

# Voice of Rail Engineers

Official Organ of

**INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION**

Vol. – 3 Issue – 5

September-October, 2010

Price: Rs.10

Annual Subscription: Rs.50

## **RAIL ENGINEERS URGED TO ATTEND IN LARGE NUMBERS THE CGB MEETING & 45TH ALL INDIA ANNUAL CONFERENCE OF IRTSA AT GORAKHPUR, ON 10 & 11 DEC, 2010.**

45th CGB and annual conference will be held on 10th and 11th Dec, 2010 at Gorakhpur, NE.Railway. Meeting of CEC, IRTSA will also be held in conjunction with the CGB.

All the Member of the CGB & CEC, all Zonal / Unit Secretaries IRTSA, are requested to attend the meeting(s) positively, along with maximum number of other active members and 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. Seminar on "Role of Engineers in improving Safety & Efficiency on the Railways".
5. a. Discussion on the problems of Rail Engineers of Workshops, Production Units, Open Line Depots, Sheds, C&M Labs, Drawing & Design Offices, IT & Store Depots etc.  
b. Resolutions of Demands & Line of Action.
6. Constitutional Amendments, if any.
7. Election of CEC, IRTSA.
8. Any other point with the permission of the Chair.

### **Programme**

Date & Timings 10 AM on 10.12.2010 to 5 PM on 11.12.2010

Venue NER Senior Institute, Gorakhpur

Residential i) Railway Stadium Hall, (NER)

Accommodation Gorakhpur

ii) Scout Den (NER), Gorakhpur

iii) Store Depot Rest House (NER) Gorakhpur.

Delegation Fee Rs 300 per head

i) Convener Er. N. K. Sinha, Zonal Secretary, (Ph 05512280026 , 09336414465) 106-A, NE. Rly. Medical Colony. Gorakhpur.273001 (UP)

ii) Co-convener Er. R. B. Singh, Zonal President, SSE Electrical (Ph:0800461487)

All the Zonal secretaries are requested to inform the number of participants to the convener in advance.

## **S.G.Mishra, GS-AIRF Felicitated by IRTSA on his superannuation from Railway service Mishra Assures to resolve problems of Rail Engineers early**

Er. S.G.Mishra, General Secretary AIRF (*Ex-Senior Vice President IRTSA*) was recently felicitated by hundreds of Rail Engineers from all over India, on his superannuation from Railway service.

Er. Harchandan Singh, GS IRTSA, while speaking on the occasion, appreciated the role & struggle of AIRF and of Er. S. G. Mishra in resolving many problems of Railway men – including those of the Rail Engineers. He urged upon Er. Mishra to further intensify his efforts for resolving the outstanding problems of Technical supervisors.

Er S. G Mishra assured all of continuous efforts and struggle for resolving the burning problems of Rail Engineers early – including removal of anomalies in Grade Pay of Technical supervisors, grant of First class Pass to all in GP Rs.4200 and removal of distortions in MACPS.

Er. S. Rahman Zonal Secretary IRTSA, Er. B. D. Mishra, Er. Shukla, Er. K. K Shrivastva and many other Engineers and Officers highly appreciated the approach & efforts of Er. S. G Mishra

## **CWG - RAILWAYS MAKES INDIA PRIDE**

Indian Railways sportspersons bagged 13 of the 38 gold medals won by India in the Commonwealth Games. Railway sportspersons won a total of 23 medals, including 13 Gold, 3 Silver and 7 Bronze Medals of the 101-medal haul by India. India won 38 Gold, 27 Silver and 36 Bronze medals. Contribution of Railway Sport persons is the single largest in the country's medal tally, even higher than that of Defence sports persons. Railway Minister Mamata Banerjee has congratulated the winners & the Railway men at large for these achievements.

## **IRTSA WINS IN STAFF COUNCIL ELECTION IN CLW**

Er. Ashoke Chowdhury Candidate of IRTSA won again in the Technical Supervisor Constituency in Staff Council Election 2010 in CLW. Ashoke Chowdhury, who took up the mantle from Kalyan Kumar Bandyopadhyay in the last election in 2007 as Staff Council Member, contested again this year against four other candidates. He came out with flying colours. It may be worth mentioning that since the inception of Staff Council in CLW, IRTSA has retained the seat of Technical Supervisor Constituency.

**Voice of Rail Engineers – (Previously Published as "THE RAIL SUPERVISOR")**

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



**EDITORIAL**

## HIGHTIME TO RESOLVE BURNING PROBLEMS OF CHEMICAL & METALLURGICAL STAFF ON RAILWAYS

Chemical & Metallurgical Organization is engaged in testing and certifying of all raw materials, finished products & fuel etc - assuring usage of standard materials and effective quality control of vital Safety required for Rolling stocks & Locomotives. The 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. They are mostly recruited with a qualification of Graduation in Engineering or Post Graduation in Science (M.Sc.) as CMA I (Chemical & Metallurgical Assistant-I) - in the Grade Pay of Rs.4200.

Sixth Pay Commission & the Railway Board had not considered the higher recruitment qualification, induction training, higher duties & responsibilities, and specialized trainings of the C&M Engineers - while deciding the pay scales. It is regretted that even the Grade pay of Rs.4600 which was allotted to all the posts having the element of direct recruitment with the qualification of Graduation in Engineering was not granted to the CMA-I. It is therefore, logical that Grant of Grade Pay of Rs.5400 to CMS (pre-revised scale of Rs.6500-10500 & Rs.7450-11500) & CMA-I (pre-revised scale of Rs.5500-9000); and Grade Pay of Rs.4800 to CMA-II (pre-revised scale of Rs.5000-8000).

**Career progression:-** Chemical and Metallurgical Engineers working in the Grade Pay of Rs.4200 & Rs.4600 have almost no chance of getting promoted to Group-B. Majority of C&M Engineers remain and retire in the same cadre in spite of vast experience and expertise for over 25 to 30 years including the CMA & CMS. Most of other Railway Employees get nearly 3 to 4 promotions in service, but employees joining this category as CMA & CMS retire in the same cadre - as CMA & CMS. The CMAs get maximum of only one promotion in spite of higher qualifications and one year of Training, except in rare of the rarest cases (one or two cases in a decade) someone gets promoted to Group-B and that too at the fag end of ones career.

The case of CMA with Master of Science degree or Graduate in Engineering as qualification and one year of training is still worse whose present scale itself is humiliatingly downgraded to Rs.4200 instead of Rs.4600 (as mentioned in para 3 above). Their career is in the negative progression which needs to be rectified on top priority. The relief under MACPS, in the shape of financial upgrading after 10 years of service is not an adequate compensation for promotion - as it does not provide for improvement in status - which is equally important for proper motivation and job satisfaction.

It is, imperative to upgrade adequate number of Group C posts to Group A & B - to fully meet with the job requirements of the posts of C & M Staff on the Railways.

**OUR CONVICTION IS OUR STRENGTH !**  
**We believe in what we do & We do what we believe in!**  
**Engineers! Be active Members of IRTSA**  
**MAKE IRTSA STRONG –**  
**IN PURSUIT FOR JUSTICE FOR RAIL ENGINEERS**

**Categorisation of C&M in Mechanical Department:-** CMT organization which essentially do the technical work of Inspection and testing of raw materials, finished products, fuel etc is wrongly categorized as 'Miscellaneous Department'. Functions of CMT departments in Zonal Railways and production units are independent of RDSO and their functional heads are Mechanical HODs of respective Zonal Railways and Production units. As such, the CMT organization in the Zonal Railways and Production units should be under Mechanical Department for all purposes with exclusive seniority unit.

**Re-Designation of C&M Engineers:-** C&M Engineers perform their duties of Inspection and certification of materials along with Technical Supervisors in work shops, production units and open line. In the past, Indian Railways have brought various designation like TXR, PWI, BRI, Loco foreman, Signal Inspector, Draftsman, etc under the umbrella of same designations (Junior Engineer, Section Engineer, Senior Section Engineer) with suitable suffix, since they essentially do the technical work of quality control during manufacture and maintenance of Rolling Stock, locomotives and other infrastructure on Railways

C&M Engineers who are all part and parcel of Technical department and invariably doing the technical work should be designated as Junior Engineers, Senior Section Engineers.

**PCO Allowance to CMT Engineers:-** The work of C&M Engineers is directly in proportion to the outturn of the Production Units and Workshops. While their counter parts (who are doing similar work) in the Inspection Departments of Production Units and Workshops are paid the PCO Allowance, the CMT Staff is unjustly denied the same. The CMT Staff in all the Railway Workshops & Production Units should, therefore, be granted PCO Allowance at par with Technical Supervisors in PCO.

It is therefore high time that the foregoing issues be resolved and especially the following demands of C & M staff are accepted by the Railway board:

- 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 –*
- ii) CMA I (in the pre-revised scale of Rs.5500-9000) - 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).
- 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 cited above.
- 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.*

(Please visit <http://irtsa.net> for detailed Memorandum on the Problems of C&M Engineers to Railway Board)

**REVISED PROVISIONAL DESIGNATIONS**

(Extracts from Annexure to Railway Board's letter  
No. PC-VI/2008/II/1/1 dated 14-09-2010)

**Technical Supervisors in Civil Engineering,  
Mechanical, Electrical and S&T Departments**

| Existing Designation                      | Pay Band & Grade Pay | Revised Designation   |
|---|----------------------|-----------------------|
| Sr. Section Engineer                      | PB-2                 | Sr. Section Engineer  |
| Section Engineer                          | Rs.4600              |                       |
| Jr. Engineer Grade-I                      | PB-2                 | Jr. Engineer          |
| Jr. Engineer Grade-II                     | Rs.4600              |                       |
| <b>Drawing/Design Staff:</b>              |                      |                       |
| SSE (Drawing & Design)                    | PB-2                 | SSE(Drawing & Design) |
| SE (Drawing & Design)                     | Rs.4600              |                       |
| JE-I (Drawing & Design)                   | PB-2                 | JE (Drawing & Design) |
| JE-II (Drawing & Design)                  | Rs.4600              |                       |
| <b>Chemical &amp; Metallurgical Staff</b> |                      |                       |
| CMS-I                                     | PB-2                 | CMS                   |
| CMS-II                                    | Rs.4600              |                       |
| CMA-I                                     | PB-2                 | CMA                   |
| CMA-II                                    | Rs.4600              |                       |
| <b>Depot Material Superintendent</b>      |                      |                       |
| CDMS                                      | PB-2                 | CDMS                  |
| DMS-I                                     | Rs.4600              |                       |
| DMS-II                                    | PB-2                 | DMS                   |
| DMS-III                                   | Rs.4600              |                       |
| <b>EDP CENTRE</b>                         |                      |                       |
| Senior Engineer (IT) Gr-I                 | PB-2                 | Senior Engineer (IT)  |
| Senior Engineer (IT) Gr-II                | Rs.4600              |                       |
| Junior Engineer (IT) Gr-I                 | PB-2                 | Junior Engineer (IT)  |
| Junior Engineer (IT) Gr-II                | Rs.4600              |                       |

Note: The provisional revised designations as shown in this annexure by themselves will not entail any change in the existing duties and responsibilities, existing allocation of work between the posts of the same provisionally revised designations nor revision of pay structure.

**New Office Bearers of IRTSA ELS/Arokkonam, S.Rly**

|                      |   |
|----------------------|---|
| President            | : Sri N.Prabhakaran (SSE)   |
| Secretary            | : Sri CSM Subramanian (SSE)   |
| Treasurer            | : Sri S. Rajagopal (SSE)  |
| Vice President       | : Sri P. Mathialagan (SSE)  |
| Working President    | : Sri Balaji (JE)   |
| Joint Secretary      | : Sri S. Jayanth (JE)   |
| Advisor              | : Sri U. Raghubabu (SSE)<br>Sri Sampath Rao (SSE)   |
| Asst. Treasurer :    | : Sri P. Kothandapani (JE)  |
| Organising secretary | : Sri S. Subani (SSE)<br>Sri S. Devan   |
| Asst. Secretary      | : Sri Bhavani Kumar (SSE)<br>Sri M.S Raja (SSE)<br>Sri V Rajan (SSE)<br>Sri Earya (SSE)<br>Sri Silampathy (JE)<br>Sri Ezhilvadhana Das (JE) |

**Units! Send Central Quota & Struggle Fund**

Through: Bank Draft In favour of "IRTSA" only - to:  
**Central Treasurer IRTSA,**  
**Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-342008**  
(Ph: 09828024476 & 02912713123)

**IRTSA Memorandum to Chairman CRC, Railway Board****Cadre Restructuring of Drawing & Design Engineers**

i) There has been substantial increase in the duties and responsibilities of the Design & Drawing Engineers (JEs & SSEs) due to modernisation and advancement of technology over the years – but this has not been remunerated in any manner – especially in the case of Senior Section Engineers. Only less than 1% of Design & Drawing Engineers – (entering with Diploma or Degree in Engineering) - reach Group 'B' level and very small fraction thereof reach Group 'A' due to meager percentage of Posts in Group 'A' & 'B'.

ii) Design & Drawing Engineers (JE & SE / SSE Design / Drawing) working in Mechanical, Electrical, Civil Engineering and Signaling Departments require high degree of Technical expertise, intelligence and wisdom; and are responsible for initiation of new or improved designs of Rolling Stock, Locomotives, Jigs, Tools, Systems, Equipments and Fixed & mobile Assets.

iii) Their duty starts right from survey to continual improvement in the system without any boundaries. Duties and responsibilities of Design & Drawing Engineers which includes many other duties as well.

iv) Indian Railways has been continuously upgrading its technology in train operations and maintenance, not only to provide safe and efficient services at the minimum cost but also to compete with other modes of travel including road transport and low budget airlines etc. Drawing & Design Engineers (JE & SE / SSE Design / Drawing) play a vital role for this purpose for continuous induction of new technology and improvements are made & initiated by them continuously in the existing systems & technology.

I) In the cadre of Design & Drawing Engineers (with the entry qualification of Diploma in Engineering at JE level with one and half years on the job training; and Graduate in Engineering at SE / SSE level with one year on the job training - only two Grade Pays are available, ie. JEs in Rs.4200 Grade pay and SE/SSE in Rs.4600 Grade Pay – with very meager avenues for further promotion as already stated in the foregoing para.

As per RBE No. 5/2004 No. PC-III/2003/CRC/6, dated 06/01/2004 referred to above percentage distribution of the cadre in the higher Grade (with 45% as JEs and 55% as SSEs Design / Drawing) is totally inadequate to meet with their job requirements & responsibilities, particularly since they have much lesser % age of higher grade posts in comparison to other Inspectorial categories.

5. It is, therefore, requested that:

a) Adequate number of Group C posts be upgraded to Group 'A' & 'B' – to fully meet with the job requirements of the posts of Technical Supervisors (i.e. JE & SE / SSE) Design / Drawing on the Railways

b) The Percentage of Direct Recruitment of Engineering Graduates in the Technical Supervisors Cadre may please be reduced in order to maintain the total quantum of direct induction at Pre-Sixth CPC level – depending on the overall redistribution of their posts.

c) Cadre of Design & Drawing Engineers may please be restructured as under:

| Designation                             | Grade Pay Rs. | Present Distribution | Proposed Distribution |
|---|---------------|----------------------|-----------------------|
| <b>SSE &amp; SE (Drawing / Design)</b>  | 4600          | 15 + 30 = 45%        | <b>85%</b>            |
| <b>JE-I &amp; II (Drawing / Design)</b> | 4200          | 25 + 30 = 55%        | <b>15%</b>            |

(Please visit <http://irtsa.net> for detailed Memorandum



## GLIMPSES OF IRTSA ACTIVITIES 2009-10

CENTRAL PRESIDENT INAUGURATES 44TH CGB





## GLIMPSES OF IRTSA ACTIVITIES 2009-10



**RAILWAY BOARD'S ORDERS****1. Sub: Modified ACP Scheme (MACPS) for Railway employees- Clarification regarding. RBE No.143/2010,No.PC-V/2009/ACP/2, Dated 29.09. 10.**

In continuation to Board's letter of even number dated 10.06.2009 notifying the Modified ACP Scheme for railway employees, point-wise clarifications on certain issues pertaining to the MACPS, as received from the Department of personal & Training are indicated below:

**1. Point of Doubt:** Whether the Pay Band would change in the hierarchy of Pay Bands & Grade Pay on the grant of the benefits under MACPS?

**Clarification:** The up-gradation under MACPS are to be granted in the immediate next higher grade pay in the hierarchy of the recommended revised pay band and grade pay as prescribed in the RS(RP) Rules, 2008.

**2. Point of Doubt:** Whether the benefits of MACPS would be allowed to the Railway servants who have been later on inducted in the organized Group 'A' service?

**Clarification:** No. The benefit under MACPS is not applicable to Group 'A' officer of organized Group 'A' service, as the officer under organized Group 'A' service have already been allowed partly of two years on non-functional basis with the officers of Indian Administrative service (IAS).

**3. Point of Doubt** How will the benefits of ACP granted, if due between 01.01.2006 and 31.08.2008?

**Clarification:** The new MACPS has come into existence w.e.f.01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore, the previous ACPS would be applicable in the new pay structure adopted w.e.f. 01.01.2006. Para 6.1 of Annexure-I of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS. The following illustration would explain the position.

**(A) In the case of isolated post:** Date of appointment in entry Grade in the pre-revised pay scale of Rs.4000-6000: 01.10.2010.

1st ACP granted on 01.10.1999: Rs.4500-7000 (pre-revised)

2nd ACP due on 01.10.2006: Rs.5000-8000 (pre-revised) (revised PB-2 Grade Pay of Rs.4200).

3rd financial up-gradation under the MACPS would be due on 01.12.2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of Rs.4600 in PB-2.

**(B) In case of normal promotional hierarchy:** Date of appointment in the pre-revised pay scale of Rs.5500-9000: 01.10.1982.

1st ACP granted 01.10.1999: Rs.6500-10500 (pre-revised)

2nd ACP due 01.10.2006 (as per the existing hierarchy): Rs.10000-15200 (pre-revised). Therefore 2nd ACP would be I PB-3 with Grade Pay of Rs.6600 (in terms of hierarchy available):

3rd financial up-gradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of Rs.7600.

**4. Point of Doubt:** Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/approved service counted under various service rules?

**Clarification:** The benefits under MACPS would be

available from the date of actual joining of the posts in the Entry grade.

**5. Point of Doubt:** In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation period would be counted as continuous service in the grade or not for the purpose of MACPS?

**Clarification: (i)** Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy.

**(ii)** However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purpose of grant of financial up-gradation under MACPS, as it is the same Pay Band/Grade Pay of the post.

**6. Point of Doubt:** Whether the pay scale/Grade Pay of substantive post would be taken into account for appointment/selection to a higher post on deputation basis or the pay scale/grade pay carried by a Railway servant on account of financial up-gradation(s) under ACP/MACP Scheme?

**Clarification:** The pay scale/grade pay of substantive post would only be taken into account for deciding the eligibility for appointment/selection to a higher post on deputation basis.

**7. Point of Doubt:** In a case where 1st/2nd financial up-gradation are postponed on account of the employees not found fit or due to departmental proceedings, etc., whether this would have consequential effect on the 2nd/3rd financial up-gradation or not?

**Clarification:** Yes. If a financial up-gradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc, the 2nd/3rd financial up-gradation under MACPS would have consequential effect. (para 18 of annexure-I of MACPS referred).

**8. Point of Doubt:** In a case where the Railway servant has already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitled for any further up-gradation under MACPS?

**Clarification:** No. Since the Government servant has already earned three promotions, he would not be entitled for any further financial up-gradation under MACPS.

**9. Point of Doubt:** Whether the pre-revised pay scale of Rs.2750-4400 in respect of Group-'D' non-matriculate employees, would also be taken as merged to grade pay of Rs.1800 for the purpose of MACPS in view of merger of pre-revised pay scales of Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay structure of grade pay of Rs.1800 in the pay band PB-I?

**Clarification:** Yes.

*Continued on page – 7*

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GS, IRTSA



**Railway Board's orders (continued from page-6)**

**10. Point of Doubt:** If a Railway servant on deputation earns up-gradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?

**Clarification:** No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACPs/MACPS), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme without deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.

**11. Point of Doubt:** Since the pay scales of Group-'D' employees have been merged and placed in the Grade Pay of Rs.1800. whether they are entitled for grant of increment @ 3% during pay fixation at every stage.

**Clarification:** Yes. On the analogy of point 22 of Annexure-I of MACPS, the pay of such Group-'D' employees who have been placed in the Grade Pay of Rs.1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.

**2. Sub:- Communication of Below Benchmark ACRs for the years prior to 2008-09 reckonable in future DPCs for promotion.**

**Ref: R.B.E. NO.136/2010, No.E(NG)I-2009/CR/2,**  
Dated 17.09.2010

Department of Personnel & Training, vide their O.M.21011/1/2010-Estt.A dated 13.04.2010 (copy enclosed), have mentioned that if any employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09, which would be reckonable for assessment of his fitness in such future DPCs, contain final grading that are below the benchmark are for his next promotion, before such ACRs placed before the DPI, the concerned employee will be given a copy of the relevant ACR for his representation, if any within 15 days of such communication. It may be noted that only below benchmark ACRs for the period relevant to promotion need be disclosed.

2. It has also been mentioned in DoP&T's above O.M. that the competent authorities considering representation of the employees against entries/grading in their ACRs/APARs should be informed that the decision on the representation may be taken objectively after taking into account the views of Reporting/Reviewing officers, if they are still in service, and in case of up-gradation of the final grading given in the APAR, specific reasons therefore may also be given in the order of the competent authority.

3. Board have decided to implement the instructions contained in DoP&T's above mentioned O.M. on Railways for promotion within Group 'C'. It is, therefore, requested that while holding Departmental Promotion Committees for promotions of the employees in future, the above instructions may be taken care of and complied with.

**Department of Personnel & Training**

**OM No. 210111/2010-Estt.A** 13th April, 2010

**Subject: Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the AFAR or for up-gradation of the final grading,**

The undersigned is directed to say that prior to the reporting period 2008-09, only the adverse remarks in the ACRs had to be communicated to the Concerned officer for representation, if any to be Considered by the competent authority. The question of treating the grading in the ACR which is below the benchmark for next promotion has been considered in this Department and it has been decided that if an employee is to be considered for promotion in a future OPC and his ACRs relevant to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPC contain final grading which are below the benchmark for his next promotions, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. It may be noted that only below benchmark ACR for the period relevant to promotion need be sent. There is no need to send below benchmark ACRs of other years.

2. As per existing instructions, representations against the remarks or for up-gradation of the final grading given in the APAR (previously known as ACR) should be examined by the competent authority in Consultation: if necessary, with the Reporting and the Reviewing Officer, if any. While considering the representation, the competent authority decides the matter objectively in a quasi-judicial manner or, the basis of material placed before it. This would imply that the competent authority shall take into account the contentions of the officer who has represented against the particular remarks/grading in the APAR and the views of the Reporting and Reviewing officer if they are still in service on the points raised in the representation vis-a-vis the remarks/grading given by them in the APAR. The UFSO has informed this Department that the Commission has observed that while deciding such representations, the competent authorities sometimes do not take into account the views of Reporting/Reviewing Officers if they are still in service. The Commission has further observed that in a majority of such Cases, the competent authority does not give specific reasons for upgrading the below benchmark ACR/APAR gradings at par with the benchmark for next promotion.

3. All Ministries/Departments are therefore requested to inform the competent authorities while forwarding such cases to them to decide on the representations against the remarks or for up-gradation of the grading in the APAR that the decision on the representation may be taken objectively after taking into account the views of the concerned Reporting/Reviewing Officers if they are still in service and in case of up-gradation of the final grading given in the APAR, specific reasons therefor may also be given in the order of the competent authority.

**3. Subject: Grant of Fixed Medical Allowance (FMA) to the Railway Pensioner/ Family Pensioner- Reg.**

Railway Board's letter No. PC-V/2010/A/Med/1  
Dated 29-06-2010 (RBE No. 92-2010)

In pursuance of Government's decision on the recommendations of the Fifth Central Pay Commission,

**(Continued on page -8)**

**RLY BOARD'S ORDER (Continued from page 7)**

instructions regarding grant of Fixed Medical Allowance @ Rs.100/- per month to the Railway pensioners/family pensioners were issued vide Railway Board's letter No. PC-V/98/1/7/1/1 dated 21-4-99 and subsequently amended from time to time; the last being letter No. PC-V/2006/A/Med/1 dated 1-9-2009.

2. In this connection, Department of Pension & Pensioners Welfare (DoP & PW), the nodal Department on the subject, have advised vide OM No. 4/25/2008- P&PW (D) Dated the 25-5-2010 the demand for enhancement of Fixed Medical Allowance has been under consideration of the Government for some time past and the amount of Fixed Medical Allowance has been enhanced from Rs.100/- to Rs.300/- per month. The other conditions for grant of Fixed Medical Allowance shall continue to be in force.

3. These orders shall take effect from 01.09.2008.

4. This issue with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their I.D. Note No. 347/E.V/2010 dated 14.5.2010 and in consultation with the Comptroller and Auditor General of India vide their UO No. 36-Audit (Rules)/28-2-9 dated 26.5.2010.

**4. Sub:- Admissibility of full pension to Railway servants retiring on or after 01.01.2006 - regarding.**

Railway Board letter No: No.F(E)III/2008/PN1/13,  
Dated 12.08.10

Clarification are being are being sought from this office by the Zonal Railway Administrations in connection with the revised instructions issued by the Department of Pension and Pensioners' Welfare regarding grant of full pension to Government servants retiring on or after 01.01.2006 and its applicability to those employees who are absorbed in Public Sector Undertaking / Autonomous bodies.

2. It is informed that the department of Pension and Pensioners' Welfare vide their O.M. dated 10.12.2009, has dispensed with linkage of full pension with 33 years of qualifying service with effect from 01.01.2006 instead of the earlier cut off date of 02.09.2008. As Such all employees becoming entitled to pension on completion of 10 years of qualifying service in accordance with Rule 69(2) of the Railway Service (Pension) Rules, 1993, on or after 01.01.2006 are eligible for pension equal to 50% of the emoluments or average emoluments, whichever is more beneficial to them. With the issue of these instructions, the concept of pro-rata pension has ceased to exist with effect from 1.1.2006. This provision is equally applicable to those employees who have been permanently absorbed in PSUs/Autonomous Bodies and have since become entitled to monthly pension in terms of the extant instructions.

**5. Grant of Double the amount of Hostel subsidy for the disabled children of Railway employees.**

RBE No.135/2010, No.E(W)2008/ED-2/5, Dated 14.09.10. It has been decided that the hostel subsidy for disabled children of Railway employees shall be payable at double the rates ie.Rs.6000 per month per child subject to the conditions as stipulated in DOP&T's O.M. No. 12011/03/2008-Est(Allowance) dated 2.9.08 circulated on Railways vide letter No.E(W)2008/ED-2/4 dated 1.10.08,

**RAIL ENGINEERS - JOIN ENMASS  
45<sup>th</sup> ALL INDIA ANNUAL CONFERENCE &  
CGB MEETING OF IRTSA**

**AT GORAKHPUR, ON 10<sup>TH</sup> & 11<sup>TH</sup> DEC, 2010  
TO HIGHLIGHT ANOMALIES OF 6<sup>th</sup> CPC &  
ROLE & PROBLEMS OF ENGINEERS ON RAILWAYS  
MAIN DEMANDS**

1. RECOGNITION OF IRTSA - TO DISCUSS & RESOLVE THE PROBLEMS OF TECHNICAL SUPERVISORS ON RAILWAYS - AS RECOMMENDED BY RAIC & RRC
2. a) 3 TIMES PAY RISE IN PB 1 TO PB 3 AT PAR WITH PAY RISE IN PB 4 & ABOVE  
b) Grant of Grade Pay of Rs 4800 to JEs, CMA & DMS.  
c) Grade Pay of Rs 5400 SE, SSE, CMS/CMA-I, 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  
c) Upgrading of adequate % of posts from Group 'C' to Group 'B' (Gaz.)
4. a) 2 AC / 1<sup>st</sup> Class Pass in Grade 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 Tech. Staff & Supervisors - in Sheds & Open Line & Store Depots - for additional workload & working Hazards.
6. Revision of Stipend of Trainee Junior Engineers of all Departments with Uniform Training Period & Stipend w.e.f. 1.1.2006.
7. Re-designation of C&M Staff as JEs & SSEs and treating them as Mech. Deptt.
8. Removal of drawbacks in Modified ACP Scheme.
9. a) Removal of disparity in Fixation of Pay of Promotees & Direct Recruits.  
b) Withdrawal of uniform date of Increment - restoration of status-quo-ante
10. Exemption of all Allowances from Income Tax- as recommended by 5<sup>th</sup> CPC.

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**Published by Sri.M.Shanmugam, Central President, IRTSA, on behalf of**

**Indian Railways Technical Supervisors Association From 4, 6<sup>th</sup> Street, TVS Nagar, Padi, Chennai - 600050.**

**Printed by him at Four Yes Offset Press, 11/A - 40, Karthiyan Salai, Periyar Nagar, Chennai - 600082. Editor: M. Selvaraj**