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CEC IRTSA REITERATES RAIL ENGINEERS DEMAND

CEC, IRTSA met at New Delhi on 21.10.08 and was deeply constrained to note that the injustice done by the Sixth Pay Commission with the Technical Supervisors, especially with the SSE, had been rather perpetrated by the Railways by granting higher pay scales than them to not only the Nursing & Teaching Staff as per SCPC Report, but even to the Accounts Staff all of whom were so far in lower Pay Scales of pay than Technical Supervisors. All this had added insult to injury as the Technical Supervisors / Engineers were already feeling much frustrated due to continuous injustice done to them, over the years on account of denial of group B to SE & SSE, denial of First class Pass to JEs, low percentage of higher grade posts, non-counting of merger of DP for Incentive Bonus and non-acceptance of many just demands. CEC, therefore, resolved to call upon the CGB to decide an appropriate line of action – to effectively project the extreme frustration amongst the Engineers on Indian Railways.

CEC also resolved to conduct a special SEMINAR ON THE ROLE OF ENGINEERS IN IMPROVING SAFETY & EFFICIENCY ON RAILWAYS, to highlight the role & problems of the Engineers of Open-line – electrical, Mech., Civil Engg. & S & T Departments etc., especially in the Open-line, Sheds, C & W, P-Way, Works, S & T, T.R.D / OHE, Printing Presses, CMT, IT, Drawing / Design, Workshop & Production Units etc.

CEC resolved to launch an intensive drive for raising Struggle Fund for the on going struggle; and called upon the Engineers / Technical Supervisors all over Indian Railways to voluntarily contribute, to the Struggle Fund at-least @ Rs 500 per head by those who had already contributed to Struggle Fund in 2006-08 & Rs 1000 by those who had not done it in this period.

CEC also discussed issue of unification and merger of AIREF and IRTSA. All agreed to take all steps for early unification of the two organisations. However, it was felt that since it will require both Organisational and Constitutional changes, the CGB / AGM of both the organisations should meet early to finalise the modalities of merger as well as to decide whether the unified organisation should have a Federal set up or should have a unified name & Constitution.

RAIL ENGINEERS OBSERVE PROTEST DAY ALL OVER INDIA

Rail Engineers all over Indian Railways observed a protest day in the second week of October, 08, to protest against the retrograde recommendations of the Sixth Pay Commission and non acceptance of genuine demands by the Railway Board over the last many years. Mass meetings, Dharnas, Processions and Rallies were held at various places and resolutions of protest were passed and sent to all concerned.

Main Demands

Following were the main demands raised in the Resolutions passed on the occasion:-

1. Recognition of a Forum to discuss & resolve the problems of Engineers / Technical Supervisors on the Railways - as in CPWD & MES.
2. a) Grant of Grade Pay of Rs 4600 to JEs (Junior Engineers) at par with Staff Nurses and Rs 5400 to Section Engineers / Senior Section Engineers at par with Matron / Chief Matron.
3. Grant of Special Pay to all Engineers / Technical Supervisors & Technicians at par with Scientists.
4. Group 'B' Gazetted status to Technical Supervisors
5. Removal of anomaly in Rule 10 of Revised Pay Rules – due to "uniform date of annual increments" in July every year - causing discriminatory postponement of increments to those due for increments in the intervening periods.
6. a) 2 AC Pass to all J.Es. – At par with other Depts. & as per 6th CPC.
b) Inclusion of both dependent father & mother in privilege Pass.
7. Time Bound promotions from J.E. to AE & J.A. grade (as in MES & CPWD)
8. Revision of Rates of Incentive bonus of Artisans Staff & Technical Supervisors - as per Revised Pay Bands plus Grade Pay.
9. a) Incentive/Arduous Duty Allowance to J.Es, SEs, SSEs, CMS/CMT Staff.
b) Design / PCO Allowance to Drawing, Design/ IT (EDP) Staff.
10. EXEMPTION OF ALL ALLOWANCES FROM INCOME TAX.



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"SUCCESS COMES TO THOSE WHO BELIEVE"



EDITORIAL**Economic Crisis & The Salaried Class**

The unprecedented developments on the economic front have given a big jolt to the economies the world over. The fast pace of growth over the last ten to fifteen years since the globalisation, had received a serious set back due to a sudden collapse of world economy during the last few months. This has had an adverse impact on Indian economy as well.

Many established Industries & financial institutions are badly hit and overall growth rates have slowed down. This may affect the Traffic on the Railways as well due to slowing down of industrial growth.

Large scale layoffs & shrinking of job opportunities are inevitable – unless adequate and effective measures are taken by all concerned to effectively boost the economy – both at national and international levels. Some measures have of late been taken by the Government(s) to pump in more funds in the economy to sustain the rate of growth. But it will take a long time to show the results in real terms and to put back the economy on the track.

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

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

Wide Protests against SCPC Report

Sixth Central Pay Commission, belatedly submitted its report to the Government in the last week of March, 2008. It was the worst of the reports submitted so far by any Pay Commission. It failed to draw out parity either with the Public, Private or Corporate Sectors. It also failed to follow any of the norms set forth by the previous Pay Commissions. Even the logical formula adopted by the Fifth Pay Commission, to link the rise in wages to the % age rise of NNP (*Net National Product*) was completely ignored. But the worst part of it was that the Sixth CPC failed to develop any logical basis of its own for basing its recommendations on. The Report was totally biased in favour of the top brass and a couple of other categories like Nurses, Teachers and the Accounts, as if they were the only ones running the entire system.

No wonder there were strong protests from all sections of the employees, all over the country. The Defence and the Technocrats were the worst hit.

Injustice with Rail Engineers

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

This had greatly demoralised the Engineers on the Railways resulting in continuous protests & agitations ever since the submission of the Report.

IRTSA had presented, to the Sixth Pay Commission, two exhaustive Memoranda and a detailed reply to its Questionnaire. A major effort this time had also been made by IRTSA to build consensus on basic areas of thrust among the Trade Union movement as a whole.

IRTSA also shared the data with others and was able to reduce the gaps in the demands made by other Unions / Federations.

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

As a result of effective representation by IRTSA. Engineers were allotted higher pay scales than all other Group 'C' employees, by the 3rd & 4th Pay Commissions, But this relativity was disturbed by the 5th & 6th CPC, in spite of the fact that the job requirements of Engineers on the Railways had ever further increased over the years due to modernisation and higher turnover.

No wonder IRTSA, was the first one to protest against the retrograde Report of the Sixth Pay Commission, immediately after its submission of its Report to the Government. Processions & Rallies were held by thousands of Engineers from the very next day, to protest against the retrograde report and low allocation of funds for implementation thereof, in the Railway and Union Budgets.

The frustration amongst Engineers is growing. It is high time that the Railways and the Government look into series of representations submitted by IRTSA and do some justice to the category, by accepting their genuine demands, through a fast track mechanism.

Sri.S.G.MISHRA - FIRST SSE TO TAKE OVER AS GS, AIRF AFTER PRIYA GUPTA

S. G. Mishra, SSE Electrical, N. Railway, Lucknow, has been elected as the General Secretary of the All India Railwaymen Federation (AIRF), after the sad demise of Com J. P. Chaubey. S. G. Mishra is only the second Technical Supervisor to get this post after Com. Priya Gupta, who also happened to be an Electrical Foreman in NF Railway.

Com. S. G. Mishra has a long history of struggle for Railway men. Technical Staff especially the Technical Supervisor have high hopes from him for getting a better deal for them. IRTSA wishes him all the success in his mission.

RAGHAVAIAH , PRESIDENT JCM & GS/NFIR SUPPORTS DEMANDS FOR UPGRADATION FOR SENIOR SUPERVISORS AND AC 2 TIER PASS TO ALL JEs



On 15.10.2008, Sri.M.Raghavaiah, JCM President & GS/NFIR, addressed a well organized and highly successful gate meeting at ICF, jointly organized by IRTSA and ICF Mazdoor Sangh (Affiliate of NFIR at ICF). Nearly 1500 employees of ICF including large number of Technical Supervisors attended the meeting. In his long speech which was translated in local language by Er.M.Shanmugam, CP/IRTSA, he explained in detail about the positive recommendations of SCPC and negative recommendations of SCPC. He also explained the efforts taken by NFIR to rectify the negative recommendations of SCPC, and Railways' step motherly attitude towards Technicians and Technical Supervisors.

After the gate meeting he attended an exclusive meeting organized by Senior Supervisors of IRTSA. Supervising Engineers, Design Engineers, CMT supervisors from ICF, and Southern Railway attended the lunch meeting held at Hotel Sugk Sagar, Annanagar, Chennai, hosted in honour of Sri.M.Raghavaiah.

In his speech Er.M.Shanmugam, CP/IRTSA requested GS/NFIR to highlight the two exclusive demands of IRTSA to the Honourable Minister for Railways distinctly, as done by IRTSA

1. **Placing all SE & SSE in PB-3 with grade pay of Rs.5400 along with gazetted status.**
2. **Grant of AC 2 Tier pass to all JEs.**

In his speech Sri.Raghavaiah, condemned the apathetic attitude shown by SCPC towards the Senior Section Engineers and raw treatment received by this category from the previous pay commissions also. Duties, responsibilities and accountabilities shouldered by this category were not at all taken in to account by the pay commission he added.

He assured the gathering that he will take up the issue of Senior Supervisors exclusively to the Honourable Minister for Railways.

He explained the main demands of NFIR regarding Technical Supervisors.

- ❖ 40% of SE & SSE (Pre revised 6500-10500 & 7450-11500) should be upgraded to Grade pay Rs.4800 with Gazetted status.
- ❖ After the upgradation the existing ratio of 20:80 between the posts having grade pay of Rs.4600 and Rs.5400 in PB-3 should be maintained with out any dilution.
- ❖ SCPC recommendations on AC 2 Tier travel eligibility for the posts with Grade pay of Rs.4200 should be implemented.

Sri.U.M.PUROHIT, SECRETARY, JCM & PRESIDENT/AIRF PROMISES UPGRADTION TO SENIOR SUPERVISORS

On 21st October Er.Shanmugam, CP/IRTSA and Er.Harchandan Singh, GS/IRTSA along with the office bearers meet Sri.U.M.Purohit, Secretary, JCM in his AIRF office, New Delhi. Both President and GS expressed their deep concern for the step motherly treatment rendered to the Technical Supervisors by the Sixth Pay Commission and then by the Government.

The discussion particularly centered on the issue of pay and status upgradation of Senior Supervisors. Secretary JCM explained in detail about the initiative taken by him and the JCM. He also elaborately discussed the history behind the issue since third pay commission. The agreement reached in the meeting with the empowered committee formed to review the recommendations of Sixth Central Pay Commission regarding the upgrading the pay scales of Senior Supervisors was not followed or implemented in the true spirit by the Railway Board he added.

During the discussion CP & GS informed Sri.U.M.Purohit, that the pay scales of Engineers working in other departments like MES, CPWD etc are better than that of Railway Engineers, even though the duties and responsibilities shouldered by Railway Engineers are more than those Engineers. Sri.U.M.Purohit assured the President and GS, IRTSA that he will take all the efforts to achieve the pay Upgradation to the senior supervisors.



Sri.U.M.Purohit with IRTSA office Bearers

New office bearers of IRTSA Bangalore Division

Er.Vijaya Babu	President
Er.C.R.Ravinranath	Working President
Er.Sudhindra	Vice President
Er.Meenakshi Sundram	Secretary
Er.S.Mohan	Asst. Secretary
Er.Jaganathan	Asst. Secretary
Er.Bobin.P.Mathew	Treasurer

ENGINEERS!

- BE AN ACTIVE MEMBER OF IRTSA
- PAY YOUR SUBSCRIPTION & ALL OTHER DUES - REGULARLY & VOLANTARILY
- CONTRIBUTE LIBERALLY TO THE STRUGGLE FUND
- ATTEND ALL MEETINGS & PROGRAMMES
- DON'T BE JUST A CRITIC -GIVE CONSTRUCTIVE SUGGESTIONS
- YOUR ACTIVE COOPERATION IS VITAL
- FOR THE SUCCESS OF THE CAUSE

CEC, IRTSA

COMPILATION ON ORDERS ON ALLOWANCE AFTER SSCP

(Only the gists of orders are printed, not exactly reproduced.)

1. Enhancement of quantum of Maternity leave and introduction of child care leave.

Ref: No E(P&A)I-2008/CPC/LE-8, Dated-23/10/2008

The existing ceiling of 135 days maternity leave shall be enhanced to 180 days.

A women employee in whose case the period of 135 days of maternity leave has not expired on the said date shall also be entitled to the maternity leave.

Leave of kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that can be granted in continuation with maternity leave period shall be increased from one year to two years.

The period of extra ordinary leave with out medical certificate, if any, shall not be treated as qualifying service for the purpose of pension, annual increment etc.

Women employee having minor children may be granted child care leave for a maximum period of two years (730 days) during their entire service for taking care two eldest surviving children less than 18 years old, whether for rearing or to look after any of their needs like examination, sickness etc. It can be availed of in more than in spell. Child care leave may also be allowed for the third year as leave not due with out production of medical certificate. It may be combined with leave of the kind due and admissible.

2. Grant of Special Allowance for Child care for women with disabilities and education Allowance for disabled children of Railway Employees.

Ref : No. E(W)2008/ED-2/5, Dated 13.10.2008

Women with disabilities shall be paid Rs.1000 per month as Special Allowance for child care. The allowance shall be payable from the time of the child's birth till the child is two years old.

It shall be payable for a maximum of two children.

Disability means a person having a minimum disability of 40% as elaborated in the Ministry of welfare's notification No.16-18/97-NI.I dated 1.6.2001.

The allowance would be automatically raised by 25% of every time the Dearness Allowance on the revised pay structure goes up by 50%.

Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed reimbursement of children education allowance for disabled children of Government Employees is Rs.24000. The rest of the conditions will be the same as stipulated vide Om No.12011/03/2008-Esst (allowance) dated 2nd September, 2008 on the subject. These orders shall be effective from 1st September, 2008.

3. Discontinuation of Border Area Allowance.

Ref No: No.E(G)2008/AL12-3, Dated 14.10.2008

Ministry of Railways in modification of their letter no.E(G)95/AL12-2 dated 21.06.1999 have decided to discontinue the border area allowance w.e.f. September 1, 2008.

4. Revision of rates of family planning allowance for adoption of small family norms.

Ref: No.PC-V/2008/A/O/2/(FPA) Dated 14.10.2008.

The allowance will be related to the grade pay corresponding to the post against which the employee concerned had initially earned or will earn family planning allowance. All other terms and conditions governing the grant of family planning allowance shall remain unchanged.

This order will be effective from 1st September, 2008.

Pre revised Pay scale	Pay Band	Corresponding Pay band	Grade Pay	Rate of family planning Allowance
S-1	-1S	4400-7440	1300	210
S-2	-1S	4400-7440	1400	
S-2A	-1S	4400-7440	1600	
S-3	-1S	4400-7440	1650	
S-4	PB-1	4860-20200	1800	
S-5	PB-1	4860-20200	1900	
S-6	PB-1	4860-20200	2000	
S-7	PB-1	4860-20200	2400	250
S-8	PB-1	4860-20200	2800	
S-9	PB-2	8700-34800	4200	
S-10	PB-2	8700-34800	4200	400
S-11	PB-2	8700-34800	4200	
S-12	PB-2	8700-34800	4200	
S-13	PB-2	8700-34800	4600	450
S-14	PB-2	8700-34800	4800	500
S-15	PB-2	8700-34800	5400	550
New scale	PB-3	15600-39100	5400	
S-16	PB-3	15600-39100	5400	
S-17	PB-3	15600-39100	5400	650
S-18	PB-3	15600-39100	6100	
S-19	PB-3	15600-39100	6100	
S-20	PB-3	15600-39100	6500	750
S-21	PB-3	15600-39100	6600	
S-22	PB-3	15600-39100	7500	
S-23	PB-3	15600-39100	7600	800
S-24	PB-3	15600-39100	7600	
S-25	PB-3	15600-39100	8300	
S-26	PB-3	15600-39100	8400	900
S-27	PB-3	15600-39100	8400	
S-28	PB-4	39200-67000	9000	
S-29	PB-4	39200-67000	9000	1000

5. Revision of Rates of Conveyance Allowance.

Ref: F(E)I/2008/AL-7/3, dated 3.10.2008.

Average monthly travel on official duty	Fixed Conveyance allowance	
	For Journeys by own motor Car (Rs/Month)	For journeys by other modes of Conveyance
201-300 Kms	1120	370
301-450 Kms	1680	480
451-600 Kms	2070	640
601-800 Kms	2430	750
Above 800 Kms	3000	850

6. Children Education assistance and Reimbursement of Tuition fee.

Ref : No.E(W)2008/ED-2/4, Dated 01.10.2008

Children Education Allowance and Reimbursement of Tuition Fee will be merged.

Children Education Allowance reimbursement can be availed up to a maximum of 2 children.

Even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.

Reimbursement can be claimed for Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.

Reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs .12000 per child being maintained.

In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.

Hostel subsidy will be reimbursed up to the maximum limit of Rs.3000 pm per child subject to a maximum of 2 children. Both hostel subsidy and Children Education Allowance cannot be availed concurrently.

The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

7. Grant of Deputation (Duty) Allowance.

Ref: No.F(E)/II/2008/DE/2, Dated 24.09.2008.

Deputation (duty) Allowance will be continued to be paid in case of appointments made in Public interest outside the normal field of deployment.

In case of deputation within the same station the allowance will be paid at the rate of 5% basic pay subject to a maximum of Rs.2000 per month.

In other cases, Deputation allowance will be payable at the rate 10% of basic pay subject to the maximum of Rs.4000 per month.

7. Encashment of LAP.

Ref: No. F(E)III/2008/LE-1/1, Dated, 29.10.2008.

A Railway servant shall be permitted to encash leave on average pay up to 10 days at the time of availing of Railway passes while in service, subject to the condition that:

1. Leave on average pay of at least an equivalent duration is also availed of simultaneously.
2. A balance of at least 30days of leave on average pay should be available to his credit after taking into the period of encashment as well as leave availed of.
3. The total leave so encashed during the entire career shall not exceed 60 days in the aggregate subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed
4. The cash equivalent shall be calculated as follows namely,

Cash Equ Valent	=	Pay in the respect pay band plus grade pay admissible on the date of availing of Railway Pass plus dearness allow- ance admissible on that date	X	Number of days of leave on average pay subject to the maximum 10 days at one time.
		30		

No House Rent Allowance or Transport Allowance shall be payable

5. Period of leave encashed shall not be deducted from the quantum of leave encashable under Rule 550.

**Com. J.P.CHAUBEY,
GENERAL SECRETARY/AIRF PASSES AWAY**



J.P. Chaubey with IRTSA President, GS and office bearers

Com. J. P. Chaubey, General Secretary, All India Railwaymen's Federation passed away at the age of 85 on 3rd September, 2008 after a brief illness.

Illustrious, long and disciplined trade union career of Com. J.P.Chaubey began in the year 1950. He had been the General Secretary of AIRF from May, 1975, till his death.

Throughout his dedicated tenure as General Secretary, AIRF he was very courteous, responsive and plainspoken to the category of Technical Supervisors.

He was veteran leader of Indian Railway men and was held in high esteem by all sections of trade union leaders and workers. He gave top priority to ethics and worked with steadfastness, simplicity and single minded devotion to unionism throughout his life. In his long innings in the Railway trade union movement, by his vast experience he guided the movement on the correct path. All the units of IRTSA held condolence meetings in memory of departed soul.

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**PAY UPGRADATION FOR SENIOR SUPERVISORS
UNDER CONSIDERATION BY THE
RAILWAY BOARD
MEMBER MECHANICAL HINTED**

IRTSA office bearers led by Er.D.Natarajan, Zonal Secretary, ICF Unit, IRTSA handed over a detailed memorandum on the heart burning issues of Technical supervisors to **Member Mechanical, Railway Board** on 22nd October at Chennai. Reacting to the Supervising Engineers, Member Mechanical hinted that the pay upgradation of senior supervisors is being actively considered by the Railway Board.

**ADVISOR/IR AGREED WITH THE IRTSA
DEMAND OF FIRST CLASS PASS TO ALL JEs
IRRESPECTIVE OF DATE OF APPOINTMENT**

On 25th August, 2008, **Er.M.Shanmugam, Central President/IRTSA** along with Er.Tyagi, Secretary General/AIREF, Er.Darsanlal, Vice President/IRTSA, and Er.K.V.Ramesh, ACT/IRTSA met Advisor/IR and handed over a joint memorandum pertaining to all the issues of Supervising Engineers.

President mainly stressed upon the two issues,

1. Upgrading apex scale to Group – B gazetted status.
2. Grant of First class pass to all JEs.

The minimum number of gazetted post (Group-A, 0.6% and Group-B, 0.5%) available in the Railways and the gazetted status granted to the Engineers working in other departments in Government of India and various state Governments were highlighted to him. Central President urged the advisor/IR to follow the all India average (Group-A, 2.8% and Group-B, 5.3%) in classification of posts in Indian Railways also.

The case of a small group of 10000 JEs out of total 70000 Technical Supervisors who were not granted with first class pass was explained to him. Out of around 30000 JEs available in Railways only around 10000 (30%) of JEs were not eligible for the A/C 2 tier travel, remaining 70% got its A/C 2 tier travel eligibility by virtue of its appoint prior to the cut off date. (Four different cut off dates viz appointed prior to 01.08.1969, Appointed during the period from 01.08.1969 to 10.11.1987, Appointed during the period from 11.07.1987 to 01.02.1999, and employees appointed after 01.02.1999 are available)

Between the year 1997-98 and 2006-07 number of passengers traveled in Upper class has increased from 290.3 lakhs to 549.2 lakhs, where as number of JEs who are not eligible for A/C 2 tier travel has been reduced from 12000 to 10000.

	Upper Class Travel	Number of JEs
1997-98	290.3 lakhs	12000
2006-07	579.2 lakhs	10000

By awarding A/C 2 tier travel eligibility to all JEs Railways is going to add only a very meager (0.017%) percentage in its total passenger traveled in upper class.

Even if, First class travel is awarded to all the employees working in the pre-revised scales Rs.5000-8000 and 5500-9000 it will be only a meager percent in total upper class passenger travel in Indian Railway.

1.	Total Railway Employees in the year 2006-07 *	13,98,790
2.	Total number of Group C employees in 2006-07 *	9,06,648
3.	Total number of employees in scale Rs.5000-8000 (in workshop and other categories) *	60,736
4.	Total number of employees in scale Rs.5500-9000 (in workshop and other categories) *	74,418
5.	Total staff in scales Rs.5000-8000 & Rs.5500-9000 (in workshop and other categories) *	1,35,154
6.	Out of total in S.No-5 above maximum of only 40% of the employees of these categories are not being granted First class pass.	54000
7.	Total number of Upper class travel in Indian Railways in 2006-07	579.2 lakhs
8.	Percentage between 6 & 7	0.093

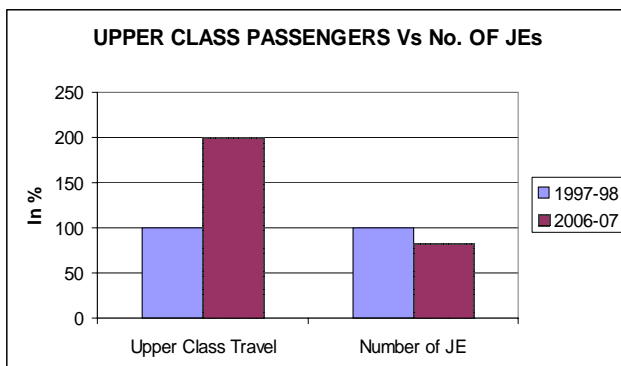
* Indian Railways Annual Statistical Statement, 2006-07

Even if all the existing employees in the scales Rs.5000-8000 and Rs.5500-9000 were awarded with First class pass it will only 0.093% of total Upper class travel in Indian Railways.

The points raised by IRTSA delegates were well received by the Advisor/IR and he also agreed in principle that the travel entitlement should be granted on the basis of Grade pay as recommended by Sixth Pay Commission.

**GS IRTSA ADDRESSES AIREF CEC MEETING
- CALLS FOR UNITY**

GS, IRTSA also addressed a meeting of CEC members of AIREF at New Delhi on 22.10.08, and apprised them about the views of IRTSA towards the merger of both the organizations. President AIREF and other CEC members present in the Meeting informed that AGM of AIREF shall be held in December where the whole issue shall be discussed and decided further in the light of the sentiments expressed by the CEC of IRTSA & AIREF, on the subject.



IMPORTANT DOUBTS ON ACPS AND
CLARIFICATIONS BASED ON
THE OLD OFFICE MEMORANDUM OF DOPT
(Complied by K.V.Ramesh, ACT/IR TSA)

References

1. OM No.35034/1/97-Estt(D) Ministry of Personnel, Public Grievances and Pensions August 9, 1999.
2. OMNo.35034/1/97-Estt(D) (Vol.IV) Ministry of Personnel, Public Grievances and Pensions February 10, 2000.
3. OMNo.35034/1/97-Estt(D) (Vol.IV) Ministry of Personnel, Public Grievances and Pensions July 18, 2001.
7. **Date from which the ACPS is available** The financial benefits under the ACP Scheme shall be granted from the date of completion of the eligibility period prescribed under the ACP Scheme or from the date of issue of these instructions whichever is later.
8. **From which point ACPS has to be calculated.** Residency periods (regular service) for grant of benefits under the ACP Scheme shall be counted from the grade in which an employee was appointed as a direct recruit.
9. **Will Senior will get automatic upgradation when his junior is upgraded in ACP?** The financial upgradation under the ACP Scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employee on the ground that the junior employee in the grade has got higher pay-scale under the ACP Scheme
10. **Whether Reservation or Roster orders applicable in ACPS?** The proposed ACP Scheme contemplates merely placement on personal basis in the higher pay-scale/grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Since orders regarding reservation in promotion are applicable only in the case of regular promotion, reservation orders/roster shall not apply to the ACP Scheme which shall extend its benefits uniformly to all eligible SC/ST employees also. However, at the time of regular/functional (actual) promotion, the Cadre Controlling Authorities shall ensure that all reservation orders are applied strictly;
11. **How ACP will be awarded to employees who have completed 24 years of service or more than 12 years but less than 24 years. (This point explained in the context of Fifth Pay commission recommendations and its implementation)** In cases where the employees have already completed 24 years of regular service, with or without a promotion, the second financial upgradation under the scheme shall be granted directly. Further, in order to rationalise unequal level of stagnation, benefit of surplus regular service (not taken into account for the first upgradation under the scheme) shall be given at the subsequent stage (second) of financial upgradation under the ACP Scheme as a one time measure.

In other words, in respect of employees who have already rendered more than 12 years but less than 24 years of regular service, while the first financial upgradation shall be granted immediately, the surplus regular service beyond the first 12 years shall also be counted towards the next 12 years of regular service required for grant of the second financial upgradation and, consequently, they shall be considered for the second financial upgradation also as and when they complete 24 years of regular service without waiting for completion of 12 more years of regular service after the first financial upgradation already granted under the Scheme.

1. What will happen to the promotion received previously which were merged by Pay Commission.

Since the benefits of upgradation under ACP Scheme (ACPS) are to be allowed in the existing hierarchy, the mobility under ACPS shall be in the hierarchy existing after merger of pay-scales by ignoring the promotion. An employee who got promoted from lower pay-scale to higher pay-scale as a result of promotion before merger of pay-scales shall be entitled for upgradation under ACPS ignoring the said promotion as otherwise he would be placed in a disadvantageous position vis-à-vis the fresh entrant in the merged grade.

2. Whether Ex-servicemen reemployed are eligible for ACPS. Only regular service which counts for the purpose of regular promotion in terms of relevant Recruitment/Service Rules shall count for the purpose of upgradation under ACPS.

3. Whether Adhoc service which was subsequently regularized will be counted for ACP? Only regular service which counts for the purpose of regular promotion in terms of relevant Recruitment/Service Rules shall count for the purpose of upgradation under ACPS.

4. Can ACPS applied retrospectively. Since the Assured Career Progression Scheme can have only prospective application, it is not permissible to allow notional benefit with retrospective effect. This would not lead to anomaly in as much as an employee having longer years of service may get his pay fixed at a higher/same stage vis-à-vis an employee having lesser length of service.

5. Does ACPS apply to an employee fails to qualify in departmental examination. As per the scheme, all promotion norms have to be fulfilled for upgradation under the Scheme. As such, no upgradation shall be allowed if an employee fails to qualify departmental/skill test prescribed for the purpose of regular promotion.

6. Whether an option for fixation of pay in the higher grade based on the date of increment may also be allowed during the ACPS upgradation? Yes. The financial benefit allowed under ACPS shall be final and no pay fixation benefit shall accrue at the time of regular promotion. In other words, upgradation under ACPS shall be treated on par with regular promotion in so far as pay-fixation is concerned. Therefore, the option of pay-fixation in the next higher grade based on the date of increment may be allowed.

(Continued Page 8)

CLARIFICATIONS ON ACP – (Contd)

12. **Grant of ACP benefits on account of disciplinary proceedings or refusal of promotion.** In regard to deferment of grant of ACP benefits on account of disciplinary proceedings or refusal of promotion, it is mentioned that the ACPS in the matter has to follow the same pattern as that obtains in the case of regular promotion. The basic idea behind making this provision is that there shall be uniformity of treatment both in the case of ACPS and regular promotions.
13. **Does ACPS benefits are included for retirement benefits?** Yes. The retirement/ terminal benefits would be on the basis of upgraded pay-scale, if any, granted under ACPS.
14. **Whether the benefit of past service will be extended to temporary status employees after their regularisation?** No, the benefit of past service shall not be extended to temporary status employees after their regularisation for the purpose of ACPS.
15. **Whether service rendered in an autonomous body / statutory body/ State Government prior to appointment in Central Government as a direct recruit prior to appointment in the Central Government will be counted while computing regular service for the purpose of grant of financial upgradations under the ACP Scheme?** Service rendered in an autonomous body/statutory body/State Government is not to be counted for the purpose. Correspondingly, promotions earned in these bodies prior to appointment in the Central Government are also to be ignored.
16. **Whether Training period counts for ACPS?** If under the relevant Recruitment/Service Rules, the induction training counts towards eligibility service for regular promotion, the same will also be counted towards the residency period required for financial upgradations under ACP Scheme.
17. **What will happen to perks and privileges attached to the post originally held by the employee?** Except being allowed to draw pay in a higher grade the employee continues to be regular incumbent of the post to which he has been selected on regular basis as per the Recruitment Rules. Therefore, if there are certain perks and benefits, which are applicable to an employee as a result of his holding a particular post, the same will continue to be available to him, notwithstanding the fact that he may be placed in a higher grade on personal basis under ACPS. On the same analogy, except the entitlements like higher advance, HBA etc. which are linked to pay scale rather than status of the higher post, no privileges related to status of the higher post will be applicable in the event of grant of financial upgradation in the grade of the higher post.

RAIL ENGINEERS DESERT RAILWAYS FOR GREENER PASTURES

V Ayyappan | TNN

Chennai: Till a couple of years ago, railways was the most preferred employer for a fresh engineering graduate or an engineering diploma holder looking for a central government job. Not anymore. And the sixth pay commission recommendations make matters worse for engineers who work as technical supervisors for railways at maintenance depots, coach factories, mechanical, electrical and signal & telecommunication departments.

Sources said Southern Railway, which has close to 8,000 technical supervisors, is facing attrition of engineers with four to five year experience.

“They leave the railways and take up high paying jobs with the private sector. We are trying hard to stop the exodus,” said a senior railway official. “Engineers with five years service leaving railways are a worry because that is the time they start contributing after settling down,” said a senior railway officer.

Fresh engineering graduates do not take up job offers even though they clear the recruitment tests and interviews. “If 150 candidates are offered the job after tests and interviews, only 50 candidates join. And at least 20 of them leave before they complete training at the Supervisory Training Centre at Bangalore,” said an official.

However, sources in the Indian Railways Technical Supervisors Association (IRTSA) said that “efforts to retain engineers may not succeed because the new pay commission recommendation has reduced the scope for promotions by merging junior engineer and section engineer posts and provides just 3% increments. This reduces the chance of getting quality engineers in the future.”

Moreover, the railway administration is reluctant to allow engineers with less service to travel higher class during official trips.

“My non-technical subordinate staff will be travelling on air conditioned coach by dint of his service experience while I am only eligible to travel by sleeper class during official tours,” said a junior engineer.

Technical manpower has always been considered as the backbone of engineering intensive railway operations. Even the railways reforms committee and railway accident enquiry committee have recommended a better deal for technical supervisors. But, critics say that the sixth pay recommendations have a powerful slant to the officers of Indian Railway Service (IRS) cadre as it is the case with the armed forces where officers get precedence over others. (Courtesy: Times of India)

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