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## **BLACK VEST DHARNA BY IRTSA AT NEW DELHI ON 25.08.2009**

IRTSA has been continuously pursuing the demands of Technical supervisors before and after the release of recommendations of the Sixth Central Pay Commission. To highlight the genuine demands of Technical Supervisors, IRTSA is conducting a chain of programmes including Mass Fasts, Dharnas, Midnight candle light agitations, Seminars etc.

Pay scales of Nurse, Teacher, and Accounts staff were upgraded considering their duties and responsibilities. But the Pay scales of Technical supervisors who install and maintain 1,11,600 Km track, 47,300 K.m electrified track, 1,27,768 bridges, 47,375 carriages, 2,04,034 wagons, 8,330 engines and numerous signals were not improved considering the vital role played by them in the core activity of Indian Railways. On 25.08.09 IRTSA organized a black vest dharna at Jantar Mantar, New Delhi.

Er.M.Shanmugam, Central President/IRTSA presided over the Dharna. He told that Technical Supervisors who supervise 8.5 lakhs employees working in Production Units, Workshops, C&W Depots, Loco Sheds, Signal and Engineering departments and accountable for the 80% of the Railway properties, were ignored by the Pay Commission and the Government. He demanded that the Grade pay of JE, CMA, DMS should be revised from Rs.4200 to Rs.4800 and the Grade Pay of SSE, CMS, DMS, CDMS should be revised from Rs.4600 to Rs.5400.

Er.Harchandan Singh, GS/IRTSA explained the main demands of IRTSA such as Group "B" gazetted status, First class pass to all JEs, revised incentive rates according to the new pay scales, PCO allowance for Design, CMT & Store engineers, Revision of Stipend of Trainee J.Es w.e.f. 1.1.06, Uniform Training Period & Stipend of Trainee JEs of various Departments. Fixation of Pay on promotion minimum at par with Entry Pay of Direct recruits, Removal of drawbacks in Modified ACP Scheme, Withdrawal of system of uniform date of Increment, exemption of DA & HRA from income tax etc.

Sri.M.Raghavaiah, GS/NFIR, Sri.S.G.Mishra, GS/AIRF, Sri.R.D.Gupta, Working President/AIRF and Sri.L.N.Pathak AGS/AIRF participated in the Dharna. They urged the Government & Railways to understand the importance of Technical Supervisors and grant them respectable Pay Scales. At the end of the Dharna, a procession was taken towards Parliament Street in which a large number of Engineers participated.

A deputation lead by Er Harchandan Singh General Secretary IRTSA and accompanied by Er Darshan Lal Sr. Vice President, Er. RB Singh Zonal Secretary and Er Surjit Singh JGS submitted detailed memoranda to the Railway Board.

## **CP & GS IRTSA MEET SENIOR OFFICERS OF RAILWAY BOARD**

### **Discuss & Present detailed Memorandums on main demands With Justification for higher Grade Pay of Rs 5400 to SE & SSE and Rs 4800 to JE Higher Duties & Responsibilities explained – as desired by Finance Ministry**

A delegation of IRTSA led by ER M. Shanmugam, Central President and Er. Harchandan Singh GS IRTSA along with Er K. V. Ramesh ACT & Er Shanmugavelu of ICF - met Advisor Staff, Advisor IR, Additional Member Finance, Director, Pay Commission, Railway Board and discussed major issues confronting the category of Engineers / Technical Supervisors. Three memorandums were presented to the said officers on main demands personally and the Higher Nature of Duties & Responsibilities were explained. Early redressal of demands was sought.

The following main demands were discussed at length – besides other issues referred to in the attached memos: Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS & Grade Pay of Rs 5400 to SE, SSE, CMS, DMS, CDMS Higher Nature of Duties & Responsibilities were explained & detailed justification was given – as desired by Min. of Fin and in the context of the anomalies created by the Fifth & Sixth Pay Commissions. First Class Pass in Grade Pay of Rs 4200 & above – Irrespective of Date of appointment. Early revision of Rates of Incentive Bonus w.e.f.1.12006. Removal of discrepancies in the orders on Classification & mode of filling the Posts. Revision of Designations of posts in Merged Pay scales.

Discussions were very fruitful and the delegation was assured by the concerned officers that full consideration will be given by the Board to the issues raised by them.

### **IRTSA Programme - October to December,09**

<b>All India Mobilisation Week</b>	<b>1 to 7.11.09</b>
<b>Safety Seminar at Constitution Club, NEW DELHI</b>	<b>16.11.09</b>
<b>CEC Meting, Minto Bridge Rest House, NEW DELHI</b>	<b>16.11.09</b>
<b>All India Protest Day</b>	<b>26.11.09</b>
<b>Foundation Day - IRTSA</b>	<b>27.11.09</b>
<b>44<sup>th</sup> All India Conference &amp; CGB Meeting - At Jamalpur (ER)</b>	<b>4 &amp; 5.12.09</b>

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**"SUCCESS COMES TO THOSE WHO BELIEVE"**



**Editorial**

## **MoF asks for post-wise justification** **Time to upgrade Technical Supervisors on merit**

Ministry of Finance has returned the proposal of the Railway Board for upgrading all posts of Supervisors in the Grade Pay of Rs 4600 to Rs.4800 in PB-2 (Pay Band Rs.9300-34800) in the Railways who were in the pre-revised scale of Rs.6500-10500 & 7450-11500

The proposal of Ministry of Railways (Railway Board) had been examined by MoF (Ministry of Finance). MoF did not find it feasible to agree to a blanket proposal of Ministry of Railways which has now been advised to send a proposal specifying the particular posts indicating post wise merits / justification for placing them in Grade Pay of Rs.4800 in PB-2, Recruitment rules for each post along with its duties & responsibilities and its hierarchy two levels below and two levels above.

This is how it should have been from the very beginning and demanded by IRTSA. But the Railway Board in its generosity had sent a blanket proposal for all the Supervisory categories – instead of confining it only to the Technical Supervisors as per merit as well as to remove the injustice done both by the Fifth and Sixth Pay Commissions.

Technical Supervisors were placed in the highest of the Pay Scales in Group C and granted the apex scales of Rs.840-1040 & Rs.840-1200 by the Third Pay Commission and Rs.2375-3500 by the Fourth Pay Commission keeping in view their duties & responsibilities as well as effective representations and pleadings by IRTSA – citing pay scales of their counter parts in Public Undertakings and pre-1931 relativity of the category. All other categories in Group C were placed in the Scales going upto only Rs.700-900 by the Third Pay Commission and Rs.2000-3200 by the Fourth Pay Commission.

Fifth Pay Commission disturbed this relativity again and equated the other non-technical categories with the Technical Supervisors by recommending the same pay scale of Rs.7000-11500 as the apex scale for all categories in group C – irrespective of the merit, duties or responsibilities.

This was further compounded by the Fifth CPC as the Pay Scale of Senior Section Engineers (Rs.2375-3500) was also denied the benefit of multiple factor of 3.25 given in all other 33 Pay Scales - except S-13 of Senior Section Engineers - where the multiplication factor was only 3.14.

While part of the anomaly was got rectified by raising the minimum of the scale and modifying the same as Rs.7450-11500 - as a result of intensive protest & struggle and prompt action taken by IRTSA, neither the maximum was improved nor the Pre-Fifth CPC relativity was restored inspite of raising the issues at all levels over the years.

Sixth Pay Commission has gone even a step further. It not only refused to hear any of the organizations other than the Recognised Federations, it also disturbed even further the existing relativities as well as the horizontal parities by granting higher Grade Pays to the Nurses and the Accounts Staff than the Technical Supervisors who had all along been in higher pay scales and had higher duties and responsibilities (*which have been dealt with at length in the Memorandum of IRTSA*).

The back reference by the Ministry of Finance – asking the Railway Board to submit detailed justification for upgrading of each post on merit with duties and responsibilities thereof - has once again placed the ball in the court of the Railway Board. IRTSA has once again risen to the occasion and submitted another detailed Memoranda - further highlighting the Duties and Responsibilities of the category of Technical Supervisors – fully justifying the Upgradation thereof to the Grade Pay Rs.5400 for SE, SSE, CMS & CMA I etc – who were in the pre-revised scale of Rs.6500-10500 & Rs.7450-11500; and the Grade Pay of Rs.4800 for the Junior Engineers & CMA II - who were in the pre-revised scales of Rs.5000-8000 & Rs.5500-9000.

It is hoped that Railway Board will now recommend the case of upgrading of Technical Supervisors, C & M Staff etc as per detailed justification submitted by IRTSA and on its own merits – instead of clubbing the same with other categories. The sooner it is done the better it will be to check the mounting frustration.

### ***RAIL ENGINEERS !***

#### **OBSERVE PROTEST DAY BY IRTSA ON 26.11.09 AGAINST ANOMALIES OF 6<sup>th</sup> CPC MAIN DEMANDS**

1. RECOGNITION OF IRTSA - as in CPWD & MES – to *discuss & resolve the problems of Engineers / Technical Supervisors on the Railways.*
- 2.a) 3 TIMES PAY RISE IN PB 1 TO PB 3 AT PAR WITH THE PAY RISE IN PB 4 & ABOVE
  - b) Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS & 5400 SE, SSE, CMS, DMS, CDMS
3. a) Career Planning & Time Bound promotions from JE to J.A. grade
  - b) Combined “Cadre Restructuring” of posts in Group A, B & C - to provide adequate avenues of promotion & to fully meet with job requirements.
  - c) Upgrading of adequate % of posts from Group C to Group ‘B’ (Gaz.)
  - d) Promotion to Group ‘B’ by Seniority-cum-suitability as in Gazetted cadre.
4. a) 2 AC / First Class Pass in Gr. Pay of Rs 4200 & above – Irrespective of DOA.
  - b) Inclusion of both dependent Parents - (Father & Mother) in privilege Pass.
5. a) Revision of Rates of Incentive Bonus – w.e.f 1.1.2006.
  - b) Incentive / PCO Allowance to C & M Labs, Drawing, Design, IT (EDP) & Stores & other left out Shops in Workshops & Production Units.
  - c) Incentive or Honorarium for Technical Staff & Supervisors - in Sheds & Open Line Depots & Sheds - for additional workload due to new trains & assets.
6. a) Revision of Stipend of Trainee Junior Engineers w.e.f. 1.1.2006
  - b) Uniform Training Period & Stipend of Trainee J. Es. of various Departments.
7. Removal of disparity in Pay of Promotees & Direct Recruits.
8. Removal of drawbacks in Modified ACP Scheme.
9. Withdrawal of uniform date of Increment – *restoration of status-quo-ante*
10. Exemption of all Allowances from Income Tax (*as per 5<sup>th</sup> CPC Report*).

**NEWS FROM THE UNITS****CENTRAL PRESIDENT INTENSIVELY TOURS EASTERN REGION**

Central president M.Shanmugam along with advisors Er.M.Shanmugavel and M.S.V.R.Pandian intensively toured Eastern Railway and CLW from August 26<sup>th</sup> to September 8<sup>th</sup>.

**Jamalpur Workshop**

On 26<sup>th</sup> night Central President addressed a large gathering of Rail Engineers at Railway Institute, Jamalpur. The President explained about the position of demands of IRTSA like Rs.4800 Grade pay to JEs, Rs.5400 Grade Pay to SSEs, Group – B Gazetted status, First class pass to all JEs and revision of incentive rates based on the revised basic pay. On 27<sup>th</sup> morning the President visited major shops of Jamalpur such as Loco workshop, Main Assembly shop, welding shop etc. Diesel shop Engineers represented to the President about the non extension of incentive system to the Diesel shop and the poor condition of century old Railway quarters. I.T Engineers represented to the President about the non filling of vacancies to the tune of 50% in their cadre. In his reply President pressed the need to have I.T. Engineers' cadre in the mechanical department uniformly throughout Indian Railways. On the same day President addressed a gate meeting which was attended by large number of Engineers and others.

**Eastern Railway Head Quarter & Lilluah Workshop**

On the next day the President visited Eastern Railway Head quarter and Lilluah workshop. In the afternoon the President addressed the meeting of Rail Engineers at Eastern Railway Head Quarters. In the evening, the President addressed a largely attended gathering at Lilluah workshop canteen. Replying to the question raised by the members about the unity, President expressed his desire to have unity among Rail Engineers. Being the older organisation IRTSA which is serving the community for the past 44 years will definitely welcome all those who wish to join the main stream. President also addressed a separate meeting of Office Bearers of Lilluah unit.

**Chittaranjan Loco Works (CLW)**

On 31.08.09 Central President visited workshop along with the office bearers. In the afternoon a meeting was organized with the office bearers of CLW unit. Second meeting was attended by President in the Design wing. In the evening President addressed a largely attended meeting of Technical Supervisors of CLW

**NEW OFFICE BEARERS AMRITSAR WORK SHOP/ NR**

<b>President</b>	:Er. Ramesh Chander SSE (MW)
<b>Working President</b>	:Er. N. S. Bhatti SSE (Wagon)
<b>Sr. Vice President</b>	:Er. Ravinder Kumar SSE (Prod)
<b>Vice President</b>	:Er. K. N. Singh SSE (Prod), Er. Sukhwinder Singh SSE (Drg), Er. Krishan Kumar,SSE (Weld)
<b>Secretary</b>	:Er. B. S. Bedi SSE (BSS)
<b>Treasurer</b>	:Er. Vasi SSE (TR)
<b>Joint Secretary</b>	:Er. Gurpreet Singh JE (Plg) Er.Sukhwinder Kaliria,SE,Welding, Er. Yogesh SSE (DSL) Er. Sukhwinder Singh SE (M/C), Er. Ralnesh Khanna DSKP
<b>Org. Secretary</b>	:Er. Amar Singh Verma CI (BTC) Er. Arvinder Pal Singh JE ( Elect), Er. Balwinder Singh JE Wagon :Er. Lalit Khanna JE ( MW)
<b>Auditor</b>	:Er. Lakhbir Singh SE (BSS)

**GS IRTSA calls on young Engineers to lead the struggle ahead – address at DMW**

Er. Harchandan Singh, General Secretary IRTSA, while addressing a largely attended meeting at DMW Patiala recently, recalled continuous struggle and the major achievements of IRTSA over the last 44 years as well as the challenges ahead –on account of the great injustice done to the Engineers in the Railways especially by the Fifth and Sixth Pay Commissions. GS called on the younger generation of Engineers to come forward & take the lead in the struggle ahead.

**New Zonal Executive Committee DMW Patiala**

- 1. Zonal President** : Sh Arvind Bhalla SE /ERS
- 2. Working President** : Sh Shalik Ram SSE /Electronic
- 3. Sr. Vice Pres** : Sh Dharminder Dand SE Mem Staff Council.
- 4. Vice President** : Sh Kulwinder Singh SSE /Col. Maint.
- 5. Vice President** : Sh Jaswinder Bawa SE /CBS
- 6. Zonal Secy** : Sh Rajinder Singh Ankhi SE /Elect.
- 7. Joint Secy.** : Sh Narinder Singh Saggi SSE /LMS
- 8. Joint Secy.** : Sh Om Prakash Davedi JE /LMS
- 9. Assistant Secy.** : Sh A.P Singh SSE /PCO
- 10. Asst. Secy.** : Sh Chamkaur Singh SE /PCO
- 11. Asst. Secy.** : Sh Ashok Kumar SE /CMS
- 12. Oreg. Secy.** :Sh Jatinder Khurana SE/ Ph.- 2
- 13. Oreg. Secy.** : Sh Darshan Singh JE/ TMS
- 14. Oreg. Secy.** : Sh Amarjeet Singh JE/ HMS
- 15. Oreg. Secy.** : Sh H.S.Bedi JE /Ph.- 2
- 16. Treasurer** :- Sh Jagdish Singh SSE/ Progress
- 17. Publication Secy.** : Sh Karnail Singh DMS/Store
- 18. Advisor** : Sh L.S.Cheema SSE Sh Manjit Singh SSE /Tool

**CP visits Lucknow - calls on Engineers to strengthen IRTSA**

ER M. Shanmugam Central President IRTSA visited Lucknow on 23<sup>rd</sup> October. Zonal Secretary Er. Rehman welcomed the President and other CEC Members and the gathering. He presented a report of activities on Northern Railway in general & at Lucknow in particular. Er. Shanmugam, gave an over view of the struggle by IRTSA ever since its inception & especially since the submission of the report by the Sixth CPC. He called on the Engineers at large to strengthen IRTSA and effectively participate in the ongoing struggle.

Many Engineers including P.C. Bihari, B.D. Mishra, P.K. Shukla, Srivastava, Joginder Kumar, and Madan Rai participated in the deliberations. In his spirited speech Sri. Siyaram Bajpai, Patron, IRTSA appealed to all the supervising Engineers to unite under the banner of IRTSA and to participate very actively in all the programmes of IRTSA. He also asked everyone to contribute to the struggle fund as decided by CEC IRTSA to effectively pursue the demands of Supervising Engineers.

**New Zonal Body for Northern Railway formed**

Central President IRTSA, in consultation with the Zonal Secretary has formed an Adhoc Committee of Northern Railway Zone including Er. Siya Ram Bajpai as patron, Er. S. Rehman as Zonal President, Er. P. K. Shukla & Er. R. P. Srivastava as Working President, Er.B.D.Mishra as Zonal Secretary, Er.Srivastava as Zonal Treasurer, Er.Madan Rai, Er.P.C.Bihari and Er. Swamidas as Advisors.

Apart from these Office bearers Vice Presidents and Joint secretaries will soon be nominated from other subunits including Amristar, Jagadhri, Kalka and Gaziabad Workshops and various Divisions of Northern Railway - in consultation with the General Secretary IRTSA.

**IRTSA MEMORANDUMS TO RAILWAY BOARD****Subject: Revised Classification & mode of filling up non-gazetted posts-**

- Reg: Reduction in Percentage of Direct Recruitment in Merged Grades after Sixth CPC –

- To maintain quantum of net direct induction as in Pre-Revised Scales.

Reference: Railway Board's letter No. E(NG)-2008/PM1/15 dated 3.9.2009

In continuation of our memorandums dated 10.8.2009 & 8.9.2009, we request the Railway Board to please consider following submissions in regard to the Board's letter cited above:

1. Request for clarity & minor modification of Para 2.3 (i) & 2.3 (ii) of Board's letter:

a) Following line may please be added at the end of Para 2.3 (i) of Railway Board's letter for greater clarity:

*2.3 (i) 25% of promotional posts of JE in the grade pay of Rs.4200 in the cadre of Technical Supervisors shall be filled up by "Suitability with Bench Mark".*

b) Para 2.3 (ii) may please be modified to read as under in the interest of justice and for greater clarity - in line with the Annexure enclosed with Board's letter cited above:

*2.3 (ii) Similarly, to fill up the posts of Senior Section Engineers in grade pay Rs. 4600, 29 % posts of the total cadre of Technical Supervisors shall be filled up by 80% promotees with prescribed benchmarks as per para 2 (b) and remaining 20% posts (of these 29% of the total cadre of Technical Supervisors) shall be filled up by direct recruits as per the existing practice by direct recruits*

2. Engineering Graduate / Post Graduates in Science Entry Grade in Chemical and Metallurgical Wing & their Redesignation

Para 3.4.7 of Sixth Pay Commission clearly provides as under: 'all posts in Subordinate engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs.8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.'

It is therefore, requested that:

i) Incumbents in the pre-revised scale of CMA (Chemical & Metallurgical Assistant-I) who are either direct recruits with Engg. Degree / PG in Science or promotees with Graduation in Science may please be placed in the grade pay of Rs.4600 as CMS (Chemical & Metallurgical Superintendent);

ii) Incumbent CMAs - who are not Science Graduates - may be considered for balance / future vacancies of CMS after they qualify a Test - especially be prescribed by the RDSO - for promotion to the post of CMS.

iii) In future, Direct recruitment of Engineering Graduates/PGs in Science(MSc) may be done for the post of CMS only in line with the Technical Supervisors and as per recommendations of Sixth Pay Commission vide Para 3.4.7 cited above.

3. Drawing and Design Staff

There is 100% direct recruitment of Junior Engineers in Drawing and Design offices in the Grade pay of Rs.4200 with the qualification of Diploma in Engineering and 18 months on-job training. Considering the similarities of the initial qualification, training, knowledge, Job requirements & same Designations etc, the procedure for Direct

Recruitment in the Grade Pay of Rs.4600, it is requested that the procedure for filing of Posts of SSE (Drawing and Design) may please be made similar to that of Technical Supervisors as mentioned in 2.3 ii) of Board's letter cited above with such modification as proposed for Technical Supervisors in our memorandum of even no. dated 8.9.2009

4. Implementation of Panels already approved:

i) It is requested that Panels approved on or before 31.08.2009 and current on that date may please be operated first.

ii) Balance vacancies may please be filled up in the manner prescribed in the statement annexed with Board's letter dated 3.9.2009 cited above.

5. Employees who retired / resigned between 1.1.2006 and 31.8.2009 :

Employees who had retired / resigned in between 1.1.2006 and 31.8.2009 may please be considered as eligible for promotion and the fixation benefits and arrears under these orders may please be paid to them if they come under the zone of vacancies – as per provisions of Board's order under reference.

6. Posts which required joining the promoted post at a different station:

In cases where due to pin-pointing of posts staff is required to join the promoted post at a different station, such staff may please be allowed the benefit of promotion on "as is where is basis" for the time being and allowed to join the pin-pointed post at the new station within six months from the date of issue of promotion orders.

7. Counting of Temporary posts

Temporary posts which are in operation for three years or more may please be taken into account for the purpose of calculating the vacancies & filling up as per mode prescribed by the Railway Board.

8. Revised Designations of Merged Grades:

Revised Designations of merged scales may please be notified early to clearly indicate the posts to which the promotions are to be made.

Hoping for an early and favourable consideration and thanking you in anticipation.

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**IRTSA MEMORANDUMS TO RAILWAY BOARD****Allotment of Grade Pay of Rs.5400 to Section Engineers & Senior Section Engineer; and Grade Pay of Rs.4800 to Junior Engineers**

Reference: i) Railway Service (Revised Pay) Rules, 2008 (RBE 103, RBE 108, RBE 124)

ii) Our memorandum dated 18. 02. 2009 Reg. Anomaly in Grade Pay of Technical Supervisors – Junior Engineers, Section Engineers & Senior Section Engineers (*copy attached herewith*)

In continuation of our memorandum cited above, we very humbly reiterate our submissions made therein and draw the kind attention of the Railway Board towards the following vital facts along with further detailed justification of our demand for higher Grade Pay For Technical Supervisors on the railways:

**1. Anomaly created by Sixth Pay Commission:**

a) Technical Supervisors have higher recruitment qualifications (*of Diploma in Engineering for JEs and Degree in Engineering for SEs – now merged with SSEs*). They have higher induction training than almost all the non-Technical categories but the Sixth Pay Commission has equated them with or allotted them even lower Grade Pay than some of the non-Technical categories who were earlier at par with them or in lower Pay Scales than them – ignoring not only the qualifications, training & expertise required for their job but also ignoring the duties, responsibilities and over all job requirement of the Technical Supervisors. The Sixth CPC has thus disturbed not only the horizontal parity but also the vertical relativity – as submitted in our memorandum cited above.

b) Technical Supervisors were given the highest Pay Scales amongst the entire class III / Group C employees (of Rs 840-1040 & 840-1200) by the Third Pay Commission & Rs 2375-3500 by the Fourth Pay Commission keeping in view their duties & responsibilities. Sixth Central Pay Commission had totally ignored this aspect.

**2. Duties & Responsibilities of Technical supervisors:**

a) Technical Supervisors are responsible for manufacture, repair & maintenance of P-way Tracks, Bridges, Rolling Stocks, Diesel & Electric Locomotives, OHE Traction, Signal and Telecommunication Systems, Works - including administrative & utility buildings & quarters as well as Machinery, Plants, equipments and spares worth crores of Rupees. The fitness of all these assets has to be ensured, inspected & certified by them

b) Duties and responsibilities of Technical Supervisors involve big span of control over a large multi-skill workforce – including Semi Skilled, Highly Skilled, Senior Technicians, and Ministerial staff including Office Superintendents etc. working under them.

c) As 'Front Line (or Spot) Managers' - Technical Supervisors are responsible for safety, efficiency, punctuality of train service through time bound turn-over and optimum utilization of resources, enhanced productivity and quality control of input material as well as effective execution of *Safety Regulations / Norms etc.*

Technical Supervisors on the Railways are the planners, designers, programmers, executer and inspectors of all technical works and perform managerial role with authority to observe & ensure execution of rules, regulations & specifications of Indian Railways and those of the Government, execute managements' instructions - as spelled out in various manuals. They act as Disciplinary Authorities and also facilitate welfare measures of employees under their control. They also look after even some non – technical duties - as being integrated with the technical duties. Their duties are so much multifarious and onerous that they are altogether a different category not comparable with the employees of any other branch.

d) There has been a substantial increase in requirements of technical know-how, for adoption of technological advancements in the field of Railway Engineering, application of sophisticated skill, safety & intensive supervision by the Technical Supervisors on the Railways – due to modernisation, sophistication and high speed trains, application of higher technology in Locomotives, Coaches, Wagons, Signaling, P-Way, Works and Bridges etc. While for other categories the work eases due to modernization, it increases the duties and responsibilities of the Technical Supervisors.

e) Further details of their **RECRUITMENT QUALIFICATIONS, TRAINING, DUTIES** are indicate in **Annexure 'A'** and **EXISTING HIERARCHY, GRADE PAY, RECRUITMENT QUALIFICATION, MODE OF FILLING UP AND PROPOSED HIERARCHY AND GRADE PAY** are indicated in **Annexure- B**.

**3. GRADE PAY OF JUNIOR ENGINEERS (PRE-REVISED SCALE OF RS.5000-8000 & RS.5500-9000)**

**a) Disturbance of Vertical Relativity & Equating JEs with Senior Technicians – violation of Law of Natural Justice by equating the Supervisor with Supervised:-**

i) Junior Engineers have at present unjustly been given the same Grade Pay of Rs 4200 at par with Master Craftsman / Senior Technicians even though the Sixth Pay Commission had recommended different Grade Pay of Rs.4200 for JEs (Junior Engineers) & a grade Pay of Rs 2800 for Senior Technician (Master Craftsman / MCM) (vide Para 3.8.27 & 7.36.77) – thus providing higher grade pay for the promotional post than that of feeder post in line with the Sixth pay Commission policy defined vide para 2.2.2 and ensuring vertical relativity in the cadre hierarchy; & higher pay to the Supervisor than that of Supervised.

ii) Grade Pay of Senior Technician (MCM) had since been revised to Rs.4200 - vide letter No.1/1/2008-IC (Pt), dated 27.7.2009 but the Grade Pay of JEs has not been improved – even though they supervise the MCM. This has greatly disturbed the vertical relativity in the cadre hierarchy and violated the law of natural justice by equating the Supervisor with the Supervised and placing the feeder and promotional posts in the same pay scale.

**b) Disturbance of relativity with Minimum of Lowest & maximum of highest Scales:**

Ratio between Minimum Pay of Group D to Minimum Pay of Junior Engineer had fallen substantially from 2.17 after Third Pay Commission has been reduced to only 1.92 after Sixth Pay Commission – even though the ratio had substantially increased even in the case of Group A Officers

.... *Continued in next page*

**IR TSA MEMORANDUMS TO RAILWAY BOARD***(Continued from Previous page)***4. GRADE PAY OF SENIOR SECTION ENGINEERS (PRE-REVISED SCALE OF RS.6500-10500 & RS.7450-11500)**

Sixth Pay Commission had not even dealt with or removed any of the Anomalies of the previous Pay Commissions. Consequently, the Pay Band & Grade Pay adopted by Sixth CPC (vide Para 2.2.2 & 2.2.3 Page 36 of its report) have not removed the following existing anomaly in the case of Senior Section Engineers:

- i) *Pay Scale of Senior Section Engineers (Rs 2375-3500) was singled out by Fifth Pay Commission to be denied the benefit of common multiple factor of 3.25 or even more given in all other cases – for no other valid reason except to adjust the pay scale of Group B officers above them. Incidentally the multiple factor of 3.25 or more was applied to all other 33 Pay Scales except S-13 of Senior Section Engineers - where the factor was only 3.1 (as clear from Annexure I attached herewith).*
- ii) *The above said anomaly created by Fifth CPC had its impact on the recommendations of Sixth CPC - without even being dealt with even by the Government while approving its report. The above anomalies have thus been left unresolved thereby adversely effecting the Grade Pay of the Senior Section Engineers.*
- iii) *Ratio between Minimum Pay of Group D to Minimum Pay of Senior Section Engineer had fallen from 4.28 after Third Pay Commission to only 2.63 after Sixth Pay (as clear from Annexure II attached herewith).*

**5. It is requested that the Junior Engineers (in the pre-revised scale of Rs 5000-8000 & Rs 5500-9000) may please be granted the Grade Pay of Rs 4800 and the Section Engineers & Senior Section Engineers (in the pre-revised scale of Rs 6500-10500 & Rs 7400-11500) be granted the Grade Pay of Rs 5400.**

**Annexure 'A'****RECRUITMENT QUALIFICATIONS, TRAINING, DUTIES & RESPONSIBILITIES - TECHNICAL SUPERVISORS****1. RECRUITMENT, QUALIFICATIONS AND TRAINING****A. Junior Engineers (in Grade pay of Rs.4200)**

- i) 50% posts of JEs (*Junior Engineers*) in the Grade pay of Rs.4200 are filled up by direct recruitment through Railway Recruitment Boards with Diploma in (Mechanical / Electrical / Civil / Electronics) Engineering as qualifications. They are given intensive practical & theoretical training for 1½ year) in Systems Technical Schools & Training Centers with practical training in Workshops, Sheds, Depots and Production Units etc.
- ii) 25% are promoted from Senior Technicians having long years of practical experience after passing a positive selection (including a written test and interview).
- lii) 25 % are selected as "Intermediate Apprentices" from more qualified and experienced Technicians through Limited Departmental Selection and given a further training of 1½ years in System Technical Schools including four theoretical and practical sessions etc.

**B. Section Engineers (in the Grade pay of Rs.4600):**

20% of posts of Section Engineers now merged with Senior Section Engineers in the present Grade pay of Rs.4600 are filled by Direct recruitment of Engineering Degree Holders.

**2. DUTIES & RESPONSIBILITIES:**

As "Front Line Managers" JEs, and SSEs are responsible for Management and Supervision of the following areas:

- 1. Production, Repair, Maintenance, Overhauling, Designing & Quality Control** - of Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities, allied Machineries, Plants, Equipments, Spare parts & Assemblies;
- 2. Inspection & Quality Control of materials** – produced and procured by the Railways. The responsibility of fitness for operational safety and safe working of all these assets primarily lies with the technical supervisors - (including Locomotives, Coaches, Wagons, Permanent-Ways, Bridges, Works, Overhead Electrification, Electrical General Services, Power Houses, Signal & Telecommunication Systems, Transport and Material Handling facilities including allied Machineries, Plants and Equipments). Fitness certificates of all these assets are required to be certified by the technical supervisors prior to putting them into operation. (*eg. Rolling Stock can not be put into operation until it is rectified and certified fit by the concerned technical supervisor*). - (including running repairs) of Rolling Stock, Locomotives,
- 3. Time bound turn over, repair & maintenance** - to achieve Production targets and train schedules Permanent-Ways, Bridges and S&T Machinery, Plants & Equipments, etc. - to ensure safe, reliable and punctual train operations, effective execution of "Safety Norms" and "Quality Control" etc. – in all conditions & circumstances.
- 4. Inventory Control and Material Management:** Technical Supervisors are responsible for inventory control, material management and safe custody and storage of Railway properties such as Machineries & Plants, Track, Bridges, Locomotives, Rolling stocks, Electric Traction, Signal and Telecommunication, Buildings, Quarters etc for their repair & maintenance at sites.
- 5. Optimum utilization of men and material resources** - including large number of workforce (*of Technicians and Helpers etc.*) and machines tools & equipments costing crores of rupees.
- 6. Safety of Men, Material & Passengers** through intensive Supervision & Quality Control.
- 7. Effective execution of administrative policies and plans**
- 8. Early restoration of Traffic after Accidents** through effective "*Disaster Management*".
- 9. Ensuring staff discipline**, holding inquiries, supervision of wage disbursement and effective house keeping.
- 10. Human Resource Management** and maintenance of Industrial peace through on the spot redressal of day-to-day grievances of the staff.

For Annexure-B, Please visit [irtsa.net](http://irtsa.net)

**ENGINEERS!**  
**MAKE IR TSA STRONG**  
**Be an active Member &**  
**Contribute liberally to Struggle Fund**  
**Units! Send Central quota & Struggle Fund to:**  
**Central Treasurer IR TSA, (Er O. N. Purohit),**  
**106, Suraj Nagar, Jodhpur-342008.**  
**(Phone 09828024476 & 02912713123)**

**IRTSA MEMORANDUMS TO RAILWAY BOARD**

**Subject: Granting of Grade Pay of Rs.5400 to CMS (pre-revised scale of Rs.6500-10500 & Rs.7450-11500); and Grade Pay of Rs.4800 to CMA ( pre-revised scale of Rs.5000-8000 & Rs.5500-9000).**

In continuation of our memorandum cited above, we very humbly reiterate our submissions made therein for higher Grade Pay for C&M (Chemical & Metallurgical) Staff on the railways and draw the kind attention of the Railway Board towards the following vital facts along with further detailed justification of our demand for higher Grade Pay for:

1. Chemical and Metallurgical are Scientific Engineers who apply science for engineering applications to ensure effective quality control and safety on Railways. Railway Board Management Services has considered C&M Organisation as the back bone of entire Quality Control and preventive maintenance exercise of all Engineering departments.

**2. Duties & responsibilities of CMAs & CMS:**

To ensure the effective quality control and safe running of trains following important functions are performed by CMAs & CMS working in the Chemical and Metallurgical Labs on the Railways:

i) Testing and certifying of all raw materials and vital safety items and assess suitability of metallic and non-metallic items like Wheels, Axles, Springs, Bogie frames and controlling production-processes in the manufacture of Rolling stocks / Coaches, thereby assuring usage of standard materials and ensuring safety of travelling public.

ii) Formulate and carryout both destructive & non-destructive testing and techniques to all the components which are critical for safety.

iii) Conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.

iv) Suggest remedial methods/process to avoid further failure of components.

v) Assess the quality of welder and welding and suggest the suitable improved welding techniques.

vi) Check the quality of paints.

vii) Assess the quality of fuel and lubricants to ensure smooth and safe running of rolling stocks and Locos.

Measuring, monitoring and improving the environment around work premises to comply with the standards of Environment Management system (ISO-14001/2004) and Occupational Health & Safety Assessment service (OHASA - BS-18001/2007).

**3. ANOMALY CREATED BY SIXTH PAY COMMISSION:**

a). Chemical & Metallurgical Supervisors have higher recruitment qualifications (of B.Sc. for CMA-II and degree in engineering (Metallurgy/Chemical)/ M.Sc.(Chemistry/Applied Chemistry) for CMA-I. They have higher induction training than almost all the non-technical categories, but 6<sup>th</sup> pay commission has equated them with or allotted them even lower grade pay than some of the non- technical categories who were earlier at par with them or in lower pay scales than them – ignoring not only the qualification, training and experience required for their job but also ignoring the duties, responsibilities and over all job requirement of M&C supervisors.

b) Para 3.4.7 of sixth pay commission clearly mentioned that the staff having “all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment should be placed in the running Pay Band PB-2 of Rs 8700-34800 (*since improved by GOI as Rs.9300-34800*) along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.” This clause has also been overlooked by Railways CMA-I who are placed in PB-2, Grade Pay of Rs 4200 instead of Grade Pay 4600.

c) SCPC report for scientific staff has recommended through para 3.5.7 “The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a postgraduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in pay band PB-2 of Rs 8700-34800 (*since improved by GOI as Rs.9300-34800*) along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs 7450-11500. This clause has also been overlooked by Railways for CMA-I who are placed in PB 2 Grade Pay of Rs 4200 instead of Rs 4600.

d) The 6<sup>th</sup> CPC has thus disturbed not only the horizontal parity but also the vertical relativity.

**4. It is therefore requested that:**

i) **CMS - I & CMS-II (in the pre-revised scale of Rs 7450-11500 & Rs 6500-10500 be given grade pay Rs.5400/- in PB-2 – (keeping in view their higher nature of Duties & Responsibilities – mentioned in the fore going paras).**

ii) **Incumbent CMA I (Chemical & Metallurgical Assistant-I) - be upgraded as CMS in Grade pay of Rs.5400/- in PB-2 (keeping in view their higher nature of Duties & Responsibilities – mentioned in the foregoing paras & the principle adopted by the Sixth Pay commission vide Para 3.4.7 of their Report –cited above).**

iii) **In future, the qualification for direct recruitment of CMS be prescribed as Graduates in Engineering (Metallurgy / Chemical Engineering) or Post Graduates in Science (M.Sc. Chemistry / Applied Chemistry) in line with Technical Supervisors and as per recommendations of Sixth Pay Commission vide Para 3.4.7 & 3.5.7.**

iv) **CMA-II - in the pre-revised Scale of Rs 5000-8000 - be given grade pay of Rs 4800 in PB-2 – (keeping in view their nature of Duties & Responsibilities – mentioned in the foregoing paras).**

**Railway Board's Orders on Staff Matters – Inbrief**

(For details please visit our website [www.irtsa.net](http://www.irtsa.net))

- Rates of Night Duty Allowance effective 1st July 2009
- Advance for Medical Treatment in referral cases
- Divorced Sister as Dependent if Father not alive
- Companion in same class above 70 years of age on payment of 1/3rd diff. of fare
- Revision of rates of Breakdown Allowance
- Joining of RELHS-97 made mandatory for future retirees
- Extension of scope of Family Pension to include disabled Brother sister
- Grant of composite transfer grant- Clarification Reg.

**Railway Board's Orders on Staff Matters****Grant of Advances - Sixth Central Pay Commission recommendations.****RBE No. 42/2009, Dated 26/02/2009.****Board's letter No.F(E)Spl.2009/ADV.4/5 Dt.26/02/2009**

Consequent upon introduction of pay bands and revised scales of pay based on the recommendations of the Sixth Central Pay Commission, the Ministry of Finance have amended the eligibility criteria in the existing provisions relating to the grant of advances for purchase of Motor car, computer and Motor/scooter/Moped. Accordingly, the existing provisions relating to the grant of similar advances to railway servants are hereby amended as per the advance correction slip No.207 to the Chapter XI of the Indian Railway Establishment Manual, Volume-I, revised Edition, 1989

**Motor Car and Motor Cycle/Scooter/Moped Advance**  
**In para 1104(5)**

In clause (i) relating to the conditions of eligibility for Motor Car advance, for the words and figures "whose basic pay and dearness pay taken together is Rs.15,750 (Rupees Fifteen thousand seven hundred fifty) per month or more", the words and figures "having pay Rs.19530/- or more, excluding grade pay, per month in the pay band", shall be substituted.

In clause (ii) relating to the conditions of eligibility for Motor Cycle/Scooter/Moped Advance for the words and figures "whose basic pay and dearness pay taken together is Rs.6900 (Rupees Six thousand nine hundred) per month or more", the words and figures "having pay Rs.8560/- or more, excluding grade pay, per month in the pay band", shall be substituted.

**Grant of Advance for the purchase of Computer****In para 1105(b)**

In clause (b), for the words and Figures "basic pay plus dearness pay is not less than Rs.6900/-, the words and figures "pay is Rs.8560/- or more excluding grade pay, per month in the pay band" shall be substituted.

**Grant of Advance for the purchase of Moped****In para 1106(4)**

In sub-para (4), for the words and Figures "basic pay plus dearness pay is not less than Rs.6900/-, the words and figures "pay is Rs.8560/- or more excluding grade pay, per month in the pay band" shall be substituted.

**2. House Building Advance for Central Government/Railway employees:- Implementation of the recommendations of the VIth CPC****Board's letter No.F(E)Spl.2009/ADV.3/6 Dt.12/01/2009**

Ministry of Urban Development's O.M.No.I-17011/1194/2008-H.III dated 27.11.08 on the above mentioned subject is hereby circulated for information and guidance. The same will be applicable to Railway servants mutatis mutandis.

All other provisions like eligibility, repaying capacity, recovery etc will remain unchanged.

**Interest Bearing Advances/Sixth Central Pay Commission Recommendation on House Building Advance.**

The undersigned is directed to say that the implementation of the recommendations of the Sixth Central Pay commission relating to interest bearing advances, including House Building Advance, granted to Central Government employees is under consideration of the Government.

Pending finalisation of the new arrangements, the Matter has been examined in consultation with Department of Expenditure and the following provisions for House Building Advance shall be in operation.

The maximum limit for grant of HBA shall be 34 months of pay in the pay band subject to a maximum of Rs.7.5 lakhs or cost of the house or the repaying capacity whichever is the least, for new construction/purchase of new house/flat.

The maximum limit for grant of HBA for enlargement of existing house shall be 34 months of pay in the pay band subject to a maximum of Rs.1.80 lakhs or cost of the enlargement or repaying capacity, whichever is the least.

The cost ceiling limit shall be 134 times the pay in the pay band subject to a maximum of Rs.7.50 lakhs and a maximum of Rs.30.00 lakh relaxable up to a maximum of 25% of the revised maximum cost ceiling of Rs.30 lakhs.

**Merger of grades- Revised classification and mode of filling up of non-gazetted posts.****Board's letter No. E(NG)I-2008/PM1/15, Dated 3.9.2009**

Reference this Ministry's letters of even number dt.23.09.2008 and 24.04.2009, on the above subject.

2. The matter has since been considered by the Board. The views of organized labour have also been taken into account. Since the issue of laying down revised classification and mode of filling up may take further time, therefore, it has been decided that as a one time exemption promotion to all vacancies as existed on 31.08.2009, may be made as indicated in the enclosed statement. The following methodology may be adopted for effecting the promotions in question:

(a) Posts carrying the grade pay Rs.4200, proposed to be filled up by 'Seniority-cum suitability' or with 'Suitability with prescribed benchmark', as indicated in the statement, may be filled up with benchmark of 6 marks out of 15 marks in last three years ACRs, duly considering the existing instructions for promotions based on confidential reports.

(b) Posts carrying the grade pay Rs.4600 & above, proposed to be filled up by 'Suitability with prescribed benchmark', may be filled up with benchmark of 7 marks out of 15 marks in last three years ACRs, duly considering the existing instructions for promotions based on confidential reports.

(c) For (a) & (b) above, in case CRs for 2008-09 for all candidates in the zone of consideration, are not available, ACRs upto year 2007-08, may be taken into account.

(d) Extant instructions necessitating DAR/Vig. etc. clearance, shall continue to hold good.

(e) Posts against Selection/General Selection/LDCE quota, wherever prescribed as per enclosed statement, will be filled up as per existing procedure.

(f) Existing eligibility conditions like passing of Trade Test, Aptitude test, possessing of requisite foot-plate experience, passing of promotional course for being eligible for consideration for promotion as pre-condition or for being deployed in promotional post, shall continue to hold good.

(g) The residency period for promotion to higher posts including for promotion to merged grades, will be two years, unless a longer length has been prescribed in terms of existing instructions for promotion to higher posts.

2.1. In cases, where existing classification of 'Selection' has been dispensed with, promotions may be made on the basis of 'Suitability with prescribed benchmark'. All pre-promotional training courses may continue as per existing procedure of passing pre-promotional course/training.

*....Continued in next page*



**Railway Board's Orders on Staff Matters (Continued)**

2.2. Promotions to the posts carrying the Grade Pay below Rs.4200, shall continue to be made as per existing procedure, since Railways/PUs have already been advised vide this Ministry's letter of even number dt.23.09.2008 and clarified vide letter dt.24.04.2009 that, only the promotions within and to merged grades, were not to be effected, while all other promotions were to be continued to be made as per existing classification.

2.3. For the purpose of filling up of direct recruitment and promotee quota vacancies in the grade pay of Rs.4200 and 4600, the following shall be followed:-

(i) The posts in grade pay RS.4200 in cadre of technical supervisors, shall be divided in the existing percentage of 26% (Recruitment grade of Rs.5000-8000) and 24% (promotee grade Rs.5500-9000). The senior most 24% staff and posts in grade pay Rs.4200, shall be kept in a separate block and the remaining bottom most 26% posts of the total cadre of supervisors shall be filled up as per the existing practice of filling up through Promotee, LDCE and DR quota.

(ii) Similarly, to fill up the posts of Section Engineers in grade pay Rs.4600, the posts shall be divided in the ratio of 21:29. The senior most 21% staff and post will be placed in a separate block and remaining 29% posts of the total cadre of supervisors shall be filled up by promotees and direct recruits as per the existing practice.

(iii) Same principle will be followed to fill up all vacancies of grade pay Rs.4200 & 4600.

3. The scheme for filling up vacancies, arising on or after 01.09.2009, will be issued in due course in consultation with the federation

**3. Grant of Fixed Medical allowance @ Rs.100 p.m to the Railway pensioners/family pensioners-Clarification-reg**

RBE No.168/2009, Dated 15.09.2009.

Subsequent to the issue of railway Board's letter No. PC-V/98/1/7/1/1 dated 7.2.2008, references were received from pensioners/family pensioners and banks seeking clarification as to whether those pensioners/family pensioners who are members of RELHS and availing OPD facility are also eligible for the fixed Medical Allowance.

The matter has been examined and in reference to the Board's letter dated 7-2-2008 *ibid*, it is clarified that since actual enrolment under the Health Scheme is not mandatory, those pensioners/family pensioners who, in terms of Board's letter No.97/H/28/1 dated 23-10-97, are eligible to become members of the scheme but are not actually enrolled are also entitled for grant of Fixed Medical allowance. Pensioners/family pensioners who possess RELHS card & avail OPD facility are not entitled for Fixed Medical Allowance, whereas those who possess RELHS card but do not avail OPD facility (except in cases of chronic diseases, as defined in Board's letter No.2006/H/DC/JCM dated 12-10-2006) are entitled for Fixed Medical Allowance.

Further, FMA and arrears of FMA would continue to be paid, as earlier, to pensioners/family pensioners only after submission of the enclosed undertaking from to the Pension Disbursing Authority (PDA) thereby implying that fulfillment of the following two conditions is mandatory for becoming admissible for FMA:-

i) The pensioners/family pensioners is residing beyond

2.5km from the nearest health unit.

ii) The pensioners/family pensioners is not availing the facility of OPD (except in cases of chronic diseases as mentioned in para 2 above).

**4. Subject: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2008-2009.**

**Board's letter No. E(P&A)II-2009/PLB-6, Dated 19.9.09**

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to 75 (Seventy five) days wages without any ceiling on wages for eligibility for the financial year 2008-09 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel). Where wages exceed Rs.3500 per month, Productivity Linked Bonus will be calculated as if 'wages' are Rs.3500/p.m.

2. 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules, 2008 and dearness allowance drawn during the financial year 2008-09. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time, shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para 1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2008-09 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of Rs.8630/- towards Productivity Linked Bonus for the financial year 2008-2009. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject.

4. Further, in relaxation to the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R-1/1985 edition (2003 Reprint edition), such of the subscribers to the SRPFs are entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. Payment of Productivity Linked Bonus for the financial year 2008-09 to all eligible nongazetted Railway employees mentioned in Para 1 above should be made on priority since puja holidays have already commenced.

6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

**5. Payment of Dearness Allowances to Railway employees Revised rates effective from 01.07.2009.**

**No.PC-VI/2008/1/7/2/1 Dated 18.9.09**

Please refer to this Ministry's letter of even number dated 17.03.2009 (S.No PC-VI/88, RBE No.50/2009) on the subject mentioned above. The president is pleased to decide that the dearness allowance payable to Railway employees shall be enhanced from the existing rate of 22% to 27% with effect from 1<sup>st</sup> July, 2009.

The provisions contained in paras 3, 4 & 5 of this Ministry's letter of even number dated 09.09.2008 (S.No.PC-VI/3, RBE No. 106/2008) shall continue to be applicable while regulating Dearness Allowance under these orders. The additional installment of Dearness Allowance payable under these orders shall be paid in cash to all railway employees.

Railway Board's Orders on Staff Matters (Continued)**6. Central government Group Insurance Scheme, 1980 – Tables of Benefits from the savings Fund for the period from 1.1.2009 to 31.12.2009.****Board's letter No PC-III/2000/GIS/2, dated 15.01.2009.**

In continuation of this Ministry's letter No.PC-III/2000/GIS/2 Dated 15.01.2008, a copy of O.M.No. 7(2)/EV/2008 dated 22.12.2008 of the Ministry of Finance, Department of Expenditure on the above subject is forwarded herewith for information and necessary action.

**MINISTRY OF FINANCE OFFICE MEMORANDUM**

O.M.No. 7(2)/EV/2008 dated 22.12.2008

The undersigned is directed to refer to this Ministry's O.M.no.7(3)/EV/2007 dated 18<sup>th</sup> December, 2007 forwarding therewith Tables of Benefits under CGEGIS for the year 2008. New table of benefit for the savings fund of the scheme based on a subscription of Rs.10 per month from 1.1.1982 to 31.12.1989 and Rs.15 per month w.e.f 1.1.1990 onwards have been prepared for the year 2009 and a copy of the table is enclosed. Another table of benefits for the savings fund based on subscription of Rs.10 per month for those employees who had opted out of the revised rates of subscription w.e.f 1.1.1990 have also been drawn up for the year 2009 and a copy of that table is also enclosed. The amounts in the tables have been worked out on the basis of interest 10% per annum (compounded quarterly) w.e.f 1.1.1982 to 31.12.1982, 11% per annum (compounded quarterly) w.e.f 1.1.1983 to 1986, 12% per annum (compounded quarterly) w.e.f 1.1.1987 to 31.12.2000, 11% per annum (compounded quarterly) w.e.f 1.1.2001 to 31.12.2001, 9.5% per annum (compounded quarterly) w.e.f. 1.1.2002 to 31.12.2002, 9% per annum (compounded quarterly) w.e.f. 1.1.2003 to 31.12.2003 and 8% per annum (compounded quarterly) w.e.f. 1.1.2004 onwards. The mortality rate under the scheme has been taken as 3.75 per thousand per annum up to 31.12.1987 and 3.6 per thousand per annum thereafter in both the cases. While calculating the amount it has been assumed that the subscription has been recovered from the salary of the month in which a member ceases to in service falling which if should be deducted from accumulated amounts payable.

**For Tables please visit – [irtsa.net](http://irtsa.net)****IRTSA MEMORANDUM TO RAILWAY BOARD****RE-DESIGNATION OF MERGED SCALES - IN THE CATEGORY OF TECHNICAL SUPERVISORS, C & M LABS & STORES**

In continuation of our memorandum dated 9.8.2009 – where in we had proposed revised designations of the merged scales of Technical Supervisors, C & M Lab and Store Engineers, we would like to submit as under for the kind consideration of the Rly. Board:

i) That the inordinate delay in deciding the revised designations of the merged scales is adversely effecting the working of the Railways as well as effecting the employees concerned - as the vacancies in the higher posts in the merged scales are not being filled up by the Railways & Production Units due to uncertainty over the designation of the said posts to which the promotions are to be made.

ii) **It is therefore requested that orders may please be issued early regarding the revised designations of the merged scales – to avoid further loss to the employees and (consequential) adverse impact on the working of the Railways.**

**7. Reservation on Railway passes-Rev'd Guidelines Board's letter No 94/TG-I/20/P/14 Dated 28.08.2009**

Due to change in system, the issue of seeking reservations on Railway Passes has been under consideration in the Ministry of Railways and it has now been decided that the following procedure should be adopted for providing reservations/cancellations on the Railway Passes:-

i) Pass holders or their representatives should present their passes along with the requisitions duly filled in to the Reservation Clerk who will issue ticket and make endorsement on the face of the pass indicating the train number, date of journey, status of tickets, etc.

ii) Holders of Privilege, Duty, Post Retirement, Complimentary, Metal and other passes may be allowed to seek fresh reservation only if the earlier reservation is cancelled.

iii) In case of confirmed reservation on Privilege, Post retirement, Complimentary and other passes, the pass holder can make maximum three time reservations provided the earlier one has been cancelled before chart preparation. If the confirmed reservation is not cancelled before preparation of charts, the pass will be treated as used. In exceptional cases, discretionary powers for allowing reservation on such passes only once can be delegated to a JA Grade level officer. At Divisional level, where any JA grade level Commercial officer is not available, the next senior most Commercial Officer may be delegated these powers.

iv) There will be no restriction in number of cancellations in case of Duty Pass, Metal Pass and in case of tickets having a status of fully/partially Waiting List (at the time of cancellation) against Privilege, Post Retirement and Complimentary passes. However, fresh reservation will be given only after the earlier one has been cancelled within the normal prescribed time limits.

v) Telephonic requests for reservation and cancellation will not be entertained.

vi) The portion of break journey will be treated as separate journey i.e. instructions contained at para (iii) and (iv) will be applicable for each leg of journey separately.

vii) It will be the responsibility of officer/staff making reservation on Metal/Duty Passes to ensure that between the same stations and on the same date, reservation should not be made in two separate trains.

**8. ADVANCE CORRECTION SLIP NO. 66 - RAILWAY SERVANTS (PASS) RULES, 1986 (SECOND EDITION, 1993)**

**Add the following as Para at the end of item No. (xiv) in column 3 of Sch-IV (Post Retirement Complimentary Pass).**

"(iv) Retired Railway employees of 70 years of age and above who are entitled to 1st Class/Ist 'A' Post Retirement Complimentary Passes may take a companion in the same class in all trains, including Rajdhani/Shatabdi trains, by paying 1/3rd of the difference of fare between Sleeper Class/II Class and the class in which the retired Railway employee travels, and the following endorsement shall be made on the pass :-

" Companion in lieu of attendant will be permitted only when the pass holder and other family member (s) more than 70 years of age is/are travelling in SL/II Class in trains other than Rajdhani/Shatabdi express, or in higher class by paying 1/3rd of the difference of fare between SL/II class and the class in which the pass holder/family member (s) above 70 years of age is/are travelling in all trains including Rajdhani/Shatabdi trains subject to existing restrictions regarding number of berths".

**Railway Board's Letters on Staff Matters (Continued)****9. Sub: Revision of hourly rates of incentive bonus and bonus factor of Workshops / PUs in respect of staff under CRJ pattern/ GIS.**

1. The subject of revising hourly rates of bonus and bonus factor subsequent to implementation of Sixth CPC pay structure has been under consideration of Ministry of Railways for sometime. The matter has been examined and it has been decided to revise hourly rates of incentive bonus and bonus factor provisionally as indicated below:

2. It has also been decided that SSE/SE(s) in PB-2 Grade Pay Rs.4600 supervising the work of staff working on the shop floor will get monthly payment of incentive bonus calculated at flat rate of 15% of their basic pay.

Designation	Pay Range	Hourly Rates	Bonus Factor under GIS at 100%
JE /Sr.Tech	9300-34800 GP-4200	49.65	13440
Tech.Gr.I	5200-20200 GP-2800	43.30	11700
Tech.Gr.II	5200-20200 GP-2400	38.50	10400
Tech.Gr.III	5200-20200 GP-1900	32.20	7930
Semi Skilled/ Unskilled	5200-20200 GP-1800	25.45	6760
Unskilled	4440-7440 GP-1300	24.50	6630

3. Payment of incentive to Junior Engineers, essentially indirect workers and supervisors at the revised rates indicated above shall continue to be governed by the conditions laid down in Railway Board's letter No.PC-IV/88/Incentive Bonus/ 1 dated 6.10.89.

4. The revised rates for PCO allowance have already been advised vide Board's letter No.E (P&A) 1/2008/SP-I/WS-4 dated 6.2.09 and 23.4.09.

5. Bonus factor earlier calculated by multiplication of minimum of basic pay with 1.3 has been replaced with a revised total value (at 100%) as indicated above. No multiplication with any factor is to be done with this value.

6. The revision of hourly rates of incentive bonus and bonus factor of workshops and PUs is linked with 5% improvement in productivity in the workshops/PUs. Therefore, necessary adjustments in the total allowed time for each job in the workshops will have to be calculated accordingly in case of CRJ pattern incentive scheme in workshops/PUs. Similarly, for workshops/PUs under GIS, the productivity is to be increased by 5% without additional payment. The work of revision of allowed time in workshops/PUs should be taken in hand and should be completed by **30.11.09**.

7. It has been decided to effect 5% improvement in productivity on a prospective basis i.e. w.e.f. **1.12.09**.

**8. The revised rates as indicated in the table will be effective from 1.6.09.**

9. Other guidelines not covered in this letter for payment of incentive to staff under CRJ/GIS pattern incentive schemes shall continue to be in force.

**GENERAL BODY MEETING OF IRTSA - SR**

IRTSA, Southern Railway Unit has conducted its General Body Meeting on 6<sup>th</sup> October 2009 at Chennapuri Andramaha Sabha, Chennai.

Er.Tamil Maran welcomed the gathering. While presenting Zonal Secretary report Er.V.P.Abdul Salam, reiterated that introduction of new Super fast trains and Special trains without sufficient Infrastructure, Technical Supervisors, Staff and necessary training will increase the workload of Technical supervisors tremendously and seriously affect the safety of trains. Er.M.T.Sujith Kumar, Working president, in his address, requested that the vacancies of technical supervisors and staff be filled up immediately to avoid endangering the safety of trains. He also called for a Scientific and pragmatic outsourcing policy to avoid ambiguity in contract terms and victimization of technical supervisors. Er.Ravichandran, Zonal Treasurer submitted the financial report.

In their address K.V.Ramesh, Z.Secy/ICF & ACT and K.Gobinath, Z.Treasurer/ICF & JGS explained in detail about the demands of IRTSA such as increasing the GP, MACPS, revision of incentive rates, First class pass to all JEs, Group-B gazetted status to SSEs, Percentage of Direct Recruitment in Merged Grades after Sixth CPC, mode of selection and filling up of posts etc. They also explained to the members about the tireless efforts taken by the Central President and General Secretary for the betterment of the category.

Er.Krishna Babu, Secy/JTJ, Er.Krishnamurthy, Secy/BBQ, Er.Ragothamachari/TVC, Er.Ragavan, Secy/AJJ, Er.Preeneth, President/ED, Er.gridharan, President/CW/PER, Er.Sudharson, Secretary/HQ and others spoke on the occasion. Er.Nirmal Chandran, Chennai Division Secretary proposed the vote of thanks. All the speakers appealed to the members to contribute the membership subscription, Struggle fund and subscription to "**Voice of Rail Engineers**".

New body was elected under the supervision of Advisors Er.Shanmugavel and M.S.V.R.Pandian. The meeting concluded with community dinner.

**NEW OFFICE BEARERS OF IRTSA/SR**

**Zonal President :V.Munuswamy SSE/Elec/PWP**

**W. President :M.T.Sujith Kumar SE/C&W/BBQ**

**Vice Presidents :Ragavan SSE/EWS/AJJ, Tirugnanam SSE/Power/MAS, Shanmugasundaram SSE/CW/PER, Pechiappan SSE/TRD/MS**

**Zonal secretary :V.P.Abdul salam SE / C&W/BBQ**

**Treasurer :T.Ravichandran SE/C&W/MS**

**Jt GI Secretary :S.Nirmal Chandran SE/C&W/BBQ, Balasubramanian SSE/C&W/MDU, Radhakrishnan SSE/Plg/CW, E.Raju SE/C&W/MAS, Somasundar SE/CW/PER, Karthikeyan SE/EWS/AJJ, Sakthivelu JE/C&W/MDU**

**Org. Secretaries :Sivasubramanian SE/WT/Loco, Ravishankar SE/C&W/BBQ, Sunil Jha JE/Elec/BBQ, Thomas John SSE/Elec/HQ, Jagadeesan SE/Dsl/ED, Natarajan SE/Elec/GOC, Vinod Prabakar SE/C&W/MAQ, Venugopal SE/Dsl/Erm, Dayalan SE/RS/Const, Jerome SE/E.Loco/ED, Praneeth SSE/Dsl/ED**

**Asst Secretaries: M.T.Moni JE/Elec/TVC, Venkatesa Rao SE/Elec/CW, M.Selvadurai JE/Dsl/GOC, Suresh kumar JE/C&W/BBQ, R.Vijayan SE/TRD, Manikandan**

**SAFETY SEMINAR ON  
“ROLE OF TECHNOCRATS IN  
SAFE RUNNING OF TRAINS” &  
“TOWARDS IMPROVING  
PERFORMANCES ON RAILWAYS”  
BY IRTSA**

At Constitution Club, Rafi Marg, New Delhi  
**On 16.11.09 from 5 to 8 PM**  
**SOME PROPOSALS FOR IMPROVEMENT OF  
SAFETY ON RAILWAYS**

**HUMAN ASPECTS**

1. RECOGNITION OF HIGHER NATURE OF DUTIES & RESPONSIBILITIES OF ENGINEERS IN SAFE & EFFICIENT RUNNING OF TRAINS ON RAILWAYS.
2. GRANT OF DUE STATUS & EMOLUMENTS TO ENGINEERS / TECHNICAL SUPERVISORS ON RAILWAYS TO ENABLE THEM TO PLAY THEIR ROLE EFFECTIVELY - AS RECOMMENDED BY RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC)
3. RECOGNITION OF IRTSA TO DISCUSS & RESOLVE THE PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS - AS RECOMMENDED BY RAILWAY ACCIDENT INQUIRY COMMITTEES (RAIC) & RAILWAY REFORMS COMMITTEE (RRC)
4. Grant of Grade Pay of Rs 4800 to JEs, CMA & Rs 5400 to SSE, CMS
5. a) CAREER PLANNING & TIME BOUND PROMOTIONS FOR ENGINEERS  
b) Upgrading of adequate %age of posts from Group 'C' to Group 'B' Gazetted
6. Incentive or Honorarium to Technical Staff - in Sheds & Open Line Depots & Sheds - for additional workload due to special/new trains & assets.

**TECHNICAL ASPECTS**

7. a) Establish permanent “Railway Safety Organisation” to monitor & ensure availability of requisite infrastructure – compliant with “CAMTECH” norms.  
b) Provide Blue Print for uniform development of all maintenance facilities
8. a) Replacement of all overage Rolling Stock, Locomotives, Bridges, Tracks, Machinery, Plants & equipments on war footing.  
b) Provision of proper & adequate Infrastructure & Staff as per Benchmarks
9. a) Supervisors - to - Worker Ratio of 1:5 - As recommended by RRC.  
b) Filling up of all vacancies – systematically & in advance.
10. Only inescapable Out-Sourcing – to ensure “Safety First”

**NOTICE**

**CGB MEETING & 44<sup>TH</sup> ALL INDIA ANNUAL CONFERENCE, IRTSA**

*It is hereby notified that the: CGB MEETING & 44<sup>th</sup> ALL INDIA ANNUAL CONFERENCE, IRTSA, shall be held on 4<sup>th</sup> & 5<sup>th</sup> DECEMBER, 2009 at JAMALPUR to highlight the great injustice with the Engineers on Railways by Sixth Pay Commission and by the Railways in general. Meeting of CEC, IRTSA shall be held in conjunction with the CGB. All the Member of the CGB & CEC, IRTSA, are requested to please attend the meeting(s) & the Seminar positively, along with maximum number of other active members and Zonal / Unit & Subunit Secretaries etc.*

**AGENDA**

1. Inauguration & address by President.
2. Report of Activities by General Secretary & Report on Account by Treasurer.
3. Report by Zonal Secretaries & CEC Members.
4. Resolutions of Demands & Line of Action.
5. Constitutional Amendments, if any.
6. Election of CEC, IRTSA.
7. Any other point with the permission of the chair.

<b><u>DATE &amp; TIMINGS</u></b>	CGB MEETING, CEC MEETING & SEMINAR 10 AM on 4.12.09 to 3 PM on 5.12.09
<b><u>VENUE</u></b>	Central Institute, Jamalpur
<b><u>RESIDENTIAL ACCOMMODATION</u></b>	E. Rly. Central Institute, Jamalpur, & / OR Such other place – as may be advised at the Reception Counter.
<b><u>DELEGATION FEE</u></b>	Rs 200 per head
<b><u>CONVENOR &amp; CO-CONVENORS</u></b>	Er P. N. Mishra, Secretary, IRTSA, JMP, 09771447494 Er A. K. Sinha, SSE- Mfg., Mob 09771447474 Er Rajinder Parshad, SSE – Crane ( Mob 09771447482)
<b><u>TRANSPORT ARRANGEMENTS</u></b>	<b><u>Organisational Transport:-</u></b> May be provided to the extent possible -on train timings –
<b><u>TECHNICAL SEMINAR</u></b>	“Towards Higher Productivity & Performances of Railways” “Role of Engineers in improving Safety & Efficiency on the Railways”

1. Delegates are requested to reach Jamalpur by early morning trains (or a day early) to be in time for meeting.
2. Winter clothing shall be required – as per season.

Sd/- Harchandan Singh,  
General Secretary, IRTSA

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