (AILTC) for Railway Employees:

a) Eligibility to travel by flight for employees in Pay Level 6 & 7.

b) Aged parents should be allowed as part of family irrespective of their dependency or residing with employees for the purpose of AILTC.

62) CCA – City Compensatory Allowance should be restored to meet the peculiar needs especially of the big cities and Metros, towards payment of Professional Taxes to the Local Governments/Local Authorities, Miscellaneous expenses, higher expenses of children for attending to distant schools and colleges, etc.

63) Exemption of all Allowances from income tax.

ALLOWANCES SPECIFIC TO CATEGORY

64) Breakdown Allowance be paid as percentage of basic pay plus DA.

65) Night Shift Allowance: Formulation of weightage of 20 minutes for every hour of duty performed between 18.00 Hrs and 06.00 Hrs – (instead of 10 minutes for every hour of duty performed between 22.00 Hrs and 06.00 hours at present) – in view of hazards of work during Night Shift after Sun set..... **Continued on page - 11**

RESOLUTIONS OF DEMANDS(Continued from page – 10)

- 66) Hardship allowance to Technical staff & Technical Supervisors in Sheds, and Open-line Depots as per risk factors of Risk & Hardship Matrix recommended by 7th CPC.
- 67) 30% Special Heavy Duty Allowance to Track Temping Staff & Track Temping Technical Supervisors. (As recommended by Sub-Committee of Railway Board in 1996)
- 68) Training Allowance be restored to 30 % of basic pay
- 69) Continuation of 8 years tenure for Teaching Staff in Railway training institutes.
- 70) Compensatory Rest or Honorarium or Overtime Allowance to Senior Section Engineers (SSE) for additional working hours in Workshops, PUs, Sheds & Open line Depots for exigency of work.
- OR One month's additional salary in a year to Open-Line Staff – for working on Sundays & Holidays, as granted to Railway Protection Force (RPF) personnel.
- 71) Grant of Honorarium to all Technical Supervisors for non-technical duties, including the following:
- Holding of D&AR Inquiries; (Railway Board order need to be implemented uniformly in all Railways)
 - Holding of Trade Tests;
 - Custody of Stores,
 - Witnessing of GA attendance card punching etc.
 - Filling up of Confidential Reports of Staff, etc.
- 72) Communication Allowance: Technical Supervisors granted Rs.1000 as communication allowance. Or all supervisors be provided with 4G CUG connections with free talk time of Rs.1000 per month.
- 73) Restoration of six advance increments for acquiring additional professional qualifications (like AMIE / BE / MBA etc.) – instead of lump-sum payment introduced in lieu thereof, in view of recurring advantage to the Railways on account of additional qualifications.
- 74) Grant of HRA, Transport Allowance, TA/DA, CEA, etc to Trainee JEs/SSEs, Trainee CMA/CMS, Trainee DMS/CDMS & Trainee JE/Sr.Er(IT).
- WORKING CONDITIONS & HOURS OF WORK, OTA etc.**
- 75) Improvement of working conditions & work environments and provision of basic amenities in the Open Line C&W – Electrical & Mechanical/C&W Depots, Sick Lines, Diesel Sheds, Electric Loco Sheds & EMU Car Sheds, S & T, Permanent Way Depots, IOW / Engineering Depots, Bridges, OHE, Printing Presses, C&M Labs, Store Depots, Workshops and PUs and I.T. Centers etc.
- 76) a) 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.
- 77) Counting of Lunch Break as part of Working Hours of all Technical Supervisors and Staff – as provided for in the Factories Act as maximum of 48 Hours a week.
- 78) Amendment of HOER/ (Hours of Work and Period of Rest) Rules, 2005”–
- Classification of all JEs& SSEs as “Continuous”/ “Intermittent (and not as “Excluded”) in view of nature of their duties and responsibilities
 - Statutory provision for periodic rest for the Technical Supervisors (JEs& SSEs) on Railways.
 - Payment of Over Time Allowance at double the rate of wages for extra hour(s) put in after working for 48 hours in a week or more than 8 hours in a day.
 - Over Time Allowance to Railway employees covered under HOER & for employees working in Loco shed and C&W sheds should include HRA similar to those

covered under Factories act (in terms of RBE No. 175/2017 dated 28.11.2017)

- 79) Amendment of Factories Act – to compensate for actual number of extra hours put in.
- 80) Restoration of Linen management to the Commercial Departments for supply of linen in trains as done in the past; And withdrawal of this non-technical work from the Mechanical / Electrical Department / Depots - unjustly transferred to them.
- 81) Provision of proper Manpower – as per Benchmark / yardstick for repair and maintenance of Rolling Stock and Locomotives, P-Way, Works, S & T, Bridges and other Technical Services.
- 82) Filling up of all posts of Technical Supervisors & Staff to ensure Safety & efficiency.
- 83) De-linking of “Integrated Rake Link System” to avoid public complaints and to ensure safety.
- 84) Provision of separate Washing Lines for “Exterior Washing” and, “Cleaning of Coaches”.
- 85) “Dry Pit Lines” for “Under-Gear Repair and Examination” for proper inspection and repairs.
- 86) Extension of Factories Act to Sheds and Open Line Depots and Power Houses.
- 87) Provision of Benchmark for infrastructure for C&W, Engineering, S&T& Electrical Depots; Periodical Technical Audit and availability of infrastructure (by independent agencies).

PENSION & RETIREMENT BENEFITS

- 88) Parity of pension of pre & post 7th CPC pensioners as per option-I of para 10.1.67 of 7th CPC.
- 89) Multiple factor for revision of pension after 7th CPC be fixed as 3.15.
- 90) Additional Pension: 10%, 20%, 30%, 40%, 50% & 100% additional Pension/Family Pension after 65, 70, 75, 80, 85 & 90 years of age respectively (instead of starting it from 80 years onwards).
- 91) Fixed Medical Allowance for National Pension System (NPS) retirees at par with Pre-2004 appointees.
- 92) FMA: Fixed Medical Allowance of Rs.2000 pm to all retired employees & Pensioners – at par with those of EPFO and periodic revision thereof – keeping in view high cost of medicines for day to day treatment.
- 93) Removal of limit of 2.5 km for payment of Fixed Medical Allowance (FMA).
- 94) NPS: a) Withdrawal of New Pension Scheme / National Pension System (NPS) for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them (or) giving option for the employees to choose any one of the pension system – and
- Refund of contributions made by them so far with Interest thereon at appropriate market rates.
 - Till NPS is withdrawn, provision be made for withdrawal of funds from contribution to New Pension Scheme - to meet with Social obligations & other exigencies as from the Provident Fund.
- 95) National Pension Scheme (NPS): If NPS is to continue then the following protections be provided:
- Minimum assured return at the rate of 14% for the amount contributed by the subscriber & employer under the NPS.
 - Monthly pension payable under NPS should not be less than minimum pension for respective Pay Level.
 - While extending family pension in case of premature death, part of contribution made by NPS subscriber should

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RESOLUTIONS OF DEMANDS(Continued from page – 11)

- be returned to the family, with applicable interest rates.
- d) 10% contribution from Government may please be raised to 15% to get reasonable post retirement financial security.
- e) Extension of repayable loan from Tier-I account of every individual subscriber.
- f) Make Tier-II operational for NPS subscribers with final withdrawal facility.
- g) Consultation with stake holders periodically at micro level and formation of permanent negotiating body including serving employees as its members.
- h) Withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.
- i) Service tax levied at the time of annuity purchase may please be exempted on NPS.

WELFARE, GENERAL AMENITIES & MISCELLANEOUS

- 96) Monthly deduction for CGEGIS (Central Govt. Employees Group Insurance Scheme) should not be more than the premium of New Amulya Jeevan-II policy of LIC – for insurance of Rs.25,00,000 annual contribution is only Rs.3,652 per year.
- 97) Separate Rest Houses/ Clubs / Technical Libraries for Technical Supervisors as for the Railway Officers or allowing use of Officer Rest Houses / Clubs to JEs & SSEs.
- 98) Recognition of M.B.A. / G.D.M.M. etc., as additional professional 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.
- 99) Eligibility of Half day C.L. (Casual Leave) for half working days (like Saturday etc.).
- 100) Arrangement for 'Cashless' Medical treatment in Government Hospitals including PGI and AIIMS etc - in case of 'Emergency' – as available in Recognized Private Hospitals.
- 101) Inclusion of both Dependent Parents (father & mother) in Privilege Pass – as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and as recommended by 5th & 6th CPC and as applicable for LTC.
- 102) Inclusion of both 'Dependent Parents' (Father & Mother) for Medical treatment of Parents – as recommended by the Fifth and Sixth Pay Commissions and as old Parents are the responsibility of employees / children as per Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
- 103) Provision to get one additional set of privilege pass by surrendering 3 sets of PTOs.
- 104) Post retirement complementary pass after completing 10 years of service for Ex-service men & widows who are employed on compassionate grounds on death of Railway servant
- 105) Eligibility for Private In-patient Rooms for Technical Supervisors (Pay Level 6 & above) & their Dependents (instead of in General wards).
- 106) "Accident Free Service" Award to Technical Supervisors & Technical Staff working in Open Line C&W Depots, Electrical General Services, Diesel Sheds, Electrical Loco Sheds & Car Sheds, Power Houses & S & T, P-Way, Works, Bridges, OHE, Printing Presses, Workshops and Production Units.
- 107) Replacement of system of Confidential Reports with Self-Appraisal system to bring in greater objectivity, transparency, motivation & improved productivity.
- 108) Provision of Laptops / Computers to all JE, SSE, CMA,

CMS, DMS&CDMS in the interest of work and efficiency through faster communication and inter-action and paperless recordkeeping.

- 109) Provision of adequate facilities and proper maintenance of Supervisors' Rest Houses, Holiday Homes and Supervisors' Institutes / Training Schools & Supervisors / Trainees / Apprentice Hostels etc.
- 110) Adequate allocation of Staff Benefit Funds (SBF) for Supervisors Welfare and recreation.
- 111) Separate pool of quarters for all technical supervisors.
- 112) Proper amenities & maintenance of quarters for all Technical Supervisors as for officers.
- 113) Removal of ceiling of 4 Dependents on Privilege Passes specially if the Railway Employee has Parents / Widow Sisters dependent on him/her and included in the Pass besides spouse & 2 children.
- 114) Removal of age limit of 25 years for entitlement of Pass for dependent son in case the son continues to be dependent / unemployed beyond that age.
- 115) Issue of Smart Card in place of Pass / PTO to avoid paper work and avoid misuse.
- 116) On-line Reservation on Pass / PTO against a Unique ID Code / Aaddhar Card or Smart Card.
- 117) "Tatkal" facility for "Privilege / Complimentary Passes" – on payment of "Tatkal" charges.
- 118) Removal of quota restrictions for Pass / PTO in Jan Shatabdi Express.
- 119) Removal / increase of ceiling of only one/two seats/Births on Pass in Duronto, Rajdhani, Shatabdi.
- 120) Increase in quota of seats for Pass / PTO in Duronto, Rajdhani, Shatabdi, Jan-Shatabdi Express to 4 seats. Eligibility of Self, Wife and 2 children on Privilege Pass to travel in Rajdhani / Shatabdi / Jan-Shatabdi / Duronto Express Medical and Pass facility to the dependents of Trainees / Apprentices.

FINANCIAL MANAGEMENT, EXPANSION AND PRIVATISATION ON RAILWAYS

- 121) Development of 100% indigenous facilities in Railway PUs & Workshops for manufacturing all types of Locos and Rolling Stocks, Spares and Accessories to ensure quality control, Safety & economy.
- 122) a) Consequent upon merger of Railway Budget with General Budget – the Government should invest adequately to meet the requirements of the Railways for Renewal of overage Track, Locomotives, Rolling Stock and other assets ensure safety and better quality of service.
- b) Protection of existing facilities of Railway men for Passes and Health Care in Railway Hospitals – consequent upon merger of the Railway & General Budgets.
- 123) Requisite investment of additional Capital by the Government for Expansion of Rail network to two Lakh kilometers in next 10 to 15 years – to ensure inter-connectivity between all Tehsils, Towns, District Head Quarters and State Capitals.
- 124) No Foreign Direct Investment (FDI) in Railways.
- 125) Foreign capital, if required, should be taken as loan by the Centre Govt. and not as FDI.
- 126) Additional Funds be raised through Public Bonds and from Central Funds.
- 127) No privatization or corporatization of Production Units & Workshops or Rail segments.
- 128) No transfer of Intellectual property Rights like designs of Coaches, Wagons & Locos etc. to Private Firms / Corporate.

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CENTRAL EXECUTIVE COMMITTEE - IRTSA (2018-19)
Elected in the CGB Meeting of IRTSA - Held at RWF on 25 & 26.10.2018

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
1.	Chief Patron	Er. Siya Ram Bajpai	53,Uphar, Eldico Colony Udayan Jail Road, Lucknow-226001	9369115389
2.	Patron	Er. L.N. Pathak	2 C-68, Varindavan Yojna, Raebareilly Road, Lucknow UP – 226029	9450355643
3.	President	Er. M.Shanmugam	4, Sixth Street, TVS Nagar, Padi, Chennai – 600050.	9443140817
4.	Working President	Er. K.V.Surendranathan	1545,Nitya Flats 2 nd Floor, Rama Nagar, Anna Nagar, West Ext. Chennai	9941382566
5.		Er. Kalyan Banarjee	A/1-42, Rail vihar, Kanyapur Polytechnic road, P.O. Ramakrishna Mission, Asansol - 713305	9434735722
6.		Er. Darshan Lal	148-A, Type-IV, RCF Colony, Kapurthala-144602	8437043089
7.		Er. P.K.Shukla	37- Uphar Eldeco Colony UDAYAN-1 Lucknow-226002	9794830579
8.	Sr. Vice President	Er. B. Inbanathan	8/72, Valmiki Street, East Tambaram, Chennai-600059	9003149679
9.		Er. S.K. Heera	F215 Vaishali Garden, Nagarjuna Nagar, Tarnaka, Secundrabad 500017.	9701371422
10.		Er. Kushala Kumar	40, 13 th Cross, Ashread Green Graden layout, Shiridhisainagar, Munnekollala, Marathahalli Bangalore-560037	9449054893
11.		Er.Jagtar Singh	323-C, Type-III, RCF Colony, Kapurthala, 144602	8437043338
12.	Vice President	Er. Nirmal Chandran	A-5, Sterling Lotus Appts, 11th Street, Korathur, Chennai-80	9884085065
13.		Er. B.N.Das	Qtr No31A, Gold Mohar Avenue, CLW Colony Chittaranjan – 713365	
14.		Er.Surjit Singh	C 301, Silverpalm apartments, Jalandar Kunj, Kapurthala Rd, Jalandhar 144013	9714301044
15.		Er.Nasir Khan	No.310 A, West colony, RWF Quarters, Yelahanka, Bangalore-560064	8453677860
16.		Er. K. Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur, Chennai-99	9003149416
17.		Er. K.Subramanyam	14-138/1/1, Raja Srivasa Nagar, Mirjalguda, Malkajgiri, Secundrabad-500047	9493401255
18.	General Secretary	Er. Harchandan Singh	32, Phase -6, Mohali, Chandigarh- 160055 Email ID - gsirtsa@yahoo.com (Ph Res: 0172-2228306)	8360452584 9316131598
19.	Central Treasurer	Er. O.N. Purohit	106, Suraj Nagar, Jodhpur-342008. Email: onpurohit@yahoo.com	9828024476
20.	Auditor	Er. P.S. Pandey	3-W-34 Kuri Bhagatram Housing Board Colony, Jodhpur-342005	9001198476
21.	Senior Joint General Secy.	Er. K.V. Ramesh	G-3 Likith Homes, 3 - Lakshman Nagar, West Street, Peravellur, Chennai-600082. Email ID: rameshirtsa@yahoo.co.in, (Ph. 044-26710007)	9003149578 9444100842
22.		Er. Ashoke Chowdhury	Qtr No31A, Gold Mohar Avenue, CLW Colony Chittaranjan – 713365	9163340901
23.	Jt. Genl. Secy	Er. Surjit Singh	120 B-Type IV, RCF Colony, Kapurthala, 144602	8437043119
24.	Jt. Genl. Secy	Er. Baldev Raj	332 -A- RCF Colony, Kapurthala-144602 (Pb)	8437043510
25.	Jt. Genl. Secy	Er. Aranga Nathan	10, Veerapathirasamy Street, Nethaji Nagar Extn. Villivakkam, Chennai	8056050273
26.	Jt. Genl. Secy	Er. A.Ganesh Babu	12/12, Kamaraj Street, Ayanavaram, Chennai-600023	8056050118
27.	Jt. Genl. Secy	Er. Rajaprbahar	27, VII Street, 2ndCross, Vaishnavi Nagar, Chennai-109	9003149354
28.	Jt. Genl. Secy	Er.P.Lakshminarayanan	No.2, Vikrama Flats 40-21, Neels Garden, 2 nd Street, Perumbur, Chennai-11	9003149444
29.	Jt. Genl. Secy	Er. Aribaskar	1/3, Thiruvallur Street, Senthil Nagar, Thirumullaivoyil, Chennai – 600062	8056050363
30.	Jt. Genl. Secy	Er. Y.R.S. Banerjee	2A, Seeyalam 2 nd street Extn, Villivakkam, Chennai- 49	9003149567
31.	Jt. Genl. Secy	Er. Thirumaran	208, Neethillam, 7 th Street, South Ext, Kattur, Trichy – 620019	9788761155
32.	Jt. Genl. Secy	Er. J.Singaravelan	199B/16 Asiad Colony Anna Nagar west Extension Chennai-600101	9841747605
33.	Jt. Genl. Secy	Er. S. Ravi Shankar	B-3, Sushmitha Court, 2 nd Street, Samdhariya Colony, Kolathur, Chennai-99	9444459309
34.	Jt. Genl. Secy	Er. A.Zaheer Hussain	Plot No 131, RVS Nagar, Khajamalai, Trichy-620023	7708003011
35.	Jt. Genl. Secy	Er. B. Bashkar Naidu	2-38/1-147 Guntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701379666
36.	Jt. Genl. Secy	Er. Taviti Raju	SSE, Carriage repair shop, Settupalli Post, Tirupati, Andhra – 517506	
37.	Jt. Genl. Secy	Er. K.Hari	Flat no.345/1003 Srushti Ph-3, Mira Road (East), Dist Thane - 401107	9004441442
38.	Jt. Genl. Secy	Er. K.K.Pavithiran	'AATHIRA' 4059, 5 th cross, 11 th Main, H-Block, Mysuru-23	9731667476
39.	Jt. Genl. Secy	Er. Ram Avtar Meena	Rly Qtr.D-6, Graham Road, Near Langara Fatak, Alambagh, Lucknow-226005	9717907199
40.	Jt. Genl. Secy	Er. Vivek Shukla	SSE, Loco works, N.Railway, Charbagh, Lucknow -226005	8400334081
41.	Jt. Genl. Secy	Er. Ramesh Chowdhary	Carriage Workshop, North Western Railway Jodhpur, Rajasthan-342001	9001198367
42.	Jt. Genl. Secy	Er. Motilal	2/1/E/1, Thack well Road, PO. Liluha, Howrah – 711204	9433122735
43.	Jt. Genl. Secy	Er.P.K.Ray	Street No. 66, Qrs. No. 46/A, Chittaranjan-713331, Burdwan, WB	8420043348
44.	Jt. Genl. Secy	Er. Majumdar	Street No. 61, Qrs. No. D/1, Chittaranjan-713331, Burdwan, WB	9163340209
45.	Senior Organising Secretary	Er. E. Ramesh	22, V V Koil Street, Kodaperi, Tambaram, Chennai-600045	9003149666
46.		Er.N.V.Ramanamurthy	No.10-365/1, SatyaRaghavendra Nagar, Malkajgiri, Hyderabad-500 047.	7799370000
47.	Org Secretary	Er. Shamim Akhtar	No.86, Mohripur Bazar, Gorakhpur – 273007	9794840338
48.	Org Secretary	Er.Akhillesh Vishwakarma	Qtr No. C-70/2, Type-III, R.D.S.O. Colony, Manak Nagar, Lucknow-226011	9794830638
49.	Org Secretary	Er. Rajesh Kumar Shukla	EC-13, Munwwar Bagh, Railway colony, Charbagh, Lucknow-226005	9794830523
50.	Org Secretary	Er. M.M.V.G.K.Raju	18-412/1/2, Mallikarjuna Nagar, Malkajgiri, Hyderabad – 500047	9392100062
51.	Org Secretary	Er. Dheeraj Kumar	H NO 1-1-989 Srihardhnagar, Kazipet, Warangal – 506003	9440176085
52.	Org. Secretary	Er. Ramakrishnan	102, B Block, Topovan, Sarasvathi apartment, Viswesvara nagar, Mysuru-570008	9731667492
53.	Org. Secretary	Er. Dayanda Rao	331/C, West Colony, RWF Qtrs, Yelahanka, Bangalore-560064	9108501831
54.	Org. Secretary	Er. Rajesh Jatana	86 C- Type-IV (SP) RCF Township, Kapurthala-144602	8437043118
55.	Org. Secretary	Er. Harminder Singh	323-A– RCF Colony, Kapurthala-144602 (Pb)	8437043117
56.	Org.Secretary	Er. Girish Bhat	SSE/ Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	9004441526
57.	Org.Secretary	Er. Vetrivel	3, Padasalai Street, Laksmipuram, Chromepet, Chennai-600044	9500007514
58.	Org.Secretary	Er. Krishna Babu	2/83, Sivarajpet, Tirupattur, Vellore district 635601	8015604295
59.	Org. Secretary	Er. R. Ravi	No.1, Swamiprabhu Pada, Srinagar Colony, Thirumullaivoyil, Chennai-62	8056050137
60.	Org.Secretary	Er. Mahalingam	No.35, Main Road, Nehru Nagar, Tondiarpet, Chennai-600081	8056050230
61.	Org.Secretary	Er. Mehaboob Basha	1/11, Welcome Cly, Annanagar West Ext. Chennai-600101	9003149658
62.	Org.Secretary	Er. R. Sekar	37, 1 st main Rosd, Jayalakshmi Nagar, Thirumullaivoyil, Chennai-62	8056050146
63.	Org.Secretary	Er. B. Saravanan	258/1, North Colony, ICF, Chennai-600038	9003141470
64.	Org Secretary	Er. Tapan Kumar Das	Qtr No31A, Gold Mohar Avenue, CLW Colony Chittaranjan – 713365	
65.	Org. Secretary	Er. B. S. Bedi	SSE, Black Smith, N. Rly. Workshop, Amritsar-143001	9815008395
66.	Org. Secretary	Er. Y.C.Bajpai	H.No 107, Utsav Part-II, Mahanagar Colony, Bareilly – 243006	9760541474

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CENTRAL EXECUTIVE COMMITTEE - IRTSA (2018-19) Continued from page-13

S.N	DESIGNATION	NAME	ADDRESS	TELE / MOB
67.	Org.Secretary	Er. Ramesh C. Mahanti	764A, Stadium Road, East Colony, Jamalpur – 811214	9771447464
68.	Org.Secretary	Er. Amit Das	St. No.-10, Qrs. No.-23B P.O.- Chittaranjan Dist. Burdwan W B	8420043264
69.	Org.Secretary	Er. Suresh .B. Warthi	414, West colony, RWF quarters, Yelahanka-560064	9108501950
70.	Member CEC	Er.S.K.Jain	SSE Train Lighting, W.RLY. BG, Ahmadabad-382140	9427050203
71.	Member CEC	Er. Kamal Sharma	111-A, Type – IV, RCF Colony, Kapurthala Punjab144602	8699119697
72.	Member CEC	Er. Armit Chaudhary	E 10, Nanksar Nagar, Near RCF Halt, Kapurthala Punjab144602	8437053951
73.	Member CEC	Er. Ravindra Singh	683-A, Type – II, RCF Colony, Kapurthala Punjab144602	8437043989
74.	Member CEC	Er. Amit Rathi	615-E, Type – II, RCF Colony, Kapurthala Punjab144602	9876989282
75.	Member CEC	Er. Hrinder Singh	House No.5, Guru Hargobind Nagar, RCF, Kapurthala, Punjab144602	
76.	Member CEC	Er. Sreedhara Chari	5-16-3/1, 2 nd line, 15 th Cross, Brodipet, Guntur – 522002	9701379467
77.	Member CEC	Er. Bhaskar Babu	SSE/Trimming, Lalaguda workshop, S.C.Rly, Secundrabad -517506	9885439092
78.	Member CEC	Er. D.D.Joshi	Senior Section engineer, Diesel Shed, N.W. Railways, Jodhpur -342001	
79.	Member CEC	Er. S.Mohan ram	26, Maavadi Vinayagar kovil St, Vishal Flats, Royapettah, Chennai-600014	9789080094
80.	Member CEC	Er. Jayanth	Plot No.9, Moogathamman Nagar, Puttur, Tamil Nadu-602025	8754449314
81.	Member CEC	Er. R.Karthikeyan	SSE/Admin, Engineering Workshop, S.Rly, Arakkonam – 631001	9003160258
82.	Member CEC	Er. S.Gopi	4/317, Kulakarai Street, Singaperumal Koil, Kanchipuram District – 603204	9940631935
83.	Member CEC	Er. Manjunath	H.No.227, 5 th Phase, Yelahanka New Town, Bangalore-560064	7204571523
84.	Member CEC	Er. Anand Gladstone	C 104, G.K.Lake View Apartments, Nisargha layout, Ananthapura,Yelahanka	9108501833
85.	Member CEC	Er. Kanaka Raju	135, Mandara Nilaya, Kapila marga, 11 th Cross, Siddharthanagar, Mysuru-11	9945768844
86.	Member CEC	Er. P.Omprakash	S-22, Srirampura II Stage, Mysuru – 23	9480381301
87.	Member CEC	Er. S.L.Lal	1/118, Vivek Khand-1, Gomti Nagar, Lucknow-226010	8400334096
88.	Member CEC	Er. Abhijeet Srivastava	SSE, Loco Works, N.Railway, Charbagh, Lucknow - 226005	8400334063
89.	Member CEC	Er. Trilok Chadra	SSE, C&W Workshop, N.Railway, Alambagh, Lucknow - 226005	9415910102
90.	Member CEC	Er. Bipin Kr Mishra	Qtr. No LD-138/A, Shantipuram Rly Colony, Alambagh, Lucknow-226005	9794830544
91.	Member CEC	Er. Sankaragurunathan	6/26, 5 th Street, Nehuruji Nagar, Arakkonam, Vellore(DT) 631003	8056050346
92.	Member CEC	Er. Ragupathy	283/4, North colony, ICF, Chennai – 600038	8056050206
93.	Member CEC	Er. Jagadeesh Kumar	Plot No 10, Arthi Nagar, (opp to G.K.Shetty Vivekananda Vidhyalaya) Ambattur, Chennai-600053	8056050144
94.	Member CEC	Er. V.Gurusamy	70, DTP Colony, Karukku Main Road Ambattur, Chennai-600053	8056050396
95.	Member CEC	Er. Yagha Seenivasa	Chennareddiyur village, Arumbakkam post, Katpadi taluk, Vellore dist632202	9159052450
96.	Member CEC	Er. V.Balakrishnan	No.1, ThirupoorKumaran III Cross Street, Puzhal, Chennai – 600066	8056050304
97.	Member CEC	Er. Dipankar Sarkar	Room No. 5, Hostel No. 1, TTC, CLW, Chittaranjan-713365, WB.	8420043209
98.	Member CEC	Er. Amarendra Nayak	Qtr No31A, Gold Mohar Avenue,CLW Colony Chittaranjan – 713365	
99.	Member CEC	Er. Chandan Jha	101, 1 st Floor, Anushant Homes, Naveen Park, Kusugal Road, Hubli-580023	9019733592
100.	Member CEC	Er. Mukesh Sharma	19 Greater Aakash colony, Near Hartmann college Izzatnagar Bareilly-243122	9760551467
101.	Zonal Secy /ER	Er. Goutam Mukherjee	6/10, Gopal Chatterjee Road, P.O.Cossipore,Kolkatta-700002,	9002029641
102.	Zonal Secy /SR	Er. Abdul Salam	RC Kamalam Apts. Fl.No. A-28, III Street, Rajaji Nagar Vilivakkam, Chennai-49	9940516033
103.	Zonal Secy/SCR	Er.N.V.Ramanamurthy	No.10-365/1, Satya Raghavendra Nagar, Malkajigiri, Hyderabad-500 047.	7799370000
104.	Zonal Secy/NER	Er. R.K. Pandey	642, Chandra Niketan, Krishna Nagar Pvt, Colony, Basharatpur, Gorakpur – 273004	9451039298 9794840415
105.	Zonal Secy/NFR	Er. K.K. Deb	Vidhan Pali ,Jaljharia, Malda-732102 (WB).	03512269556
106.	Zonal Secy/NR	Er. P.K.Shukla	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830579
107.	Zonal Secy/WR	Er. R.B. Singh	SSE/Estimate, EMU Workshop (W.Rly.), Mahalaxmi, Mumbai-400013	9004441493
108.	Zonal Secy/SER	Er. E. Laxman Rao	SSE, Shop 56, SE Railway Kharagpur Workshop, Kharagpur-720301	9153647448
109.	Zonal Secy/DLW	Er. Mukesh Chand Verma	Qr.No 378/A, DLW Colony, Varanasi – 221004	9794864529
110.	Zonal Secy/CLW	Er. Ashoke Chowdhury	Room No.14, Hostel No1,TTC ,CLW, Chittaranjan – 713331	9163340901
111.	Zonal Secy /ICF	Er. K.Gobinath	G-3, Ruby Villa, 104-6 Cross St. Srinivas Nagar, Kolathur,Chennai-99	9003149416
112.	Zonal Secy/RCF	Er. Mayank Bhatnagar	114-D RCF Colony, Kapurthala-144602	8437043273
113.	Zonal Secy/RWF	Er. Mruthyunjaya Bapat	58, 1 st Cross, 1 st Main Telecom layout, Srirampur, Post: Jakkur, Bangalore	9108501825
114.	ZonalSecy/DMW	Er. Jaswinder Singh	234/3, Azad Nagar, Patiala –147001	9417414295
115.	ZonalSecy/NWR	Er. O.N. Purohit	SSE/MW, NW Rly. Diesel Shed, BKT, Jodhpur-342008,	9828024476
116.	Zonal Secy/SWR	Er. K.L.Vinod Kumar	122, VSCHS layout, Sakthi Nagar, Sathagalli, Mysore-19	9448253319
117.	Zonal Secy/SECR	Er. D.K Singh	SE / WRS, SEC Railway Workshop, Raipur (Chhatisgarh)-492001	9907475771

ADVISORY COMMITTEE (CEC) IRTSA

1	Er.B.D.Mishra	L-9-B, Jail Road, N. Rly Colony, Lucknow-226001	9794830808
2	Er. G.R.Linga Rao	H. No. 2-129, Avani Nagar, Malkajigiri, Hyderabad – 500047	9912722577
3	Er. G.Krishna Rao	4-44-3, 8 th Street, Hubsiguda, Hyderabad-500 007	9989653968
4	Er. K.Shanmugavel	8, 7 th Street, TNHB, Korattur, Chennai-600080	9445641771
5	Er. M.S.V.R.Pandian	175/6, Kurinji Colony, 4 th Avenue, Annanagar, Chennai-600040	9444170903
6	Er. Balaramurthy	219 Block 1, Mahaveer Springs Annexe, 17 Cross, 15 th Main Nanjunde, 5 Phase Bangalore -560078	9381002724
7	Er. L.Ravisharma	11/2, Subramaniam Road, Perambur, Chennai-600011	9500125289
8	Er. M.Selvaraj	4, Kenaich Chetty Street, Venkatapuram, Ambatur, Chennai-600053	9444284961
9	Er. M.Ganesan	Old17/New41, Illrd Street, Rajaji Nagar, Villivakkam, Chennai – 600099	9003149642
10	Er. Syed Asmatulla	Plot no 47, 2 nd street, Moogambigai Nagar, Ambattur, Chennai-600053	9500125414
11	Er. S.Karunakaran	1/22, Iind Street, Nerhu Nagar, Ambattur, Chennai-53	9003073236
12	Er. L.Markanteiyan	43/5 Sakthi Flats, 9th Street, North Jaganathan Nagar, Villivakkam, Chennai-600049	9003149775
13	Er. V. P. Sundram	5/396, Agathiar Salai, J.J.Nagar, Mugappair East, Chennai – 37	9003149646
14	Er.T.I Anto	72/3, East Colony, ICF, Chennai – 600038	9003149839
15	Er. Tamil Maran	109A, Rajaji Street, Venkataswara Nagar, Kolathur, Chennai - 600099	9952020851
16	Er. E.Raju	156 NGGO Nagar, Opp. Govt Law College, Chengalpattu - 603001	9003169617
17	Er. Raviraman	114, North Jaganatha Nagar Villivakkam, Chennai-600049	9444643325
18	Er. Antony Francis	701/A, Prajakta CHS LTD, Kher Nagar, Bandra, Mumbai, Pin 400051	9769127305
19	Er. K.Subramanyam	14-138/1/1, Raja Srivasa Nagar, Mirjalguda, Malkajigiri, Secundrabad-500047	9493401255

MEMBERS TASK FORCE - CEC IRTSA (2018-19)

1.	Er. Malik Basha	Flat No.512, Vth Block, NPL Anjali Appt. 264, MTH Road, Villivakkam-49	9003149736
2.	Er. Ramakrishnan	14/2, 26 th Kennedy St. Ext. Varalaxmi Nagar, GKM colony, Chennai - 82	9003149717
3.	Er. V.Nithyanandam	NO: 2/34 5th Street Rajaji Nagar Villivakkam Chennai 600049	9003149431
4.	Er.Karunkumar	G-2, Anu Arcade, No25, Moorthy Nagar, Villivakkam, Chennai-49	9005149789
5.	Er. A.Seshachalam	NO:37 Govindasamy Street Perambur Chennai 600011	8056050302
6.	Er. N.Balasubramanian	29/18, South Thirumalai nagar, Main street, Villivakkam, Chennai-600049	9003149117
7.	Er. Stanely Cheledurai	93A, Second Street, Madras Battai Road, Villivakkam Chennai-600049	9003149111
8.	Er. M.Mukesh	271/2, North Colony, ICF, Chennai -600038	9940290630
9.	Er. Vignesh Kumaran	885, 61st street, 10th sector, K K Nagar, Chennai-600078	8056050121
10.	Er. Anandan	233/4, North Colony, ICF, Chennai-600038	8056050077
11.	Er. R.Suresh	225/1, 8 th Street South colony, ICF, Chennai-38	8056050323
12.	Er. A.Sundar Raj	54, Haji Abdul Rahim street, Perambur, Near Jamalia, Chennai-600012	9003179744
13.	Er. Ragavendra Rao	No.9/2, 25 th Street, Sathiyavani Muthu Street, G.K.M.Colony, Chennai-600082	8056050131
14.	Er. Dilli	12/5, Pillayar Koil Street (Ext) Vijayalakshimpuram, Ambattur, Chennai-6000053	8754493215
15.	Er. Anantha Raman	762/10, South Colony, Integral Coach Factory, Chennai-600038	9677400828
16.	Er. Kamalesh	B47, 7 th Cross street, Anna Nagar, Chennai 603001	9443174176
17.	Er. P.R. Vinod Kumar	Plot no.13, Devi Nagar, Kolathur Chennai-600099	8056050339
18.	Er. K.T. Salson	3A/5A, Elite Villa, Moorthy Nagar, Villivakkam, Chennai-600049	9790708421
19.	Er. V.Gopi	100/1, Vellar Street, Ayanavaram, Chennai-600023	9003149883
20.	Er. G. Kandan	9, Naladiyar street, Sri Sakthi Nagar, Annanur, Chennai-600109	8056050162
21.	Er. P.S.Subramania Pillai	No.L44/5, LIG Flats, Four Square Apartments, TNHB, 51 st Street, Korattur, Chennai-600080	9840839877
22.	Er. C.Raja	225/3, North Colony, Integral Coach Factory, Chennai-600038	8056050197
23.	Er. K.Baskaran	767/2, 8 th Street, South Colony, Integral Coach Factory, Chennai – 600038	9003149421
24.	B. Venkata Subbaiah	SSE, Carriage work Shop, Lallaguda, Secunderabad.500017	9391102094
25.	P.Harinath	SSE, Guntapalli wagon work shop, Guntapalli Village, Bazavada. 521241	9701379440
26.	Er. Shyamala Rao	S.S.E / Diesel loco shed, vijayawada - 520 002	9701373062
27.	Er. G. Subbaiah	SSE/Wheel carriage, work shop Lalaguda, Sec-bad – 500017	9701370457
28.	Er.P.Nanya Naik	H.no 27-16/19/1, Sreekrishna Nagar, Street no 14, Besides Krupa Complex, Saafilduda, Neredmet, (PO), R.K.Puram Secunderabad – 500056	9440849653
29.	Er.N.V.V.Sathyanarayana	SSE, Electric Loco Shed, Lallaguda, Secudrabad-500017	9701371571
30.	Er. Anil Kumar	H.No 28-26, Srinivasa Nilayam, besides Sri Sai Avenue Apartments, Kabela, Vijayawada-12	9392470310
31.	Er. T.V.S.Srinivas	HIG Block 1 Flat no.1, Baghlingampally, Hyderabad – 500044	9700167430
32.	Er. J.J.Ayyappa	H.no.11-1-26, Flat no.101 Shri Satya Sherya Apartmrrnts Mylargadaa, Secunderabad	8977259758
33.	Er. Veerabhadra Raju	D.no.3-168-139/1, Flat no 202, Ram's Muktyala Enclave, Lane 1, G.O.Colony, Shanti nagar, Kakinanda	9701373457
34.	Er. P.Govinda Rao	Madhuri Residency Flat No FF1 Anandamuri Nagar Singhnar, Vijayawada	9441115782
35.	Er. M.Sandeep Kumar	Plot no.211, Shali Gardenia, Yapral, Secunderabad-500087	9966060666
36.	Er. M.Srinivas	Plot No.53, Suryanagar, Safiguda, Secunderabad 500056	8520031534
37.	Er. G. Rajendra Prasad	Ramnagar Guntapally Village, Near Bezavada, Krishna Dist. A.P. 521241.	9701373334
38.	Er. M.A.Thousif khan	SSE/Elc. Carriage work shop Lalaguda, S. C. Railway Secunderabad – 500017	9701370466
39.	Er. Galib	No.10-365/1, Satya Raghavendra Nagar, Malkajigiri, Hyderabad-500 047.	9985983379
40.	Er. R.C.Singh	1010C-North Mohaddipur Power House Road, Gorakhpur-273012	9794840377
41.	Er. Ram Singh Yadhav	SSE/ R Repair Shop, NE Railway Workshop, Izatnagar 243122	
42.	Er. Kulwinder Singh	37A Ghuman Nagar -B, Sirhind Road PATIALA-147001	9779582087
43.	Er. Manjit Singh	511, Type -IV, DMW Colony PATIALA-147001	9779582114
44.	Er. J.S.Bawa	237-C, Azad Nagar Sirhind Road PATIALA-147001	9752592273
45.	Er. Jagdish Singh	479, Type -IV, DMW Colony PATIALA-147001	9779582171
46.	Er. N.S.Saggu	539 Type -IV ,DMW Colony PATIALA-147001	9779582121
47.	Er. Chamkaur Singh	687, Type- III, DMW Colony PATIALA-147001	9779582609
48.	Er.U.P.Singh	Q.No.100, Kawa Bagh Rly Colony, Gorakhpur -273012	9794845205
49.	Er. Ashok Kumar Sha	21, K.P.Kumar Street, Flat-18, Badamtala, PO-Bally, Howrah-711201	9002029613
50.	Er. Saibai Deb	SSE, Carriage & Wagon work shop, Eastern Railway, Liluah, Howrah-711204	9051467393
51.	Er. P.K.Das Gupta	Charakdanga Road, PO.Uttardara, Hooghly-712250	
52.	Er. Subrata Das	SSE, Carriage & Wagon work shop, Eastern Railway, Liluah, Howrah-711204	
53.	Er. Amarendra Nayak	Flat No.-D/2, 3 rd Floor, Rajosmita Cottage, K.P.Banerjee Sarani, At/Po-Konnagar, Dist-Hooghly,	9163340378
54.	Er. U.P.Singh	Q.No.100 B, Railway Medical Colony, Gorakhpur -273012	9794845205
55.	Er. Amar Deb	SSE/Y&T, N.W.Railway Workshop, Jodhpur – 342003	9001198343
56.	Er. V.V.Girish	12/A1, Kathiravan Nagar, Podanur, Coimbatore - 641023	
57.	Er. R.Pugzhendhi	No.951/D, Type 4 Quarter, Golden Rock, Trichy-620004	9940779099
58.	Er. Sunil Kumar	1175 A-1 st main road Poombugar nagar, Kolathur Chennai-99	9003160346
59.	Er. K.M.Perumal	4, Sagunthalam Street, AJAY Flats (F2) Srisakthi Nagar, Annanur, Chennai-109	9894247624
60.	Er. Gomathi Sankar	2, Brahmin lane, Saidapet, Chennai-600015	9003060422
61.	Er. B.Boobalan	No.8 Ganapathy Nagar, Thiruvalluvar Salai, Ponneri-601204	8148864712
62.	Er. L.P.Verma	SSE/BSS, N.W.Rly Work shop, Jodhpur-342003	9001198357
63.	Er.Girish Bhat	SSE/ Bogie, Carriage Workshop (W.Rly.), Lower Parel, Mumbai-400013	9004441526
64.	Er. Subir Rai	1305 - Sai Siddhi Tower, Laxmi Nagar, Ghatkopar(East), Mumbai-400075	9004441468
65.	Er. Kuldeep Singh	H.No55A/1153, Pawanpuri, Sujanpura Road, Alambagh, Lucknow-226019	8400334475
66.	Er. G.S.Yadav	7D/17 Sector-7, Vrandavan Yojana Raebareli road, Lucknow– 226025	8400334427
67.	Er. Nautam Singh	7D/17 Sector-7, Vrandavan Yojana Raebareli road, Lucknow– 226025	8400334568
68.	Er. Saurabh Gupta	SSE, Loco workshop, N.Rly Alambagh Lucknow-226004	9794830454
69.	Er. Satish Dixit	SSE, Loco workshop, N.Rly Alambagh Lucknow-226004	8400334544
70.	Er. Mahendra Kumar	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830757
71.	Er. Shailendra Kumar	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830623
72.	Er. Anoop Bajpai	SSE, Loco workshop, N.Rly Charbagh Lucknow-226004	9794830820
73.	Er. Akash Srivastava	CDMS, Loco workshop, N.Rly Charbagh Lucknow-226004	
74.	Er. Gurusamy	7G – 11 th Street, Jogupalya, Halasuru, Bangalore – 560003	

**GLIMPSES OF 53RD ALL INDIA CONFERENCE & CGB MEETING OF IRTSA
HELD ON 25TH & 26TH OCT 2018 HOSTED BY IRTSA RWF ZONE – PAGE-1**

GLIMPSES OF 53RD ALL INDIA CONFERENCE & CGB OF IRTSA HELD ON 25TH & 26TH OCT 2018 HOSTED BY IRTSA RWF ZONE – PAGE-2



IRTSA REPRESENTS AGAINST DISCONTINUATION OF DR OF SSE; CALLS FOR CAREER PLANNING

Sub: Appeal against Discontinuation of Direct Recruitment to the posts of Senior Section Engineers & Request for Career Planning of Technical Supervisors on Railways.

Ref: Railway Board's letter No. E(NG)II/2018/RR-1/31 (RBE:126/2018), dated 25.10.2018.

1) Railway Board through its letter cited above, has decided to provisionally discontinue direct recruitment in the posts of SSEs and said that it will be reviewed after one year.

2) We humbly request the Railway Board to withdraw this letter and rather do the career planning of the Technical Supervisors on the Railways in view of the following submissions:

3) In its endeavour to upgrade the human resources, Indian Railways made sensible changes in its recruitment policies on various occasions. Government of India also made a decision to eliminate Group 'D' recruitment. Keeping in view the large scale mechanisation of maintenance, modernisation and automation, it has been rightly decided by the Railways that future recruitment in technical departments will be made with minimum ITI qualifications for the Technicians.

4) To meet growing needs of technological advancement, modernisation & automation and train safety, Railways have been recruiting Graduate Engineers as Senior Section Engineers / SSE (C&W, Work Shop, Design & Drawing, P.Way, Bridges, Works, Signal, Telecommunication, Electrical, Power, OHE, Printing Press, etc.), Chief Depot Material Superintendent, Chief Metallurgical Superintendent and Senior Engineer/Information Technology.

5) Till now, Railways recruited Graduate Engineers in apex level of Group 'C', Pay Level-7. They do not have any promotional avenue within the cadre/seniority unit and have hardly any avenue of promotion to Group B due to extremely low percentage of just about 2% posts in Group B. All other categories are having some promotional avenue within the cadre/seniority unit or to the next higher Levels.

6) Railways have been doing Cadre restructuring of its staff periodically every 10 years within Group C and more frequently for Officers in Group A and from Group B to Group A. This had improved career progression for all cadres in Group A, Group B and Group 'C' as a result of upgrading and consequential increase in the percentage of posts in higher Pay Levels except the SSE in the apex Group C pay scale (Rs.840-1040/Rs.2375-3500/Rs.9300-34800 + GP 4600/Level 7).

7) Graduate Engineers & incumbents of SSE are the only left out employees to get any benefit from the cadre restructuring thus causing extreme stagnation at this level.

8) Most of the employees get 3 or 4 promotions or even more in their service in Railways – except the JEs & SSEs. It is pertinent that JEs with Diploma in Engineering with one year on the job training and SSEs with Graduate in Engineering with one year of "on-the-job" training - are getting stagnated in the Apex Group 'C' scale without any further avenue of promotion except in rare 1% cases. JEs enter in Pay Level-6 and get only one promotion to the Pay Level-7. SSEs with Graduate in Engineering qualification enter in Pay Level-7 and remain stagnant in the entry grade itself. Technical Supervisors rot at the Pay Level-7 throughout their career since they have very meagre number of posts in Group-B.

9) Great degree of confusion in the work hierarchy and order of command has been created in the technical departments of the Railways as in the Cadre Restructuring of Group 'C' done thrice on the Railways over the last nearly 30 years none of the posts of SSE in the apex Grade of Group 'C' was ever upgraded. Consequently the cadre of Technical Supervisors has become an inverted pyramid with no promotional avenues with 67% posts of Technical Supervisors in the apex Grade of SSEs (Senior Section Engineer) and 33% in the lower grade of Junior Engineers (JEs).

10) Sanctioned strength of Technical Supervisors in Railways is 59,149 (39,628 SSEs & 19,519 JEs). Promotional prospects of these Technical Supervisors & nearly one lakh running staff are limited to the vacancies arising out of 4,400 Group 'B' (Gaz) posts available in all four technical departments of Railways.

11) Large number of Posts have been upgraded over the years in Group A & B to ensure the career planning of the officers in those cadres but no such upgrading had been done in case of Apex Scale of Technical Supervisors – to improve their career prospects or in view of the increase in their duties & responsibilities due to modernization on the Railways. The increase of duties & responsibilities of SSEs have been totally ignored.

12) In the present scenario of huge investments and fast & prompt completion of new projects, more number of Gazetted posts are essentially required, so that decision making and accountability can be broadened in the administrative hierarchy.

13) All Safety Committees on Railways urged for filling up of vacancies in all safety categories including Technical Supervisors to ensure safety in train operation. General Managers & PHODs are continuously pressing for filling up of all the vacancies of Technical Supervisors.

14) PCME's, in the meeting held on 26th to 28th October 2018 at Kolkata, while discussing the safety & maintenance issues, have also recommended for lifting the ban on direct recruitment of Graduate Engineers as Senior Supervisors, as introduction of artificial intelligence etc. for efficient and reliable maintenance of rakes of Rolling Stock (and other related issues of safety and modernisation) require higher educational qualifications, training, competence etc. for senior supervisors.

15) 7th CPC in para 11.40.113 of its report pertaining to Technical Supervisors, said that, "*Considering the feedback provided by the Railway Board and upon close analysis of the cadre structure, we are of the view that there is some element of stagnation at the GP 4600 stage. Accordingly it is suggested that Railway Board should consider enhancing the number of posts in the next higher level...*"

16) Arising out of these recommendations of 7th CPC, Railway Board submitted the following proposals to the Empowered Committee / Ministry of Finance, to place 29,721 posts (50% of sanctioned strength) of SSE in the Grade Pay Rs.4800, 9907 posts (17% of sanction strength) in the Grade Pay Rs.4600 and 19519 posts (33% of sanctioned strength) in the Grade Pay Rs.4200. Similar proposals have been made for SSE Design & Drawing, CDMS and CMS Railway Board to MOF (DOE) but further action is still awaited.

17) Stagnation & frustration among the Technical Supervisors on the Railways is an impediment in effective execution of administrative policies & plans, due to lack of

..... Continued on page - 24

RAILWAY BOARD'S ORDERS

1) Railway Board letter No. 2018/TransCell/Process Reforms, 27.11.2018.

Sub: Grant of honorarium for delivering lectures in Zonal Training Schools/Centres.

(a) Rs 2500/- per day for lectures of 2 hours duration subject to a maximum of Rs 5000/- per week to Officers of Railway/Central/State Governments ordinarily of the rank of Joint Secretary to the Government and reputed academicians/special invitees.

(b) Rs 1250/- per day for lectures of 2 hours duration subject to a maximum of Rs 2500/- per week to JAG/ SG Officers of Railway/Central/State Government.

(c) Rs 1000/- per day for lectures of 2 hours duration subject to a maximum of Rs 2000/- per week to other gazetted/non gazetted officials of Railway/Central/State Government other than those mentioned in para (a) and (b) above.

2) RBE No. 166/2018, No. E(NG)II/2018/RR-1/31, 25.10.18

Sub:- Discontinuation of Direct Recruitment to the posts of Senior Section Engineers (SSEs).

Attention is invited to Board's letter No. E(NG)I/2008/PM1/15 dated 03.09.2009 which inter alia lays down that 20% of the vacancies in Group 'C' posts of Senior Section Engineer(SSE) in Civil Engineering, Electrical, Mechanical, Signal & Telecom and Track Machine Organization (TMO) Departments will be filled by direct recruitment.

This provision of direct recruitment in the post of SSEs has since been reviewed by Board. It has been decided to provisionally discontinue direct recruitment in the post of SSEs. This decision will be reviewed after one year. Therefore, all direct recruitment in all technical supervisory categories for the present be only in the post of Junior Engineers (JEs). Vacancies of SSEs may accordingly be added to those of Junior Engineers (JEs) for the purpose of direct recruitment.

3) RBE No. 162/2018, No. E(P&A)I-2008/CPC/LE-8, 17.10.2018

Removal of the limit of 22 years in case of a disabled child for the purpose of Child Care Leave

In pursuance of the decision taken by the Government, the Ministry of Railways have decided that the limit of 22 years in case of a disabled child for the purpose of Child Care Leave under the provisions of Rule 551 (E) of Chapter-5 of Indian Railway Establishment Code (IREC), Volume-I be removed. It has also been decided that Child Care Leave may not be granted for a period less than five days at a time.

2. This order shall take effect from 13th June, 2018.

3. There is no change as regards other terms and conditions of this leave.

4) Railway Board letter No. E(NG)I-2018/TR/8, 26.10.2018

Sub:- Mutual Transfer involving employees working in two different grades.

The procedure for mutual transfer have recently been further simplified

It has been decided that Mutual Transfers may also be permitted between staff in two different grades but only in the recruitment grade of the cadre and not in intermediate grades.

3. Both the employees seeking mutual exchange shall have to give a written undertaking accepting reversion unconditionally and willingly in their own interest to the recruitment grade and bottom seniority in their respective new Unit in order to avoid future litigation.

The expression mentioned in preceding lines, should necessarily be incorporated in the application submitted by the employee concerned. The "Note" below para 2(b)(iii) of Board's letter No. E(NG)I-2017/TR/24 dated 22.09.2017 as mentioned in para 1 above stands deleted.

4. Other terms and conditions for mutual exchange including community restrictions contained in Board's letter No. E(NG)I-2004/TR/16 dated 14.08.17 and 22.10.2007 remain.

STREAMLINING OF NPS - GOVT HAS ACCEPTED TWO DEMANDS EVEN AS THE STRUGGLE FOR COMPLETE WITHDRAWAL OF NPS CONTINUES

IRTSA has been demanding for withdrawal of NPS for those recruited after 1-1-2004 and restoration of Old Pension Scheme for all of them.

Until the continuation of NPS, IRTSA had demanded for streamlining of NPS and placed various demands to provide some relief to them - including increasing Government's contribution for NPS and tax exemption for withdrawal from NPS.

Government has accepted two main demands of IRTSA.

DEMANDS OF IRTSA

1) 10% contribution from Government be raised to 15% to get reasonable post retirement financial security.

2) Withdrawals under NPS should be tax exempt to place NPS at par with old pension scheme.

AGREED TO BY GOVERNMENT

1) Government has agreed to increase its contribution for those covered under NPS Tier-I from the existing 10% to 14%.

2) The entire amount of withdrawal from NPS will now be exempt from income tax. The tax exemption limit for lump sum withdrawal on exit has been enhanced from 40% to 60% which is maximum permissible limit of withdrawal.

Decision of the Government

The Union Cabinet in its Meeting on 6th December, 2018 has approved the following proposal for streamlining the National Pension System (NPS).

1) Enhancement of the mandatory contribution by the Central Government for its employees covered under NPS Tier-I from the existing 10% to 14%.

2) Providing freedom of choice for selection of Pension Funds and pattern of investment to central government employees.

3) Payment of compensation for non-deposit or delayed deposit of NPS contributions during 2004-2012.

4) Tax exemption limit for lump sum withdrawal on exit has been enhanced to 60%. With this, the entire withdrawal will now be exempt from income tax. (At present, 40% of the total accumulated corpus utilized for purchase of annuity is already tax exempted. Out of 60% of the accumulated corpus withdrawn by the NPS subscriber at the time of retirement, 40% is tax exempt and balance 20% is taxable.)

5) Contribution by the Government employees under Tier-II of NPS will now be covered under Section 80 C for deduction up to Rs. 1.50 lakh for the purpose of income tax at par with the other schemes such as General Provident Fund, Contributory Provident Fund, Employees Provident Fund and Public Provident Fund provided that there is a lock-in period of 3 years.

IRTSA will continue to demand for withdrawal of NPS and extension of Defined Pension Scheme (Old Pension) for all Railway employees for those appointed after 01.01.2004.

PAY FIXATION ON PROMOTION SHALL NOT BE LESS THAN ENTRY PAY OF DIRECT RECRUIT FOR THE SAME POST.

Anomaly of 6th CPC removed by Ministry of Finance through its OM No. 8-23/2017-E.IIIA, dated 28.09.2018
Copy of Railway Board's letter

No.S.N.PC-VI/2018/I/RSRP/1, dated 12.10.2018

1. Demand made by IRTSA in 6th CPC Pay band & Grade Pay Concept.

Situation of senior promotes getting less pay than Junior direct recruits, is in violation of basic principle of Pay Band system. For example,

JE with five years of service while getting regular promotion from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4600 as SSE was fixed at a Basic pay of Rs. 16120 compared to the Direct recruit's basic pay of Rs.17140.

JE with five years of service while getting promotion (through LDCE) from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4800 as AWM/AME/AE is fixed a Basic pay of Rs. 16120 compared to the Direct recruit's basic pay of Rs.18150.

Pay on Promotion should be fixed at least at par with Entry Pay in the Revised Pay Structure for direct recruits.

2. Railway Board partially addressed the demand within its limitation (RBE No.28/2010)

Railway Board permitted stepping up of pay of seniors with reference to such of their directly recruited juniors borne on the same seniority list who are recruited on or after 1.1.2006.

Stepping up of the basic pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors.

Thus stepping up of pay was depend upon the actual joining date of direct recruit.

Stepping up with reference to entry pay cannot be claimed in cases where no junior is available drawing basic pay higher than the senior.

3. Supreme Court directed the Government to fix the promotional pay not less than entry pay for the particular post.

Finance Ministry implemented the judgement of Hon'ble Supreme Court of India through its OM No. 8-23/2017-E.IIIA, dated 28.09.2018, that, the pay of central Government employees who were promoted to such posts on or after 01.01.2006 and whose pay happens to be lower than the entry pay, shall also not less than such entry pay from the date of their promotion.

4. IRTSA also made the demand cited in para-1 to 7th CPC, and 7th CPC resolved it.

5) Ref: DoPT OM No. No.4/3/2017-Estt (Pay-I), 26.10.2018.

Sub: Stepping up of pay-Consolidated guidelines.

A need has been felt to consolidate guidelines on stepping up of pay at one place keeping in view the provisions of the Central Civil Services (Revised Pay) Rules, 2016, [in short CCS(RP)Rules, 2016] as the frequent references on such issues continue to be received in this Department.

2. Consequent upon implementation of CCS (RP)Rules, 2016, the President is pleased to decide the following:

(i) In order to remove the anomaly of a Government servant promoted or appointed to a higher post on or after 1-1-2016 drawing lower pay in that post than another Government servant junior to him in the lower grade and promoted or

appointed subsequently to another identical post, the pay of the senior Government servant in the higher post should be stepped up to a figure equal to the pay as fixed for the junior Government servant in that higher post. The stepping up should be done with effect from the date of promotion or appointment of the junior Government servant and will be subject to the following conditions, namely:

(a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
(b) the Level in the Pay Matrix of the lower and higher posts in which they are entitled to draw pay should be identical;
(c) the anomaly is directly as a result of the application of the provisions of Fundamental Rule 22(I)(a)(1) read with Rule 13 of CCS(RP)Rules, 2016. For example, if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this subrule should not be invoked to step up the pay of the senior officer.

(ii) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

3. The following instances/events wherein juniors draw more pay than seniors, do not constitute anomaly and, therefore, stepping up of pay will not be admissible in such events:

(a) Where a senior proceeds on Extra Ordinary Leave which results in postponement of his Date of Next Increment in the lower post and consequently he starts drawing less pay than his junior in the lower grade itself. He, therefore, cannot claim pay parity on promotion even though he may be promoted earlier to the higher grade than his junior(s);

(b) If a senior forgoes/refuses promotion leading to his junior being promoted/appointed to the higher post earlier and the junior draws higher pay than the senior.

(c) If the senior is on deputation while junior avails of the ad-hoc promotion in the cadre, the increased pay drawn by the junior due to ad-hoc/officiating and/or regular promotion following such adhoc promotion in the higher posts vis-à-vis senior, is not an anomaly in strict sense of the term;

(d) If a senior joins the higher post later than the junior, for whatsoever reasons, whereby he starts drawing less pay than the junior. In such cases, senior cannot claim stepping up of pay at par with that of his junior.

(e) If a senior is appointed later than the junior in the lower post itself whereby he is in receipt of lesser pay than the junior, in such cases also the senior cannot claim pay parity in the higher post if he draws less pay than his junior though he may have been promoted earlier to the higher post.

(f) Where an employee is promoted from lower post to a higher post, his pay is fixed with reference to the pay drawn by him in the lower post under FR22 (I)(a)(1) read with Rule 13 of CCS(RP)Rules, 2016 and due to his longer length of service in the lower grade, his pay may get fixed at a higher stage than that of a senior direct recruit appointed to the same higher grade and whose pay is fixed under different set of rules. For example a Senior Secretariat Assistant (SSA) on promotion to the post of Assistant Section Officer (ASO) gets his pay fixed under FR 22(I)(a)(1) with reference to the pay drawn in the post of SSA, whereas the pay of ASO(DR) is fixed under Rule 8 of CCS(RP)Rules, 2016 at the minimum pay or the first Cell in the Level, applicable to

..... Continued on Page - 21

Stepping up of pay-Consolidated guidelines (Continued from page – 20)

ASO to which he is appointed. In such a case, the senior ASO (DR) cannot claim pay parity with that of the promotee junior ASO.

(g) Where a senior is appointed in higher post on ad-hoc basis and is drawing less pay than his junior who is appointed in the same cadre and in same post on ad-hoc basis subsequently, the senior cannot claim pay parity with reference to the pay of that junior since the ad-hoc officiating service in higher post is reversible and also since full benefits of FR22(I)(a)(I) are not available on ad-hoc promotion but only on regular promotion following such ad-hoc promotion without break.

(h) Where a junior gets more pay due to additional increments earned on acquiring higher qualifications.

Note: The above instances/events are only illustrative and not exhaustive.

4. These orders shall be in supersession of D/o Expenditure's OM No.F.2(78)-E.III(A)63 dated 2nd February, 1966 and DOP&T's OM No.4/7/92-Estt(Pay-I) dated 4th November, 1993.

5. This OM is effective from 01.01.2016.

6) Ref: Railway Board letter No. 2017/E/RRB/25/19-Pt, 12.12.2018.

Sub: Generation of Recruitment Indents for JE, CMA and DMS.

Board has decided that the vacancies already assessed by the Railways, as on 01.01.2018 and anticipated up to 31.12.2020, for Technical Supervisors categories should be considered for open market recruitment. It was also decided that as an interim measure, the open market recruitment in SSE may be discontinued and the vacancies of SSE may be added to those of JEs for the purpose of direct recruitment and instructions in this regard were issued vide letter No.E(NG)/II/2018/RR-1/31 dated 25.10.2018 (RBE No. 166/2018)

In view of the above directions, no recruitment is being undertaken for the posts of SSE, CDMS and CMS category. Accordingly, Railways are required to add the vacancies of SSE, CDMS and CMS already assessed as on 01.01.2018 and anticipated up to 31.12.2020 to that of JE, DMA and CMA vacancy of respective units. In case, vacancy has been assessed only for a Level-7 posts in a unit, then recruitment indent for this vacancy may be made for the corresponding Level-6 post. The Railway wise category wise vacancies as approved by full Board for the above categories in Level-6 and Level-7 are attached at Annexure-I (in page-22). The Railways are required to furnish the indents as per the vacancies advised.

For submission of recruitment indents, the Online Indenting and Recruitment Management System (OIRMS) portal shall be live from 12.12.2018 to 20.12.2018.

Railways are advised that they have to comply with 4% reservation for persons with Benchmark Disabilities (PWBO) as per instructions issued vide Board's letter No.E(NG)/II/2017/RC-2/1 dated 16.02.2018 (RBE No.23/2018). For ready reference, the details of various disabilities and the percentage of vacancy to be reserved are as under:-

- Blindness and low vision – 1.0%
- Deaf and hard of hearing – 1.0%
- Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy – 1.0%
- Autism, intellectual disability, specific learning disability

and mental illness – 0.50%.

- Multiple disabilities from amongst persons under clauses (a) to (d) including deaf, blindness in the posts identified for each disabilities.

Railways are required to ensure the following while submitting the indents for the JE/DMS/CMA categories:-

- It is observed that the vacancies for Ex SM and PwBD have not been assessed properly and hence railways may ensure compliance to 10% for Ex-servicemen and 1% each for the VI(Visual Impairment), HI(Hearing Impairment) and LD(Locomotor Disabilities) against the relevant cells.
- None of the JE/DMS/CMA posts are suitable for Other Disabilities (OD) viz: autism, intellectual disability, specific learning disability and mental illness. As such the vacancy of these posts may be left unfilled in the form of the OIRMS and these will be accounted for in future recruitments.
- Wherever, posts are suitable for more than one disability type viz HI & LD, vacancy may be filled against the Cell under the column MD(Multiple Disabilities) for multiple disabilities.

In case a post is not suitable, then the relevant cell will not be active for filling the vacancy.

7) Ref: Railway Board letter No. 2014/H/28/1/Smart Card/Part A, 02.11.2018

Sub: Cashless treatment scheme in emergency (CTSE) in empanelled hospitals for retired employees and their dependent family members.

It has been decided to extend Cashless treatment scheme in empanelled hospitals for retired employees and their dependent family members in emergency situation (CTSE) to the cities classified as 'X' and 'Y' vide Ministry of Finance O.M. dated 07.07.2017, cities where headquarters of Zonal Railways / Production Units and DRM's office are located and Rest of the country as per the following schedule,

- X cities and Zonal headquarters by 31.12.2018.
- Y cities and Divisional headquarters by 31.03.2019.
- Rest of the country by 31.12.2019.

It has also been decided that Contribution fixed for CTSE scheme is to continue.

It is further advised that CTSE scheme may be given wide publicity among Retired railway employees to make it more popular.

Detailed / consolidated Instruction on the scheme will follow.

8) Ref: Railway Board letter No.2018/Trans.Cell/S&T/APAR, 04.12.2018.

Sub: APAR of Non-Gazetted (NG) staff in Level 6 (GP – 4200)

- Ref: Railway Board's letter no. E9NG) II-75CR/9, 14.9.1976
2. Railway Board's letter no. E9NG)I-82-CR/1, 20.03.1982
3. Master Circular no.28 E(NG)I/90/CR/4, 17.06.1991
4. DRM/Solapur's letter No SUR/Con/50/APAR/Instr/18, 25.09.2018.

- The APAR of Non-Gazetted (NG) staff in Level 6 (GP-4200), section-I, shall be Reported upon by immediate superior i.e Senior Supervisor in Level-7 (GP-4600). It shall be Reviewed by Junior Scale Officer / Senior Scale Officer or the next higher authority.
- Section-II, for promotion to Group 'B' shall be Reported upon by Junior Scale Officer, Reviewed by Senior Scale Officer & Accepted & JAG/SG/HoD level Officer.
- The APAR of NG staff in Level 6 (GP-4200) shall normally be finalized at JAG/SG/DyHoD level officer.

Annexure-I of Railway Board letter on Generation of Recruitment Indents for JE, CMA and DMS

Railway wise and Post / Category wise Vacancies								
S.N	Railway	SSE	JE	CDMS	DMS	CMA	CMS	Total
1.	CR	395	753	13	34	90	0	1285
2.	ECOR	155	252	5	12		0	424
3.	ECR	184	382	19	0	2	0	587
4.	ER	265	635	13	17	70	0	1000
5.	METRO	21	41				0	62
6.	NCR	307	650	0	6	20	0	983
7.	NER	122	291	8	6	7	0	434
8.	NFR	253	485	13	20	25	0	796
9.	NR	555	1187	9	39	76	0	1866
10.	NWR	236	514	8	20		0	778
11.	SCR	204	564	15	21	26	0	830
12.	SECR	102	202	2	3		0	309
13.	SER	252	350	17	29	30	0	678
14.	SR	317	862	10	16	40	0	1245
15.	SWR	164	482	3	8	2	6	665
16.	WCR	111	153			12	0	276
17.	WR	463	562	9	39	24	0	1097
18.	CLW	41	72	8	15	3	0	139
19.	DLW	2	4			16	0	22
20.	DMW	47	40	3	8	3	0	101
21.	ICF	27	38	2	0	14	0	81
22.	MCF	1	16			5	0	22
23.	RCF	34	41	2		0	3	84
24.	* RDSO	28	163	1	0	0	26	218
25.	RWF	18	40	2	1	16	0	77
	TOTAL	4304	8779	162	294	481	39	14059

* The vacancy of 26 shown against CMS category in RDSO is for Chemical Supervisors (11) and Metallurgical Supervisor (15) for which there is no Level 6 posts in RDSO.

10) Ref: No.E(NG)/2018/PM 1/65 (RBE No. 190/2108) 07.12.2018

Sub: Promotion process reforms-Amendment to Para 214(c)(ii) and Para 214(c)(v) of IREM Vol.I – Modification of vacancy anticipation period and panel initiation frequency for posts filled by non-selection process.

Attention is invited to Para 214(c)(ii) and Para 214(c)(v) of IREM Vol.I regarding vacancy anticipation period and panel initiation frequency for posts filled by non-selection procedure.

It has been observed that the practice being followed in terms of the aforesaid IREM provisions contributes to delays in the process of filling up of vacancies.

With a view to speed up the selection process and to avoid delays, the following changes are made in the non-selection procedures as stipulated in Para 214(c)(ii) and 214(c)(v) of IREM Vol.I, 2009 Reprint Edition.

<u>Para 214(c)(ii)-Vacancy anticipation period</u> In case where suitability is adjudged by record of service and / or departmental tests.	<u>Existing Provision</u> Six Months	<u>Revised Provision</u> One year
In case while suitability is adjudged through trade tests.	Four Months	One year
<u>Para 214(c)(v) Interval of suitability tests</u>	<u>Existing Provision</u> 6 Months	<u>Revised Provision</u> One year

9) RBE No. 194/2018, No.F(E)/2018/AL-28/73, dated 14.12.2018.

Sub: Controlling office for the purpose of Travelling Allowance.

In exercise of powers conferred by the provisional to the article 309 of the Constitution, the President is pleased to to direct that Rule 1697 of Indian Railway Establishment code Vol-II, Sixth Edition – 1987 (Second Reprint 2005) may be amended as in the advanced correction slip No.62.

Indian Railway Establishment code

Vol-II, Sixth Edition – 1987 (Second Reprint 2005) - Advanced correction slip No.62

Rule 1697 of IRTC, Vol-II (second reprint 2005) may be read as under.

General Manager / Divisional Railway Manager and Heads of Department shall be their own controlling officers. All the officers holding substantive post of senior scale (Level-11 in 7th CPC, PB-3+GP Rs.6600) shall be their own controlling officer for counter signature of TA journals. A head of department may declare what authorities subordinate to him shall be the controlling officers, for the purpose of travelling allowance of Railway servants or classes of Railway servants employed under him. No authority shall be declared by him to be his own controlling officer without the previous function of the Ministry of Railways.

Draft ACS No. 259 for amending para 214(c)(ii) and Para 214(c)(v) of IREM Vol.I, 2009 Reprint Edition and deletion of Note below Para 214(c)(ii) is enclosed herewith.

ADVANCE CORRECTION SLIP NO. 259

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

Para 214(c)(ii)

In respect of non-selection procedure the number of eligible staff called for consideration should be equal to the number of existing vacancies plus those anticipated during the next one year due to normal wastage (i.e. retirement/ superannuation) likely acceptance of requests for voluntary retirement/resignation, the vacancies in the higher grades in the channel, the filling up of which will result in the need to make consequent appointments from the proposed select list, staff approved to go on deputation to other units, staff already empanelled for ex-cadre posting, creation of additional posts already sanctioned by the competent authority and due to staff likely to go out on transfer to other Railways/Divisions.

Para 214(c)(v)

For non-selection posts, suitability assessment should be held at the interval which should not be less than one year. All the eligible candidates as per their seniority including those who failed at the last test should be called. However, when the panel gets exhausted before one year, for any reason, fresh assessment may be initiated, soon after exhausting the last panel. The period of one year is reckoned from the date of announcement of the result.

Railway Board's Orders

11) Ref: Railway Board No: E9NG/I/2018/PM1/4, 14.12.2018
Sub: Introduction of 100% - Objective Paper for promotional examination to expedite and simplify examination process.

The promotion of staff within Group 'C' by 'Selection' or 'non-selection' process and Group 'D' to 'C' is regulated by provision contained in Section 'B' of Chapter-II of Indian Railway Establishment Manual Volume-I and instructions contained in Board's letter No.E(NG)/98/PM 1 /17 dated 20.10.1999 and other instructions issued from time to time.

2. The existing system of examination conducted for filling up promotional posts has been reviewed by the Board and to bring objectivity to the selection process it has been decided as under

- i) The question paper will henceforth be 100% objective type.
- ii) All the questions will be of multiple choice only.
- iii) A large question bank may be created from which the questions can be selected randomly for conducting a Computer Based Test.
- iv) Railways may conduct examination in CBT mode or pen and paper depending on their preparedness.
- v) If computer based test takes time to implement, the test may be conducted on OMR sheets, which shall have a carbon copy, kept in safe custody of officer nominated by the authority nominating the selection committee at HQ/Division/PU/Workshop.
- vi) OMR can be evaluated manually. A model Answer sheet shall be given by the paper setter in a separate cover on conclusion of the examination.
- vii) To ensure the authenticity of the answers, cutting, over writing, erasing or alteration of any type in the answer will not be accepted. Zero marks will be given for Answers having correction/over writing.
- viii) There shall be negative marking for incorrect Answers. One third of the marks allotted for each question will be deducted for wrong Answers.
- ix) Responsibility for evaluation shall be with the Officer nominated for evaluation.
- x) The system of coding & decoding of answer sheets will continue.
- xi) Any selection which has already been notified will be conducted as per the existing instructions only and the new instructions would apply for those selections which are notified after the date of issue of these instructions.

3. The above changes would be applicable to all Departments, except Accounts and RPF, who deal with their own establishments.

12) Ref: PC-VII No.123, File No.PC-VII/2018/RSRP/1 (RBE No.197/2018) dated 17.12.2018.

Sub: Railway Service (Revised Pay) Rules, 2016 – opportunity for revision of option to come over to revised pay structure.

Please refer to Rule 5 & 6 of RS(RP) Rules, 2016 regarding exercise of option to come over to revised pay structure effective from 01.01.2016 as notified by the RS(RP) Rules, 2016. The said option was to be exercised within 3 months of the date of notification i.e. 28.07.2016 of the said Rules. The Rule 6(4) thereof provides that the option exercised shall be final.

2. In this context, it is stated that Ministry of Finance, department of Expenditure vide their OM No.4-13/17-IC/E-III A adted 12.12.2018permitted opportunity to Government Servants to revise their initial option in terms of Rule 5 & 6

of CCS(RP) Rules, 2016. These orders issued by Ministry of Finance, Department of Expenditure shall be applicable mutatis mutandis in Railways with respect to RS(RP) Rules, 2016.

3. The 'three months' period mentioned in par 3 of aforesaid OM of Ministry of Finance, Department of Expenditure dated 12.12.2018 shall be three months from date of issue of these instructions.

Ministry of Finance, Department of Expenditure OM No: 4-13/17-IC/E-III A, dated 12.12.2018.

Subject: central Civil Services (Revised Pay) Rules, 2016 – Opportunity for revision of option to come over to revised pay structure.

The undersigned is directed to invite the attention of Rules 5 & 6 of the CCS (RP) Rules, 2016 regarding exercise of option to come over to the revised pay structure effective from 1.1.2016 as notified by the CCS(RP) Rules, 2016 and to say that the said option was to be exercised within 3 months of the date of notification. i.e. 25.07.2016 of the said rules. The Rule 6(4) thereof provides that the option once exercised shall be final.

2. The staff side of the National Council (JCM) has requested that employees may be given another opportunity to re-exercise their option in view of certain hardship caused to certain employees. A number of references have been received in this Ministry, proposing that the affected employees may be given an opportunity to re-exercise their option.

3. The matter has been considered and the President is pleased to decide that in relaxation of the stipulation contained in Rule 6(4) of CCS(RP) Rules, 2016, the Central Government Employees, who have already exercised their option to come over to the revised pay structure as notified by the CCS(RP) Rules 2016, shall be permitted another opportunity to revise their initial option in terms of Rules 5 & 6 thereof. The revised option shall be exercised within a period of 3 months from the date of issue of these orders. The option once exercised in terms of these orders shall be final and shall not be liable to any further change under any circumstances. All other terms and conditions as laid down in the said Rules 5 and 6 shall continue to be applicable.

4. It is obvious that in respect of those employees who have already exercised option to come over to the pay structure from 01.01.2016 itself or in whose case the revised pay structure took effect from 01.01.2016 and who re-exercise their option under these orders to come over to the revised pay structure from a date subsequent to 01.01.2016 as per Rule 5 of CCS (RP) Rules 2016, the arrears on account of revised pay already drawn by them from 01.01.2016 up to the date from which they may opt to come over to the revised pay structure shall be recovered.

13) Ref: No. E(G) 2012 QR – 1 – 15, RBE No. 185/2018, 29.11.2018

Sub: Permission to retain Railway accommodation at the previous place of posting by Railway officers/staff posted to Rail Wheel Plant (RWP), Bela, Dist- Chhapra, Saran, Bihar.

The issue of further extension of period for retention of Railway accommodation at previous place of posting on normal rent by Railway officials posted to Rail Wheel Plant, Bela has been considered by Railway Board and in exercise of powers to relax in public interest the existing provisions regarding allotment/retention of Railway quarters and the rent to be charged thereof for a class / group of employees, it has been decided to extend the retention period beyond 02.12.2017 upto 31.03.2020.

Report of GS IRTSA (Continued from Page-7)

6.3) **Membership Drive:-** It is vital to enroll each and every Technical Supervisor as a Member of the Association. Inactive areas should be awakened to join the struggle and to contribute effectively to the cause. Active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provisions of the Constitution of IRTSA.

6.4) **Legal Fund & Struggle Fund:-** There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and for the court cases and struggle in the aftermath of 7thCPC.CEC Members and Office Bearers at all levels need to take more initiative to raise the funds at all levels.

7. REJUVENATION OF IRTSA

7.1) IRTSA has come a long way since its inception in the year 1965. We the seniors have led from the front in all ups & downs and our commitment towards IRTSA remains all the same. We thankfully remember the relentless services done by many seniors in the past. There is an urgent need to bring in many more youngsters as office bearers of IRTSA both at Central and lower levels. Vigorous involvement of youngsters in all activities of IRTSA is the urgent need to bring more fresh blood, energy and to rejuvenate IRTSA.

7.2) I sincerely feel that now it is time for some of us to hand over the batten to next line of leadership. A solid & united performance by the next line of leaders will give us utmost satisfaction. I request the CEC & CGB to consider this proposal in the interest of the organization.

8. ACKNOWLEDGEMENTS

8.1) Before I conclude, I sincerely thank the Members of CEC and all others who gave their support and cooperation in strengthening the organisation and in pursuing the cause.

I especially thank Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er.DarshanLal Working President IRTSA for their valuable advice & help from time to time.

I sincerely thank Er. K.V.Ramesh Sr.JGS for helping me in preparing various memorandums, resolutions and other documents including the brief for the Advocate for the Court Cases and helped me in discharge of my other duties as the General Secretary.

I thank you - all the Delegates - who have come from all over India for attending this Conference inspite of long journey. I thank the hosts Zonal Secretary RWF Er. M.Bapat, Er. Dayananda Rao and their team for making all the arrangement for this Conference. Thank you. Jai Hind. Long Live IRTSA.

**Resolutions of demands
(continued from page -12)**

129) Utilisation and expansion of internal resources and augmentation of Staff strength for expansion in various areas.

130) No transfer of work to Private Sector like high density rail traffic corridors (like Mumbai – Ahmedabad, Chennai – Bangalore etc)

131) No closure of printing presses owned by Railways, instead they should be modernised according to the modern day needs and technology.

IRTSA represents against discontinuation of DR in the post of SSE, (Continued from page-18)

executive powers of the Technical Supervisors who are the 'On the Spot Managers'. This is bound to have an adverse impact on the efficiency and safety on the Railways, as has been mentioned variedly by all the Railway Accident Inquiry Committees as well as by the Railway Reforms Committee.

18) Railway Board is, therefore, requested to consider the following submissions:

a) Keeping in view the functional cum structural needs of Railways and the views expressed in PCME's meeting, Railway Board's letter No. E(NG)II/2018/RR/-1/31 (RBE:126/2018) dated 25.10.2018 for discontinuation of recruitment to the post of SSEs, may please be withdrawn.

b) Combined cadre restructure of Technical Departments including all posts in Group- A, B and C on Indian Railways be done to provide pyramidal hierarchical structure for effective middle level management.

c) An employee recruited as JE should have the career avenue up to JAG post and Graduate Engineer recruited as SSE should have the career avenue up to HOD posts.

d) Adequate, increase in the number of Group B posts above the level of SSEs from the existing strength of 4400 posts to increase the promotional avenues and also to avoid hierarchical confusion in apex Group C.

e) Classification of all SSE, CDMS, CMS & Sr.Er/IT (presently in Level 7) in Group 'B' (Gazetted) – both in the interest of work, effective execution of their duties and responsibilities as well as per decision of the Government for classification of Posts.

f) Segregating the Loco Pilots from the pool of Technical Supervisors for Group 'B' selection. Work of Loco Pilots is totally different and related to train operation than technical & management. They are given undue advantage over the Technical Supervisors in the selection for Group 'B' in spite of higher technical qualifications, managerial skills and technical know-how of the Technical Supervisors. As such, their promotional channels may also please be separated

14) RBE No. 138/2018 No.E(P&A)II-2017/BDA-1, 14.09.18.

Sub: Clarifications regarding payment of Breakdown Allowance.

Ref:- Board's letter of even number dated 30.08.2017 (RBE No.106/2017)

MACP Scheme provides for grant of financial upgradation to the employees on personal basis and there occurs no change in the designation, classification or status. The concerned employees continue to discharge the duties and responsibilities of the post held by them. In view of this, it is clarified that the Breakdown Allowance has to be paid at the rate(s) as prescribed against the respective post mentioned in para-1 of Board's letter cit. 30.08.2017. Accordingly, Technician Gr.III though drawing pay in higher pay level under MACPS, are entitled for Breakdown Allowance at the rates prescribed for the post held by them.

The other terms and conditions relating to Breakdown Allowance will remain the same.